Leadership Presence

A Leader in every chair @ work in PM

I do all what I learned to do as a Leader....
And it doesn't work, why?
What does resist explanation?

"Vertical development"

As adults we're able
to boost our natural development process
and access our hidden potential.

What we haven't learned at school...

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Content

- Society is influencing our development
- Mind, heart and personality interplay
- Climbing your mountain
  Change the way you look at things, and the things you look at change
- Key development patterns
- The challenge to reach the “Leader” level
- **The SE stage is what most effectively differentiates Leaders**
- Leadership hierarchy
- Assessment: How you know where you are?
- Signs that your leadership stage is evolving
- How to accelerate your maturation process
- “Presence” : What great actors have
  The emergence of flow & collaboration

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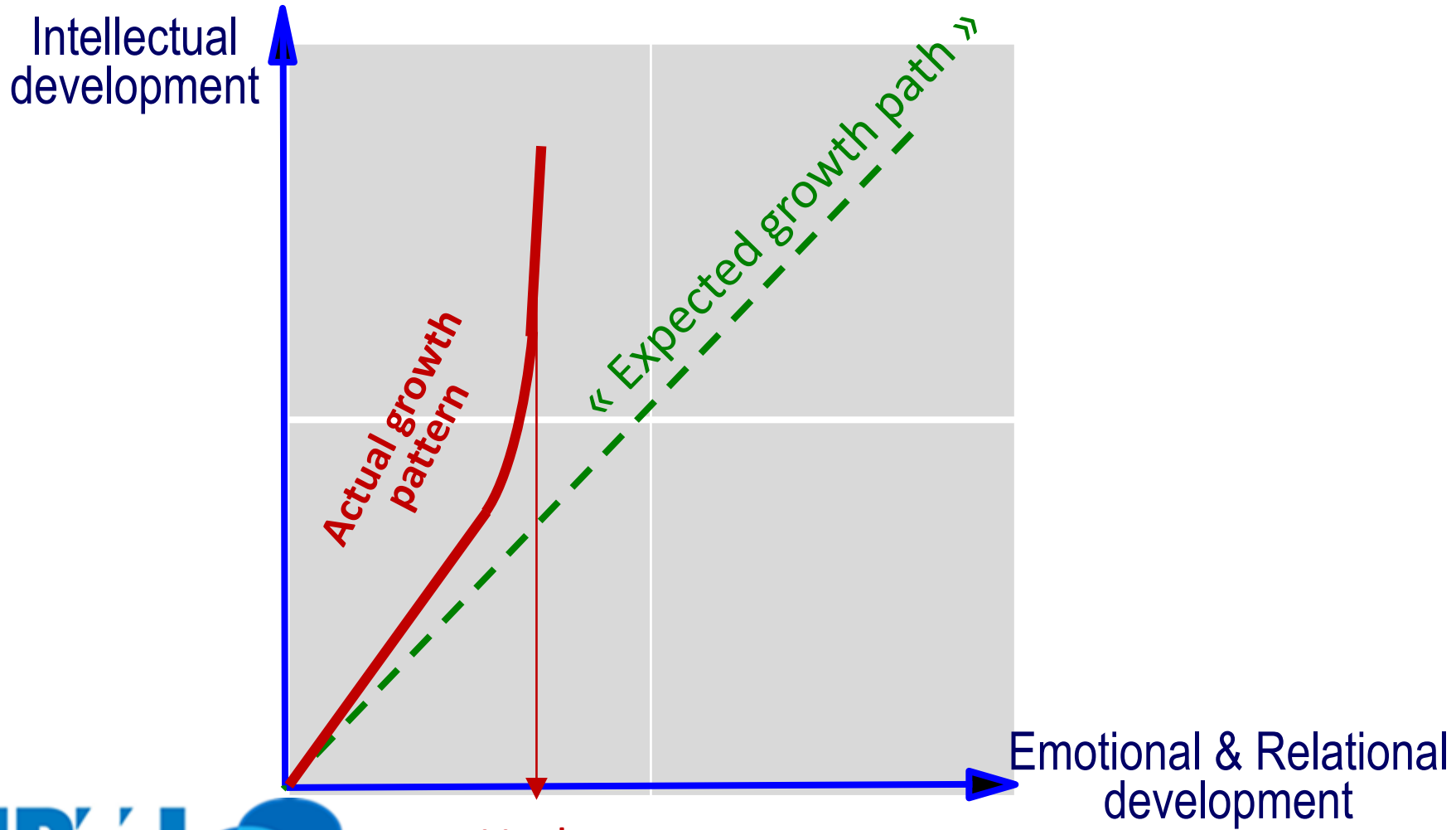
Societal intellectual focus
leads to poor emotional& relational power



