

# Elevating Leadership:

A Strength-Based Heart-Centered Approach to Leading

10/3/2025



Evaluation

Certificate of Completion

Interactive = Enjoyable experience

Use cameras whenever possible

Participate





- Open-mindedness
- Respect
- Encouragement
- “Ouch”
- “Stretch”
- Confidentiality
- What else?





Identify Leadership Styles

Apply Techniques for Self Reflection

Give Examples of Tools for Professional Development

Summarize Change Responses

Develop Leaders Through Individual and Team Activities



Leadership is an action word.

Leaders model leadership.

Servant leadership focuses on how the leader, typically in a position of power, can help others, rather than focusing on how others can help them.

Shared leadership distributes authority, decision-making, and responsibility across a team or organization.

Leadership is responsive and flexible.



1. Do what I tell you
2. Do as I do now
3. Come with me
4. People come first
5. What do you think
6. Try it





## Moving People towards a Vision:

- Decisiveness and confidence
- Strong hierarchical structure
- Direct communication style
- Strict rules and procedures
- Minimal delegation of authority
- Performance Focus
- Limited Empathy
- Command and control leadership





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## Focus on developing people:

- Empathy
- Active listening
- Positive reinforcement
- Collaborative approach
- Emotional intelligence

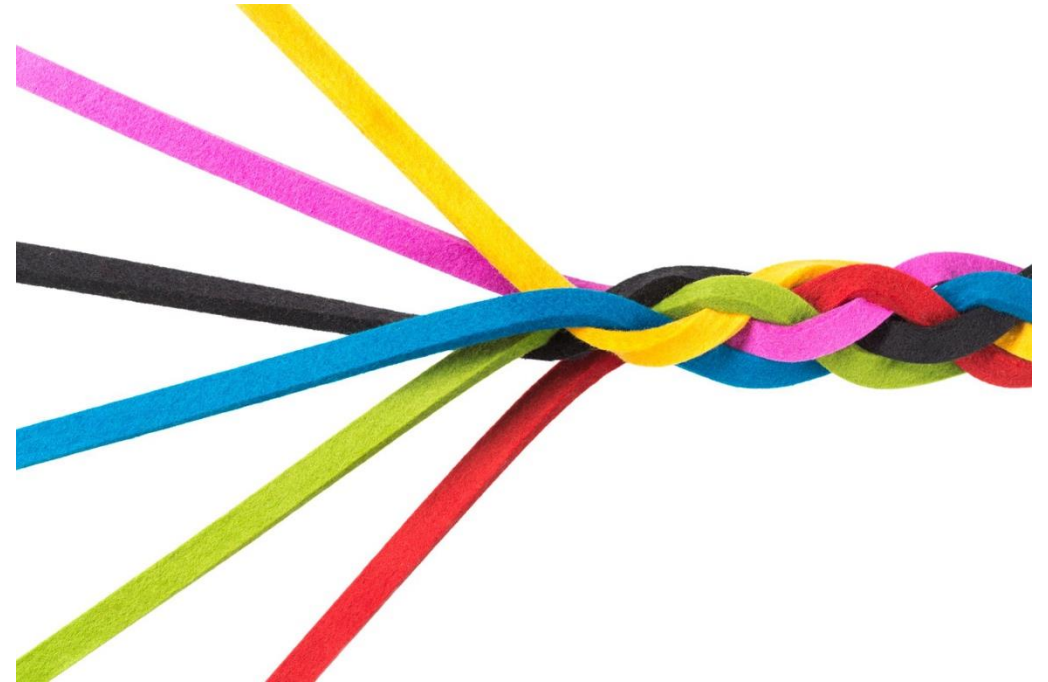
<https://bestdissertationwriter.com/coaching-leadership-style/>





## **People Come First:**

- Values and creates emotional bonds and harmony
- Emphasis on people over tasks
- Strong communication skills
- Conflict resolution
- Encouragement of risk-taking and innovation
- Positive feedback and reinforcement





## **Build consensus through participation:**

- Encourage creativity and collaboration. Regularly ask for feedback.
- Maintain a “team player” attitude.
- Keep flexibility at the forefront.
- Place high importance on transparency and communication.



