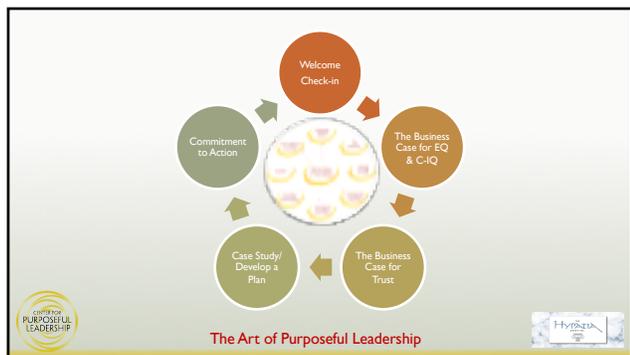




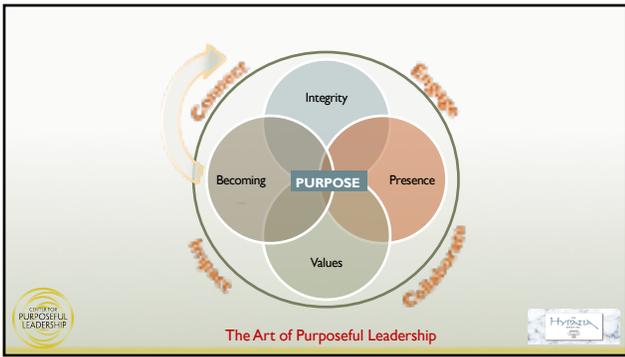
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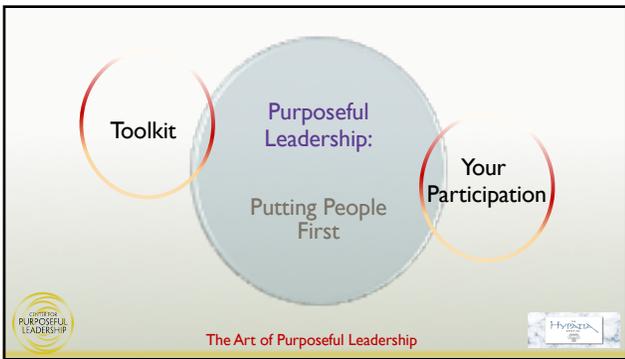
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The Purposeful Leadership Manifesto

What Purposeful Leadership is a full expression of who you are as Purposeful Leader.

Why A purposeful life lived and fully shared makes for effective, sustainable leadership.

How Convening is a structure to connect your purpose in authentic relationship with others.

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Purpose

Your Purpose. Your aim or goal. Your reason for being. Your reason for getting up in the morning. You may not have considered the first three items, but most of us have wondered about a reason to get up in the morning, at least occasionally.

-Richard Leider

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The Napkin Test™

G + P + V = C

Calling is your desire to share your gifts.

A deep yearning you can't ignore.

The expression of that calling is your purpose.

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Leadership and Convening

"Leadership is the capacity to initiate a future distinct from the past. This is what distinguishes leadership from management. Management is the capacity to give order and structure in service of high performance. Management ... is about operationalizing goals and objectives. ... the essence of leadership is about convening, valuing relatedness, and decentralizing its own role. It is not a personality characteristic or a matter of style and therefore it requires nothing more than what all of us already have." -Peter Block, American author, consultant, and speaker

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The Convening Wheel

accountability
purpose
impact



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CONVERSATIONAL INTELLIGENCE ASSESSMENT

NEEDS IMPROVING	Listen	DOING WELL
1	2 3 4 5 6 7	
	Suspend Certainty	
1	2 3 4 5 6 7	
	Allow Space for Difference	
1	2 3 4 5 6 7	
	Slow Down the Conversation	
1	2 3 4 5 6 7	
	Speak from Your Own Experience	
1	2 3 4 5 6 7	
	Explore New Ways of Thinking and Being	
1	2 3 4 5 6 7	
	Presume Positive Intent	
1	2 3 4 5 6 7	