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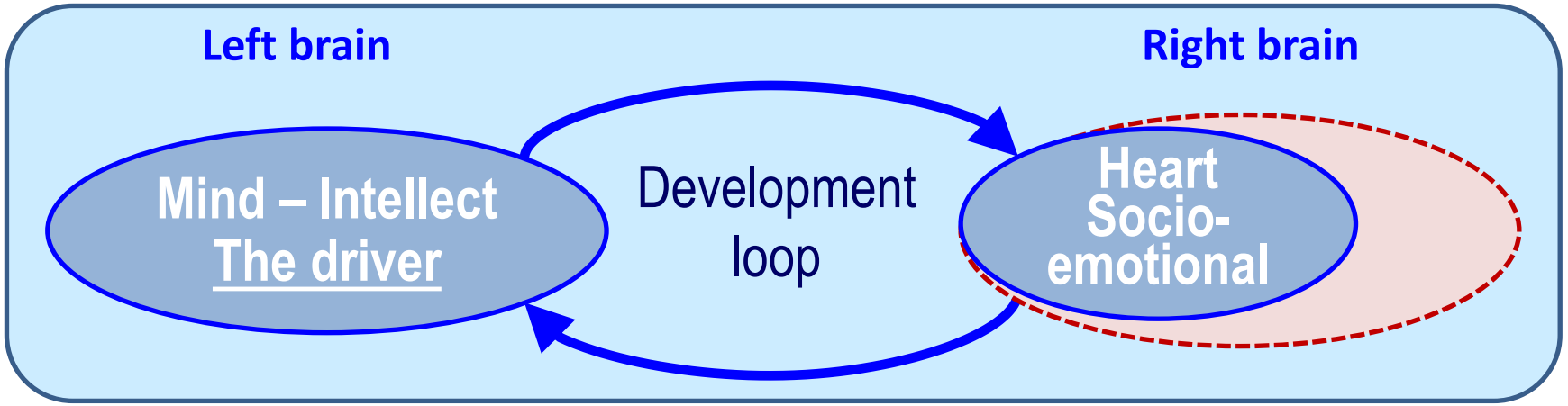
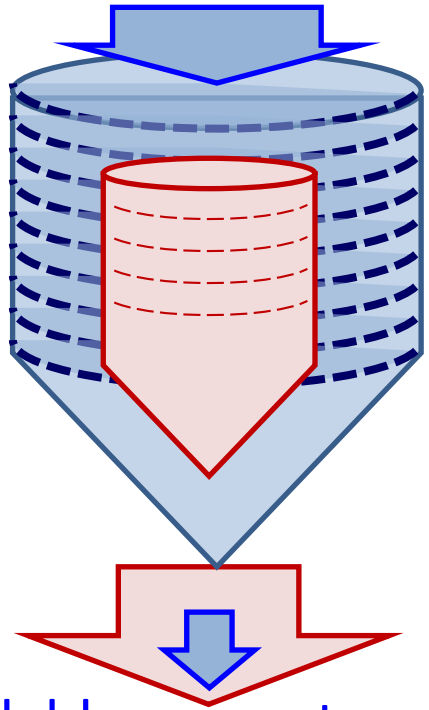
Mind, heart and personality interplay



Personality
Filter / Enabler
Conditioning, EGO,
Education , Culture, Character,
Wounds, Beliefs, Shadow, **…**



