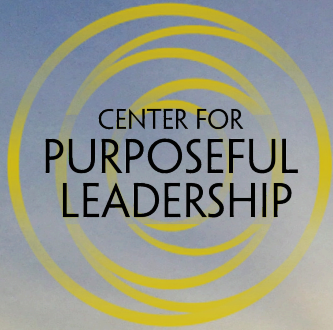




**GOVERNMENT
IT SYMPOSIUM**

Collaborate. Innovate. Serve.



The Art of Purposeful Leadership

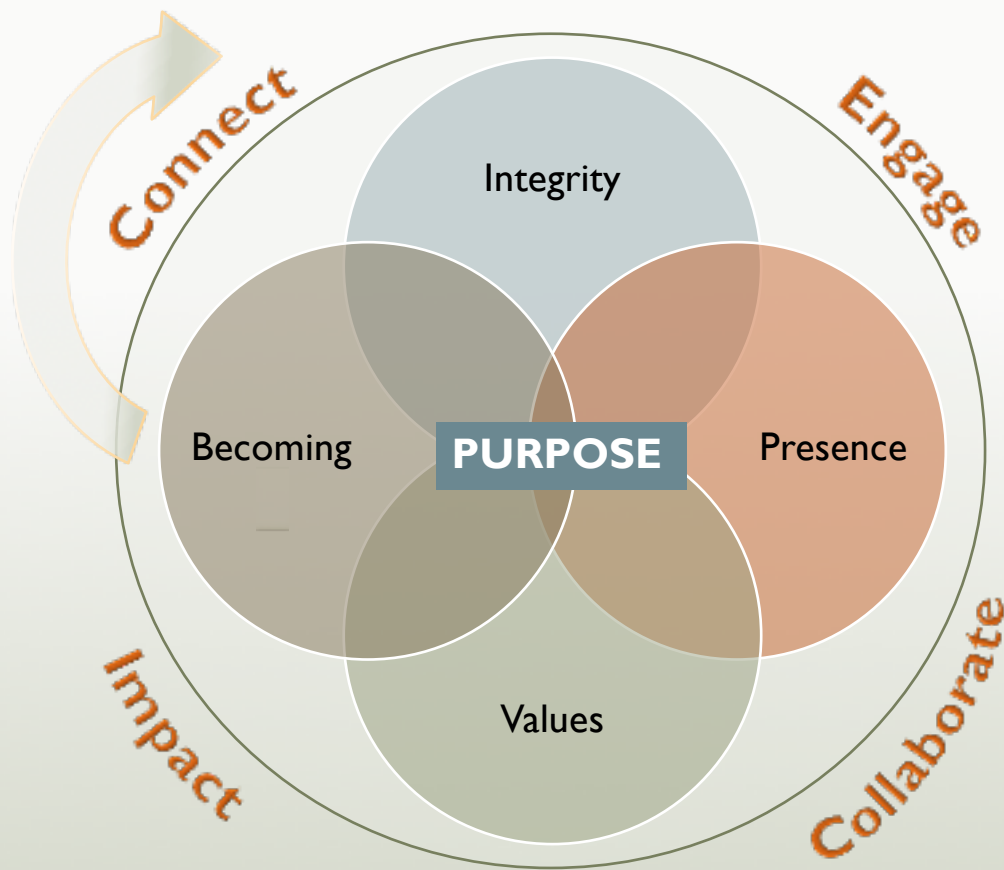
PUTTING PEOPLE FIRST

December 10, 2019



The Art of Purposeful Leadership





The Art of Purposeful Leadership





The Art of Purposeful Leadership



A Purposeful Leader is anyone who steps up to make a positive impact in the world.

What

*full
expression*

courage

How

*purpose
shared*

Why

*effective,
sustainable
leadership*

leadership



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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





Name _____

“Got-A-Minute”...?