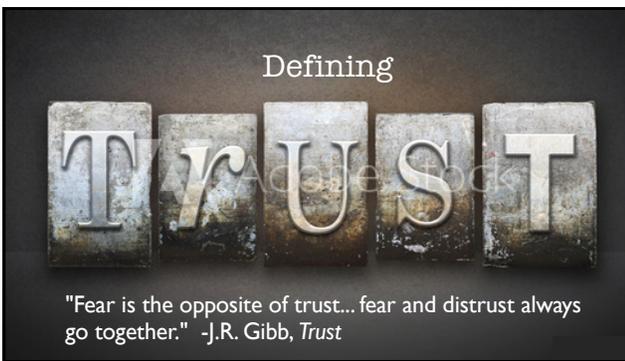
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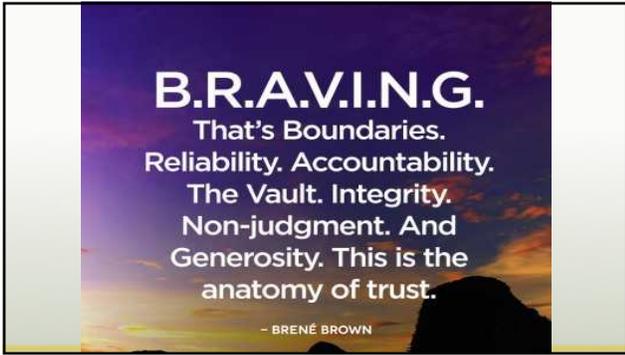
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Trust Leadership Behaviors

Listening

Participation

Trust

Engagement

- Know what you stand for
• purpose, values
- Creating Cultures of Trust and Safety
• create a safe space physical and mental
• activate pre-frontal cortex and heart
- Design to build trust
• conversations, actions, meeting structures

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Trust Leadership Behaviors

Communicates effectively

Builds high trust relationships

Makes effective decisions

Sets a good example walks the talk

Is trustworthy

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Trust Leadership Behaviors

I to We

DISTRUST:
we see reality through threats and fear and close down.

Reveal less
Expect mistakes
Assume the worst
Look with caution
Interpret with fear
Tell secrets
Yes people

TRUST CHANGES REALITY

DIFFERENT MINDSETS

LISTENING

TRUST:
we see reality more clearly and are more open to engage.

Reveal more
Expect the unexpected
Assume the best
Look with an open heart
Interpret with facts
Tell the truth
Yes to truth-telling

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I to We
impact

Applied Learning Exercise

Putting People First YOUR PLAN




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Art of Convening Trainings

Meeting Design Worksheet: Putting People First

Names: _____ Date: _____

Case Study Title: _____

<p>1. Define the Mission What is the main purpose of the meeting? State why you are meeting, duration and expectations. Building Trust: What is the purpose? What is our purpose together?</p> <p>2. Set the Agenda What is the intent of the meeting? What will you do? Begin to build a design or agenda for your meeting. Building Trust: What are your intentions? Check that your intentions line up your intended purpose.</p> <p>3. The Invitation Who will you invite? Who should be included? Building Trust: Who should have control? What is it for them?</p> <p>4. Setting Context How will you describe the time, location and purpose of the meeting? How has this been done? Building Trust: How does my design build safety for you as the convenor?</p>	<p>5. Creating the Container Describe the physical space in which you will meet. What materials and skills do you plan to use? How do the items and arrangements of meeting? What is the role and intention of the space? What is my role in creating a safe and welcoming space in which to do our work?</p> <p>6. Meeting and the Values Order: What design includes each person to speak? Building Trust: What materials and practices will allow for the full expression of all participants?</p> <p>7. Facilitation Conversation What are the success factors for a fully engaged meeting? How will you know when it occurs? What signals is showing up? Building Trust: How are you adequately prepared for essential conversations to occur?</p> <p>8. Reflection What do you wish to ensure that is remembered in this meeting? List potential opportunities/responsibilities that stretch you. Building Trust: How will you recognize and reward the solution being created?</p> <p>9. Commitment to Action What significant commitments, responsibilities and accountability do you expect from yourself and others from this meeting? Building Trust: What is needed to allow for the highest level of commitment, responsibility and accountability to occur?</p>
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Synthesis

Purpose

Emotional Intelligence

Trust

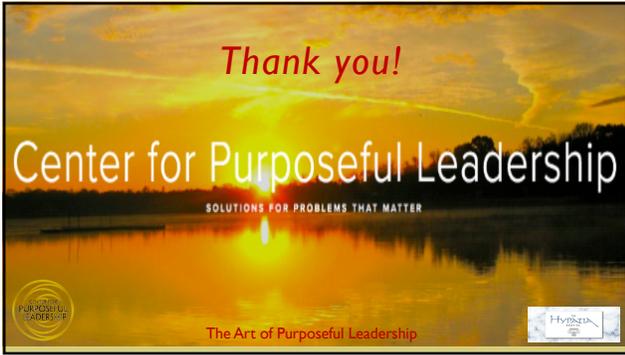
Engagement

- **Becoming a Purposeful Leader**
The power of purpose
- **The Business Case for EQ**
The foundation of authentic connection
- **The Business Case for Trust**
Trust Changes Reality
Creating Cultures of Trust and Safety
- **Commitment to Action**




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