## **Set expectations of excellence and self-direction:**

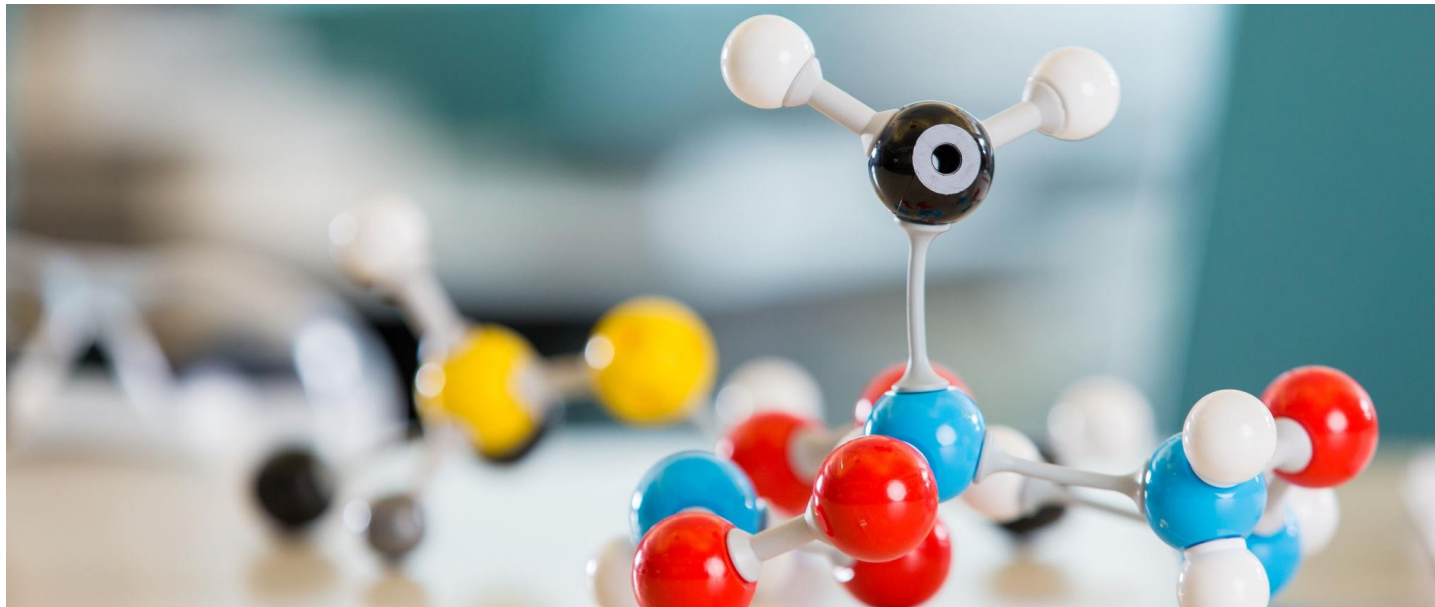
- High standards
- Lead by example
- Results-oriented
- Team empowerment
- Strong drive for improvement





## ***Demand immediate obedience:***

- Clear communication about job roles and functions
- Implements firm rules and boundaries
- Structured
- Confidence in knowing how to do the work
- Ability to make quick concrete decisions





1. Coercive (or Commanding): Do what I tell you
2. Pace-setting: Do as I do now
3. Authoritative: Come with me
4. Affiliative: People come first
5. Democratic: What do you think
6. Coaching: Try it







## Stretch: Flexibility and Responsiveness

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“Pay attention to your patterns. The way you learned to survive may not be the way you want to continue to live. Heal and shift.”

– Thelma Bryant-Davis





## Self-Reflection: Values Assessment

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Self reflection helps to maintain awareness and prevent burnout.

You can't pour from an empty cup.

A values assessment helps to understand your mission alignment.



<https://www.theleadershipcoachinglab.com/blog/tools-for-reflection>





## Self-Reflection: Start, Stop, & Continue

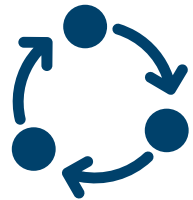
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What do you want to start? What new thing will bring fresh energy, new perspective, and purposeful progress?



What do you want to stop? What old thing do you want to leave behind?



What do you want to continue? What purposeful or productive thing do you want to keep doing?