I gain a sense of purpose at work when I use:

My **G**ifts _____

To serve my **P**assion _____

In a culture that **V**alues _____

What gets me up in the morning: _____

(My Purpose in 140 characters or less)

richardleider.com ©2015 Inventure - The Purpose Company

$$G + P + V = C$$

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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accountability
purpose
impact



The Convening Wheel

The Art of Purposeful Leadership



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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Building

TRUST

Vivian Jenkins Nelsen, The Hypatia Group

Defining



"Fear is the opposite of trust... fear and distrust always go together." -J.R. Gibb, *Trust*

The image features a close-up of two hands shaking, symbolizing agreement or partnership. The hands are positioned centrally, with the fingers interlaced. The background is a bright blue sky with soft, white clouds. In the corners, there are decorative light blue circuit-like patterns consisting of lines and small circles. The text 'Trust Assessment' is overlaid in the center of the hands in a bold, white, sans-serif font.

Trust Assessment



Defining Trust

Early Influencers

Breaking Trust

Re-establishing Trust

B.R.A.V.I.N.G.

Leadership Behaviors





Early Influencers



I trust
myself



A surreal landscape composed of numerous large, 3D red question marks and smaller red rectangular blocks scattered across a white ground. A man in a blue shirt and jeans stands in the lower center, looking out at the sea of question marks. The scene is brightly lit, creating soft shadows.

DEFINING TRUST

dreamstime

TR

UST



A silhouette of two people on a cliff at sunset. One person is standing on the cliff edge, leaning forward and holding the hand of another person who is sitting on the edge, appearing to be helping them up. The background is a vibrant orange and red sunset sky with a bright sun low on the horizon. The word 'dreamstime' is faintly visible in the center of the image.

Re-establishing Trust



B.R.A.V.I.N.G.

**That's Boundaries.
Reliability. Accountability.
The Vault. Integrity.
Non-judgment. And
Generosity. This is the
anatomy of trust.**

- BRENE BROWN



Leadership
Behaviors

The image features two hands of different skin tones shaking in a firm, confident grip. The hands are positioned centrally, with the fingers interlaced. The background is a bright blue sky with soft, white clouds. In the corners, there are decorative light blue circuit-like patterns consisting of lines and small circles, suggesting a digital or technological theme. The overall composition is clean and professional, emphasizing trust and partnership.

**Create
Trusting
Relationships**

A photograph of a man and a woman sitting on the floor and talking. The man is on the left, wearing a white sweater, and the woman is on the right, wearing a pink shirt and grey pants. They are both looking at each other. The image has a blue circuit graphic overlay on the left and right sides. The text "Communicate Effectively" is centered over the image in a bold, dark blue font.

**Communicate
Effectively**



**Make Effective
Decisions**



Walk your
talk...set a
good example

Trust Leadership Behaviors

Listening

- Know what you stand for
 - purpose, values

Participation

- Creating Cultures of Trust and Safety
 - create a safe space physical and mental
 - activate pre-frontal cortex and heart