Available competencies

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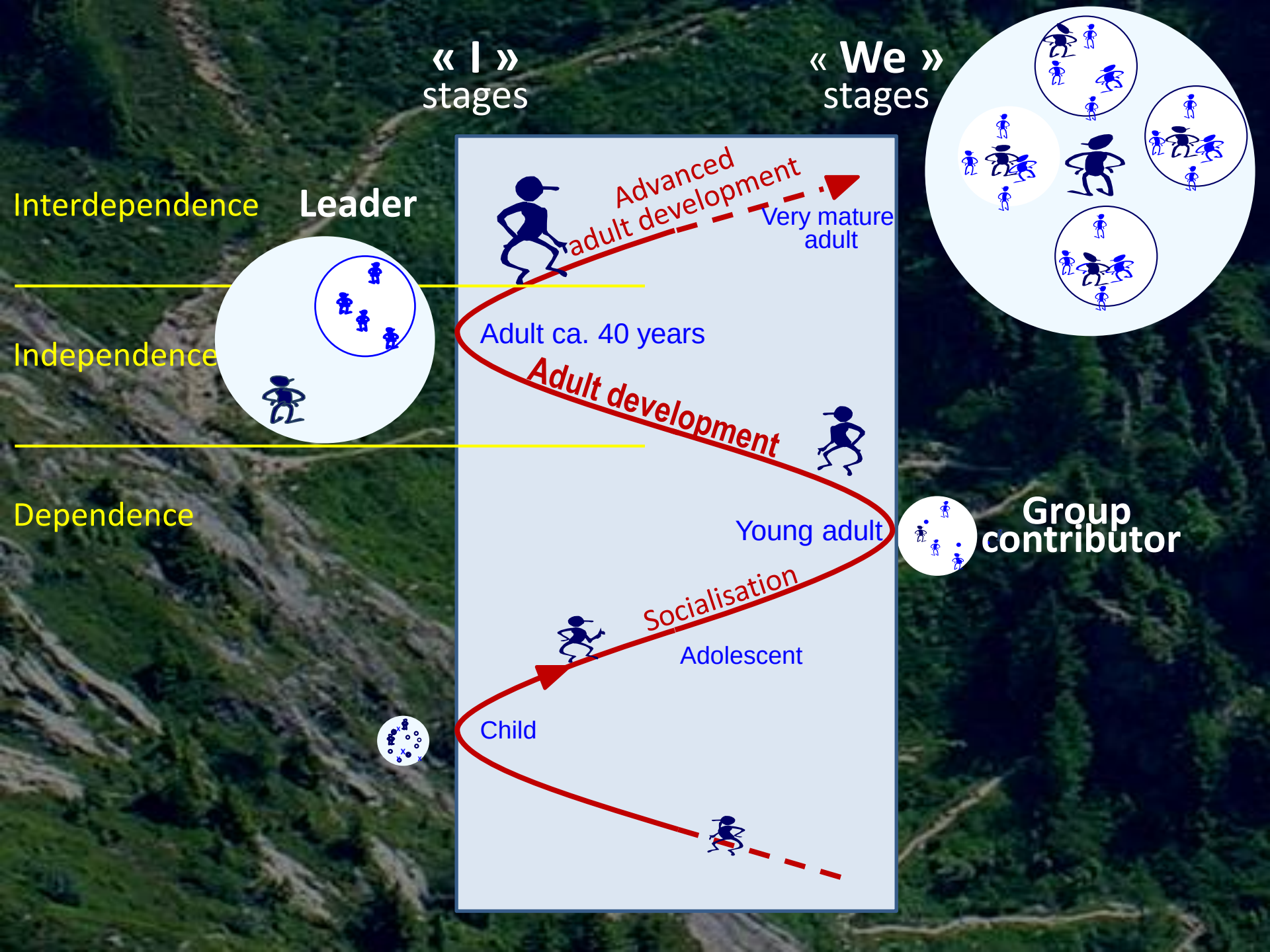
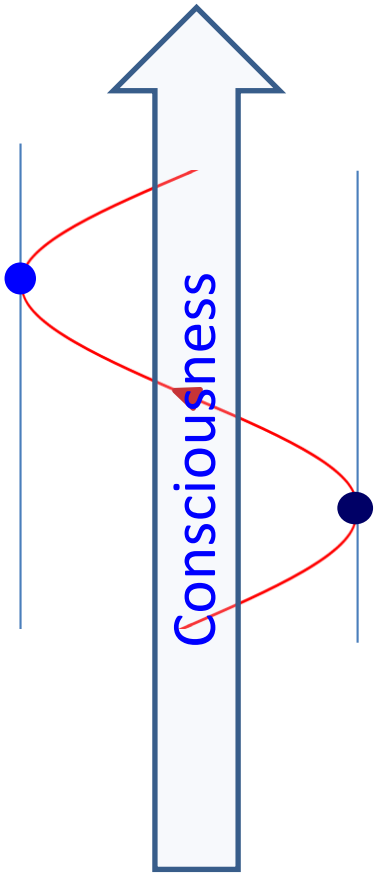

