

THE HUMAN SIDE OF LEADERSHIP



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GROW
INTO THE
PERSON
YOU WERE
MEANT TO BE.

**FEELS LIKE
COMING
HOME**



THE TIMELESS CALL TO LEAD



Super Brief History

Early communities were **connected**; different responsibilities, but everyone contributed; **people mattered**

As civilizations grew, leadership became increasingly **hierarchical**, with **concentrated power**

Industrialization created **isolation**, transactional leadership, and loss of humanity; **productivity mattered**

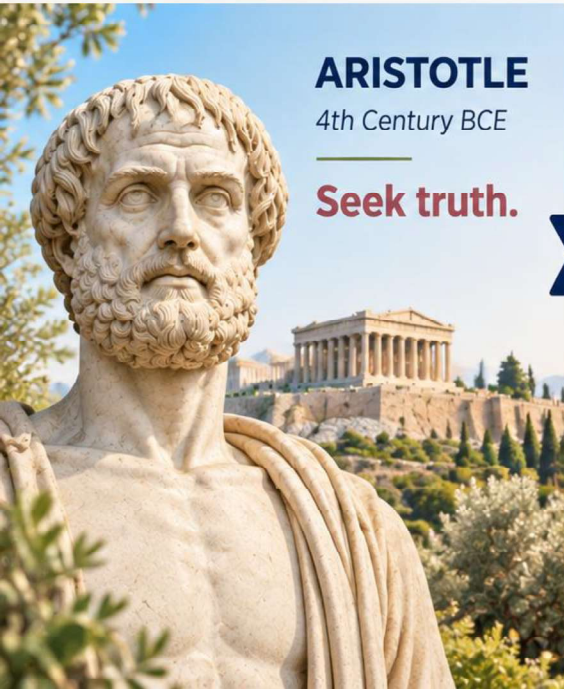
The First Principles Approach

Breaking things down to what is true, essential, and foundational.

ARISTOTLE

4th Century BCE

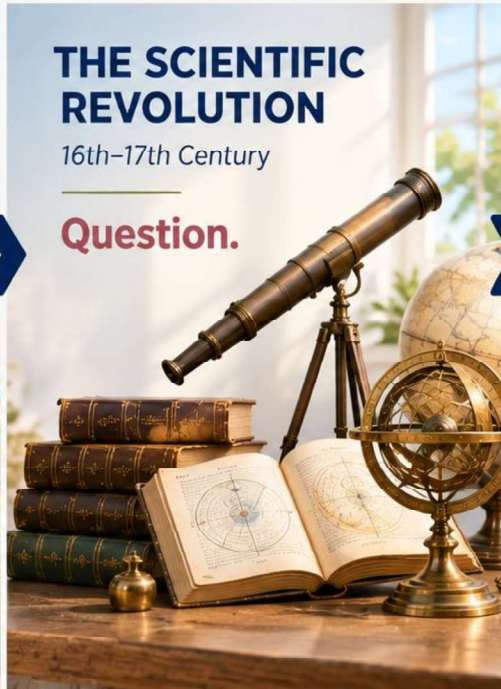
Seek truth.



THE SCIENTIFIC REVOLUTION

16th–17th Century

Question.



TODAY'S INNOVATION

21st Century

Build.



First Principles Approach To Leadership

Remove titles, hierarchy, buildings, power, tools, processes, products, etc.

What remains is people; the common thread

The question then is: How do we lead people?

THE FIRST PRINCIPLE OF LEADERSHIP



RELATIONSHIPS ARE
EVERYTHING

Relationships
Are
Everything

Your success depends
on others **growth** and
accountability

My own leadership
journey watching Paul
and Mike

PEOPLE-CENTERED LEADERSHIP



People-Centered Leadership

People-centered leadership emphasizes interdependence, well-being, and humanity

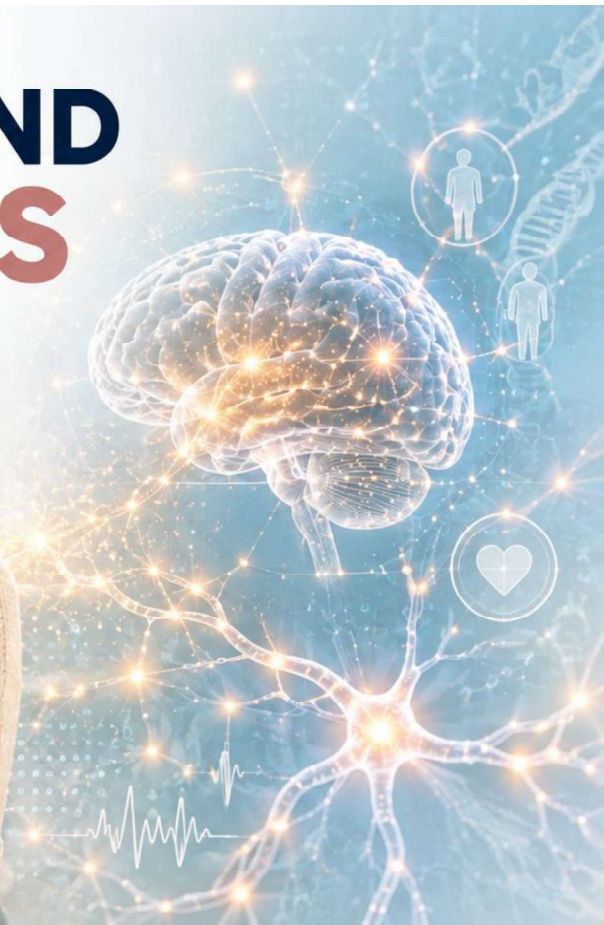
Everyone has a role in moving the organization's purpose forward