Trust

- Design to build trust

Engagement

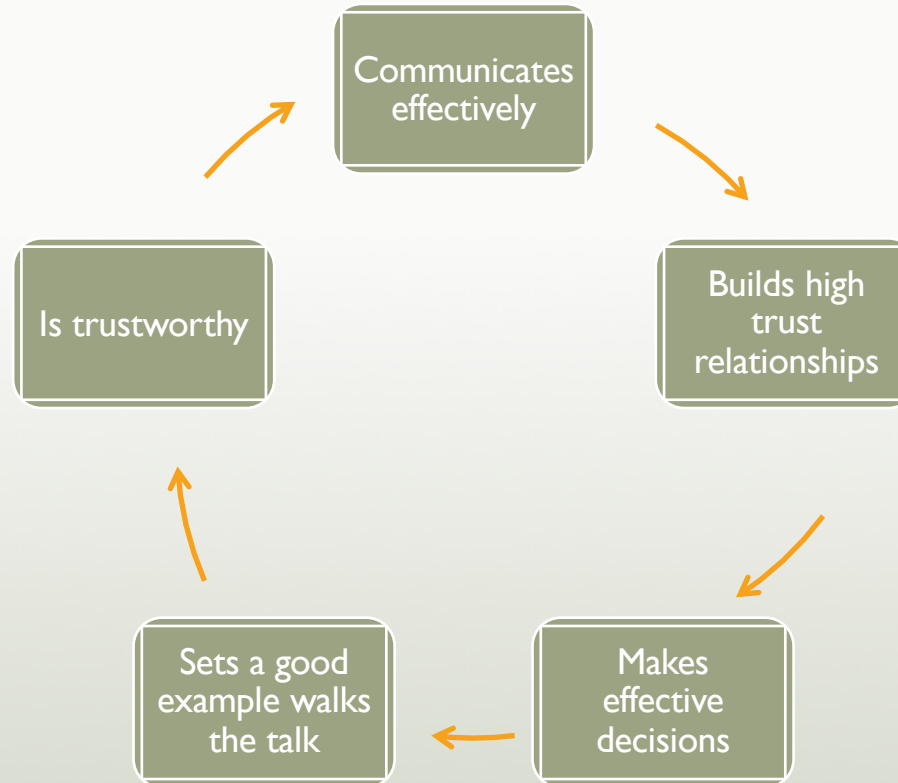
- conversations, actions, meeting structures