1. What is working well



2. What might be?



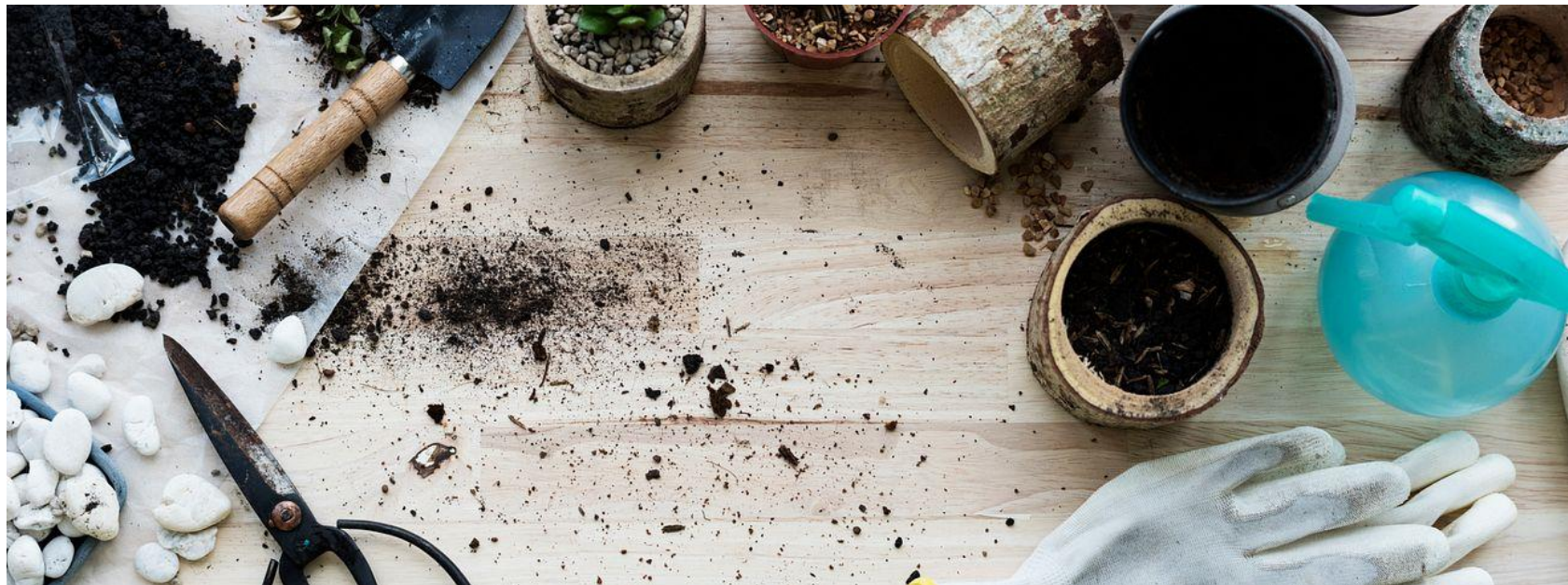
3. What should be?



4. What is the path forward



- Johari and Nohari Windows
- Understanding and Managing Change
- Creating a User Manual