« I »
stages
« We »
stages
Interdependence
Leader
Independence
Dependence
Advanced
adult development
Very mature
adult
Adult ca. 40 years
Adult development
Young adult
Group
contributor
Socialisation
Adolescent
Child

Key adult development patterns

Leader
Self-determined

- Strong identity
- Breaks the rules, follows « his » own rules & goes his way
-Not easily influencable, but takes others into consideration
-Professional, fully responsible & accountable
-Limited need to control
-Good knowledge of self, manages him/her self
-Strong constructed value system, integrity, humility,
-Ability of « super-vision »
-…



Group contributor
Other-dependent/Good citizen

-Socialised
-Compliant, follows the rules, the standards, & does not take risks
-Influenceable
-Attached to his/her communities & to people
-Identify to others
-Defined by others
-Strong need to control
-Poor knowledge of self
-Adopted value system
-Persona & status are important
-…

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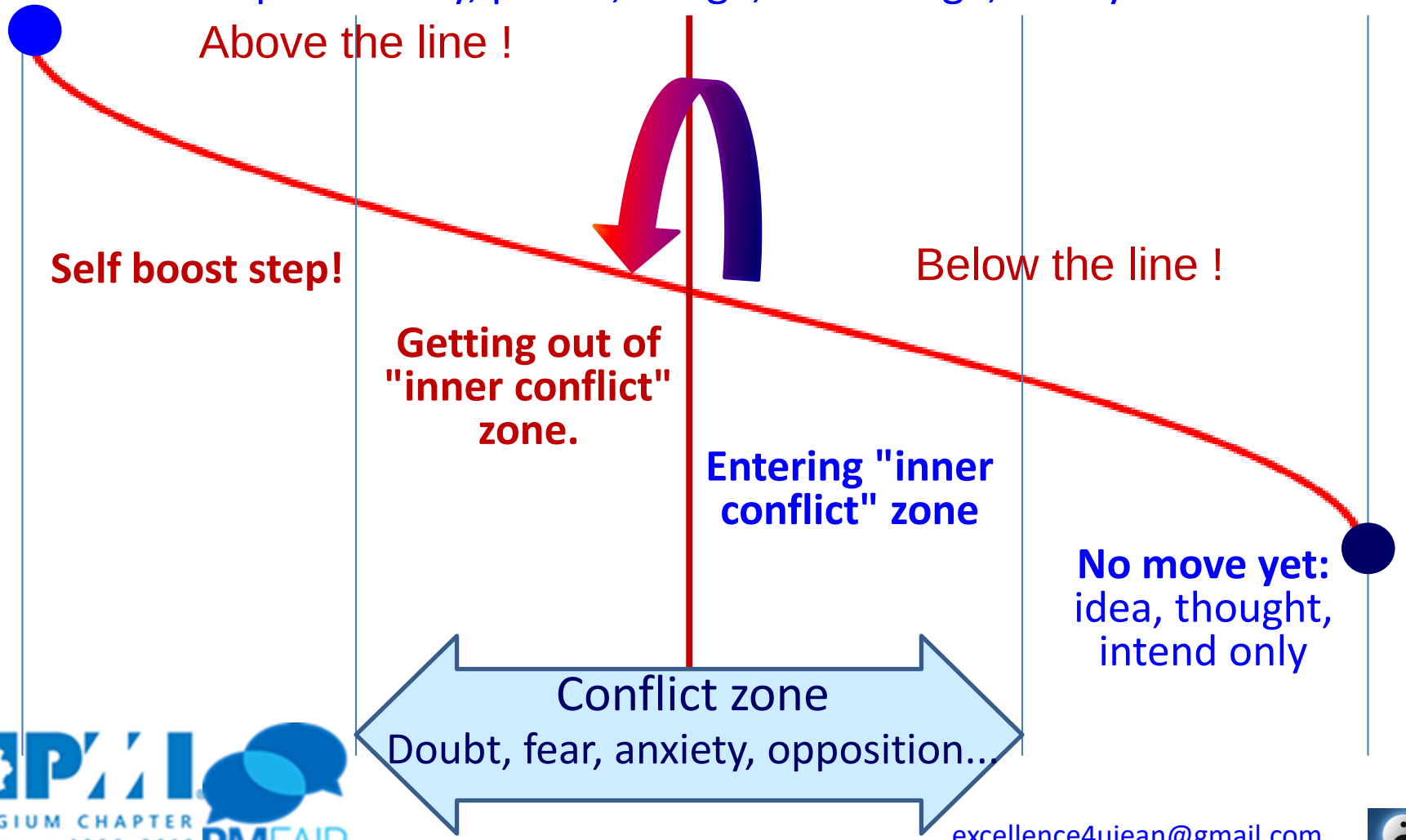
The challenge to reach the “Leader” level