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Trust Leadership Behaviors

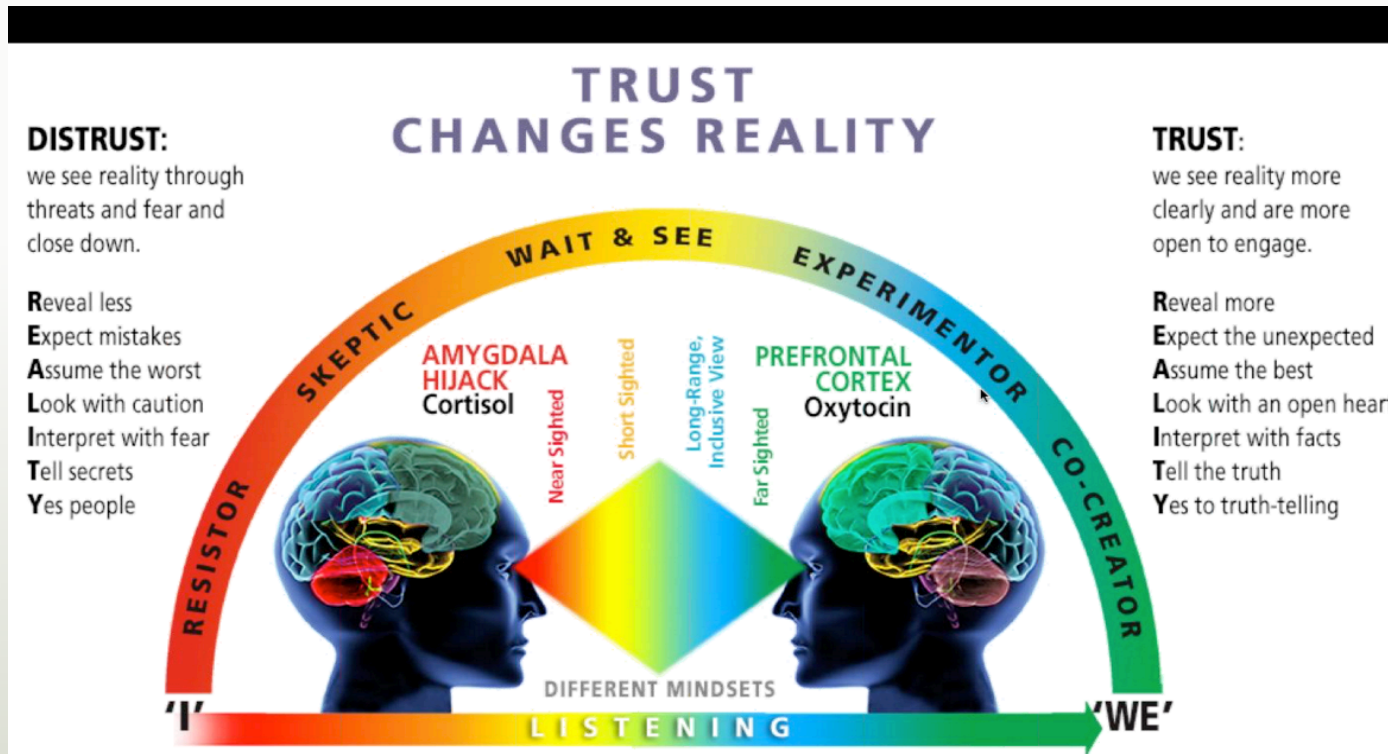


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I to We

Trust Leadership Behaviors



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I to We
impact

Applied Learning Exercise

Putting People First
YOUR PLAN



The Art of Purposeful Leadership







Art of Convening Trainings





PURPOSE IN ACTION

Meeting Design Worksheet: Putting People First

Name: _____ Date: _____

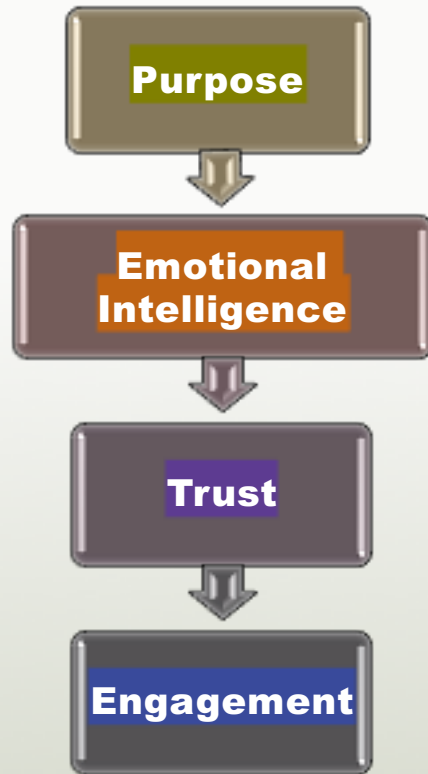
Case Study Title: _____

	<p>1. At the Heart of the Matter</p> <p>What is the core purpose of the meeting? State why you are meeting, outcomes and expectations. Building Trust: What is my purpose? What is our purpose together?</p>
	<p>2. Clarifying Intent</p> <p>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</p> <p>Who will you invite? Who should be included? Building Trust: Why should they come? What is in it for them?</p>
	<p>4. Setting Context</p> <p>How will you describe the form, function and purpose of the meeting once the meeting has begun? Building Trust: How does my design build safety for me as the convener?</p>

	<p>5. Creating the Container</p> <p>Describe the physical space in which you will meet. What materials and aids will be in place? Be specific. What are the norms and agreements of meeting? Building Trust: What is my role in creating a safe and enlivening space in which to do our work?</p>
	<p>6. Hearing All the Voices</p> <p>Outer: What design invites each person to speak? Building Trust: What methods and practices will allow for the full expression of all participants?</p>
	<p>7. Essential Conversation</p> <p>What are the success factors for a fully engaged meeting? How will you know when it occurs? What wisdom is showing up? Building Trust: Have you adequately prepared for essential conversation to occur?</p>
	<p>8. Creation</p> <p>What do you wish to create that is new/innovative in this meeting? List potential opportunities/possibilities that stretch you. Building Trust: How will you recognize and harvest the wisdom being created?</p>
	<p>9. Commitment to Action</p> <p>What significant commitments, responsibilities and accountabilities 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>



Synthesis



•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



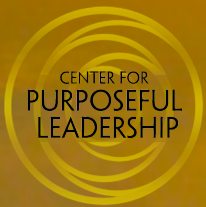
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Thank you!

Center for Purposeful Leadership

SOLUTIONS FOR PROBLEMS THAT MATTER



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