Leaders share power, model personal growth, and promote leadership in others

Leadership is individualized and a way of being

Hubert Joly's Three Imperatives: **People, Business, Financial**

THE SCIENCE BEHIND RELATIONSHIPS



The Science Of Relationships

Newborns are drawn to human faces and voices, we come into the world looking for connection

Research involving institutionalized children in the 20th century demonstrated the devastating consequences of severe relational deprivation

Surgeon General **Vivek Murthy**; ***Together: The Healing Power of Human Connection in a Sometimes Lonely World*** – loneliness is equivalent to smoking 15 cigarettes a day

Relationships aren't simply nice; humanity is fundamentally relational

CULTIVATE YOUR LEADERSHIP FROM WITHIN



Cultivate Your Leadership From Within

Leadership development begins
with the person doing the leading

Who we are determines what we
bring into every relationship

Leading others begins with
learning to lead ourselves

‘Reporters to’ *or* ‘followers of’

CHARACTER DEVELOPMENT



Character Development

Fixed vs Growth Mindset

Built through self-reflection and honest appraisal

Leadership is the byproduct of character development

Leadership reveals your character

The Four Virtues of Leadership



Courage



Discipline



Justice



Wisdom

The Four Virtues of Leadership

Courage: Not the absence of fear, but the choice to act despite it. It is the willingness to always do what is right, take risks, have hard conversations, and **lean into fear**

Discipline: Persistence to keep going when things are difficult, and **resistance** from distractions that pull you away from what matters most

Justice: Recognizing how we affect others. It means **considering the common good** and choosing to act in ways that are fair, right, and beneficial to others

Wisdom: A willingness to keep **learning and becoming**. It requires humility and a deep understanding of what you believe reality actually is

COACHING IS FOUNDATIONAL



Coaching

Marshall Goldsmith

Research shows one person can coach no more than 6-8 people ongoing

Provides more time for you to lead your organization in the long-run

Weekly coaching makes room for personal and **leadership growth for everyone**



Reciprocity

**We help
our teammates
grow, and
they help
us grow.**

Reciprocity

Everyone is developing their own character

You model your growth and encourage others to do the same

Your team models their growth to others... and so on

My student/teacher paradox

WHO YOU ARE SHAPES YOUR CULTURE



Who You Are Shapes Your Culture

Culture is the expression of relationships repeated over time

Daniel Coyle: The Culture Code

Build Safety: Google's Project Aristotle; ***Amy Edmondson: The Fearless Organization***

Share Vulnerability: My personal goal to not be in the middle of everything

Establish Purpose: ***Simon Sinek: The Infinite Game***

PROTECT YOUR TEAM AND YOUR INTEGRITY



Protect Your Culture

Pruning a team is necessary

If you do not, you own it!

Hire for character

Find your Barbara

The
primary
work
of life
is
BECOMING.