FEAR....lack of self-confidence? Fear of the unknown? Fear of....?

How project people and stakeholders respond
when their personality, power, image, knowledge, safety is at stake?



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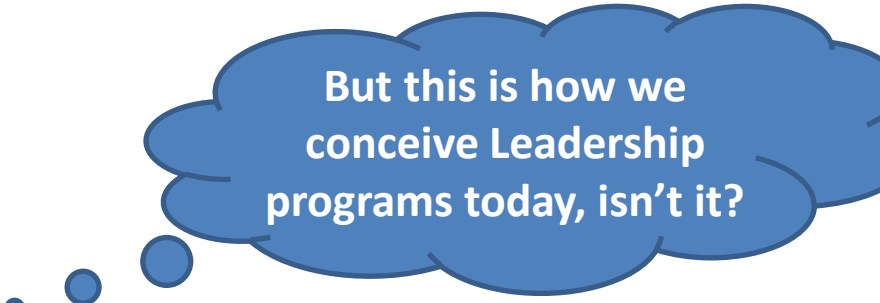
The SE stage is what most effectively differentiates Leaders

- How Leaders perceive and interpret their surroundings
- How Leaders respond when their personality, power, image, knowledge, safety is challenged
- **With**
  The imprint of the personality in the background,
  (often coming in the foreground!)



Less important:
- Leadership philosophy
- Management style
- Hard competencies

There is a fair chance you're not conscious of the stage you're in

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Leadership hierarchy

Your success
at your current leadership level
is not a guarantee to fit at a
higher level where new
competencies are required!

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Leadership hierarchy

Your success
at your current leadership level
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Key characteristics of each stage

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Assessment: How we know where we are

- **Interviews:**
  Tell me what you feel when you receive difficult feedback…
- **Phrase completion**
- **Observations** (writing, listening, attitudes…)
- **Multichoice questionnaire**:
  -Challenging norms, policies, procedures , standards…
  -Fear and resilience to emotions
  -Attachment to others
  -Managing "letting go“
  -Decision making process
  -Need for control
  -Feedback on my work and myself
  -Use of power
  -Drive for change - Handling the unknown
  -"Accepting reality, accepting what is"
  -Values
  -Responsibility and Accountability
  -….

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Signs that your Leadership level is

Moving up

- ☺ You « feel » and want to go out of your present comfort zone/role, and you feel you can
- ☺ You begin to be bored in your job
- ☺ Sometimes you're wondering whether you're really accomplishing anything important
- ☺ You assess yourself and others, and compare

or that you should elevate your level to fit your current job

- ☹ You're fire fighting most of the day
- ☹ You do not have time for people, nor time to reflect, nor find time for structural improvement…
- ☹ People let you know one way or another that you micro-manage, and that you do not give clear directions to comfort long term performance
- ☹ Peple don't trust you anymore…
- ☹ Fear & discomfort are often in command

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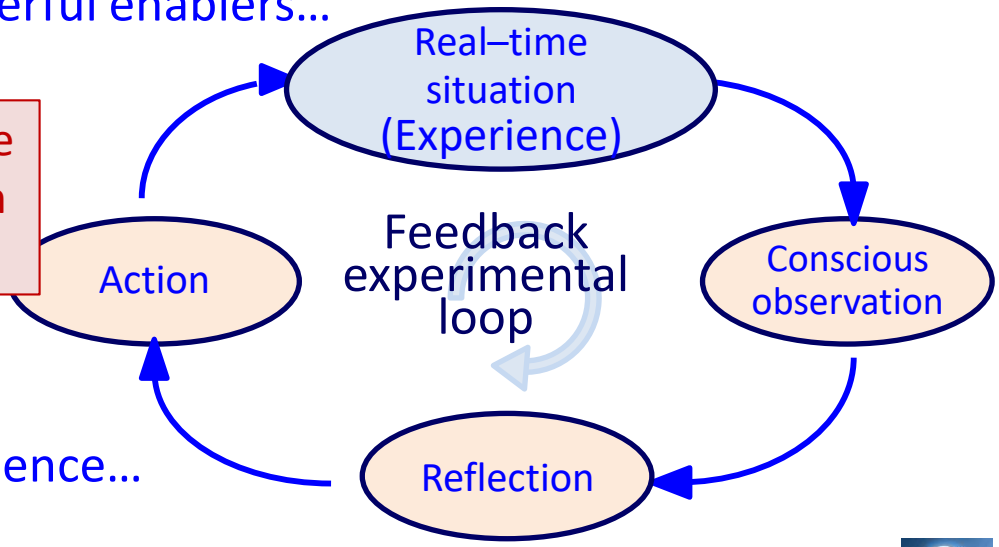
How to accelerate your vertical development

- **Embody** the importance of your socio-emotional « development » and the mechanics of development
- Forge a **strong intention** as your top priority engaging for a life long learning, be prepared for **small steps benefits** (apparently), but **in fact major leaps.**
- Assess your boundaries & learn managing your psychology too
- Live in the here and now
  Presence => Flow= > Emergence of your inner knowledge:
  The future that wants to emerge
- **Be conscious and self-aware, observe, question, reflect, experiment !**
- **Replay failures (missed opportunities) again and again until integration:**
  Journalling, role playing are powerful enablers…

This loop will demonstrate results when you run it in **real time**,…



and I speak from personal experience…

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Presence to facilitate the emergence of flow and collaboration

Connect with your Self in **the here and now**,

Relax your body
Body awareness
+
Open your Mind
Be aware of your thoughts
Mind awareness
+
Open your Heart
Be aware of your feelings
+
Open your Will
Be aware of your intention
+
Awareness of awareness
Consciousness

Suspend the time….

Let go, let go, let go…..

Collaborative creation from the future that wants to emerge

Allow your inner knowing to emerge

Presence
State of flow
Super-Vision

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Take away

- Adult development is life long and depends on YOU
- Socio-emotional is meaning making and makes the difference!
  Cognition is sense making
  These are different, but intertwined development lines
  And this is not taught in schools!
- We all climb the same path
  Some faster than others
  Some stop earlier than others
- We do not know where we are on the path! (need assessment)
- A person at one stage does not understand a person 3 stages higher:
  Different worldview, different toolbox....
- "Presence" facilitates awareness, consciousness, development and navigation of the ego
- Development is work for life when we want to grow, to transform,
  to use all what is available in our brain
  Learning is only flat land (more of the same)...
  and does not allow transformation

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