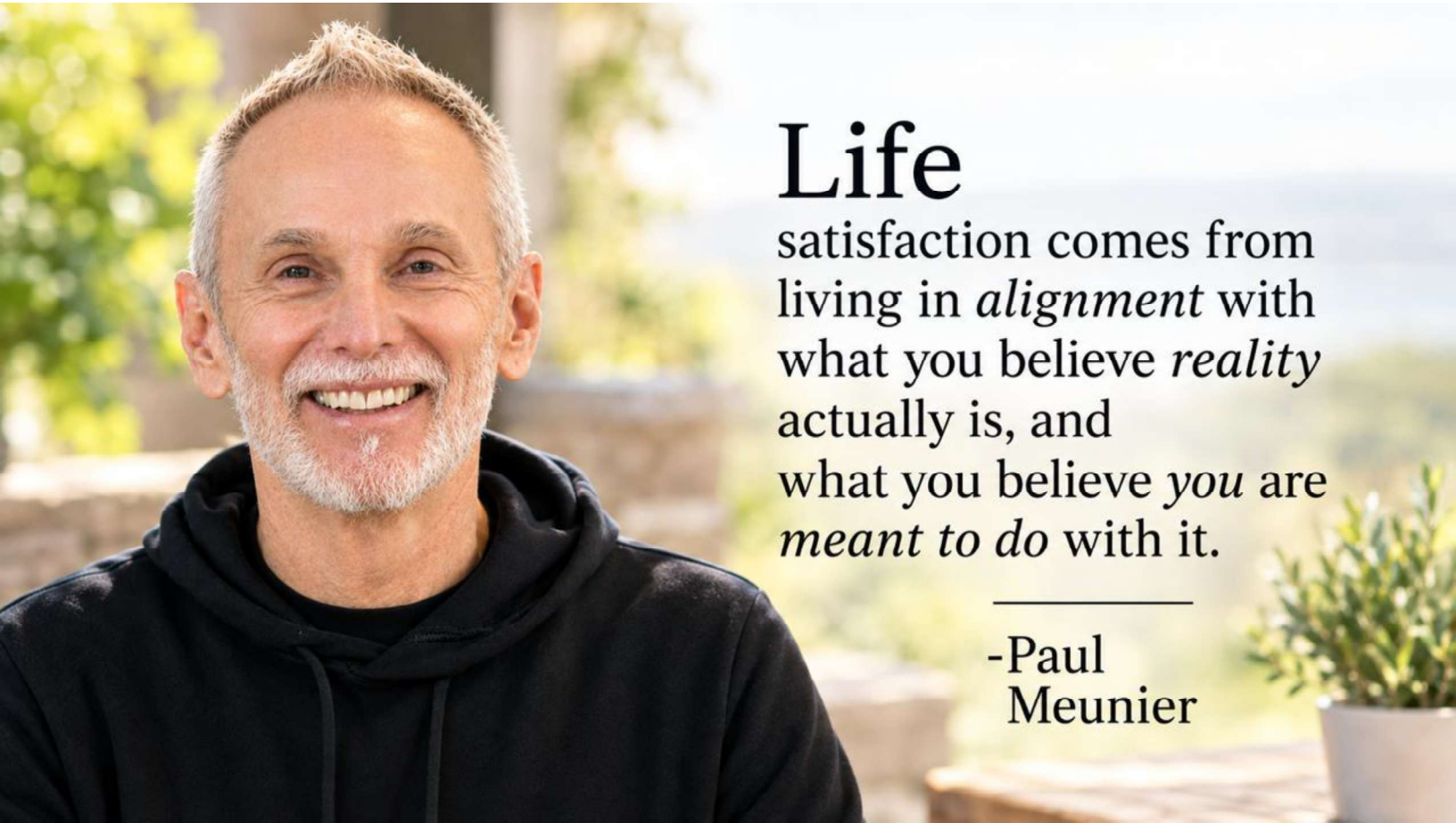


**The Primary
Work Of Life
Is Becoming**

We have **Agency**

‘A Person is Not Fully
Made Until a Person Dies’

Anyone care to share?



Life

satisfaction comes from living in *alignment* with what you believe *reality* actually is, and what you believe *you* are *meant to do* with it.

-Paul
Meunier

Life Satisfaction

Erik Erikson: ego
integrity vs. despair

Robert Butler: coined
the idea of “life review”

Memento Mori

PROGRESS
NOT
PERFECTION



**How is your
success
measured?**



What If?

Barry-Wehmiller: 35 years of double-digit annual growth

Bob Chapman: Everybody Matters: The Extraordinary Power of Caring for Your People Like Family

Caring for people is a great business strategy and profoundly rewarding

What if your main purpose was to help people lead meaningful and fulfilling lives?

LEADERSHIP IS A GIFT



Leadership Is A Gift

We get the privilege of supporting and watching people grow

Our relationships allow us to grow our character and live a virtuous life

We may believe our job is to grow other people; but we are the primary beneficiaries

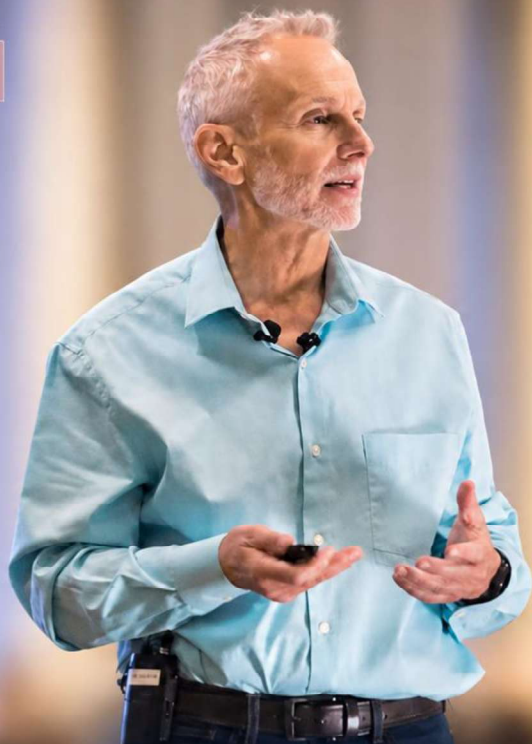


**BE
THAT
PERSON**

The background features a soft-focus photograph of a window looking out onto a sunlit outdoor area with trees. Overlaid on this are several large, expressive brushstrokes in a muted red and a sage green. The word 'If—' is centered in a large, bold, dark blue sans-serif font.

If—

Adapted from Rudyard Kipling's *If—*
Full credit and appreciation for the original work and inspiration.



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Let's Stay *Connected*

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