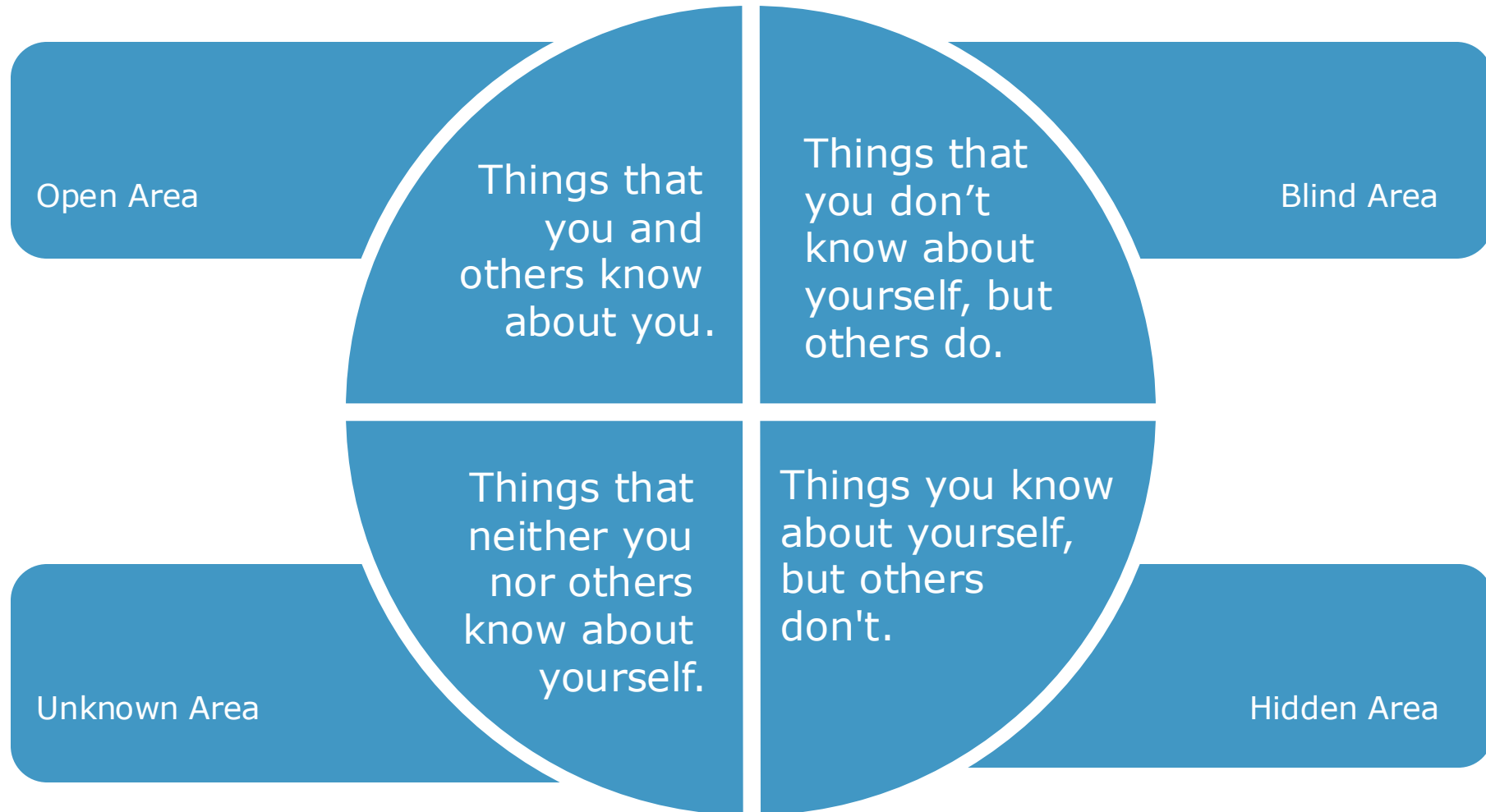




If you don't choose to do it in leadership time up front, you do it in crisis management time down the road.”

Stephen R. Covey.







Incompetent	irresponsible	inane	impatient	dispassionate
intolerant	vulgar	brash	weak	overdramatic
inflexible	lethargic	cruel	embarrassed	dull
timid	withdrawn	ignorant	loud	predictable
cowardly	hostile	irrational	vacuous	callous
violent	selfish	distant	panicky	inattentive
aloof	unhappy	childish	unethical	unreliable
glum	unhelpful	boastful	insensitive	cold
stupid	cynical	blasé	self-satisfied	foolish
simple	needy	imperceptive	passive	humourless
insecure	unimaginative	chaotic	smug	
			rash	



**Where  
we  
are**

**CHANGE**

**Where  
we are  
emerging  
into**

**Tradition Holders**

**Road Builders**

**Leapers**



## Activity: Change Response

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### 1. My workplace is introducing a new system. Do I ...

- a) bubble with excitement, this is new and awesome. I cannot wait to try it out;
- b) feel a bit circumspect. I will have to understand the rationale for this new system, how I will benefit and what are the risks involved;
- c) feel strong resistance. I do not understand why it is necessary to fix something that is not broken. I like doing things the way I have always been doing them.

### 2. When I plan a holiday, I...

- a) love to go where the wind blows me. I am excited about trying new things. I like to try different foods and experiences. No two holidays are the same!
- b) do proper research about my destination. I have a very clear idea what I would like to do, although I could be flexible if required. It is a holiday after all!
- c) like to go to the same, wonderful place year after year. I like my creature comforts and I like the predictability that comes with knowing exactly what to expect.

### 3. When I close my eyes and I think about myself 10 years from now, I...

- a) cannot actually imagine a specific role. I just know I would have tried many things, loved and really lived my life. I live for excitement and new things!
- b) would have been promoted in my job. Checked off a couple of things on my to do list. Made a really nice life for myself. I see success, growth, family, great friends.
- c) will probably still be at the same company. I will probably be the boss. I will have a happy life, doing the very same things that make me happy.





### Mostly A

#### **Leaper:**

They can, however, be disruptive if they are not careful.

Leapers should ensure they drive or initiate change for the right reasons and not just because they can or to alleviate boredom.

### Mostly B

#### **Road Builders**

need a proper picture, including risks and rewards. Road Builders should be careful that they don't plan a change for such a long time that by the time they get to it, it is no longer required.

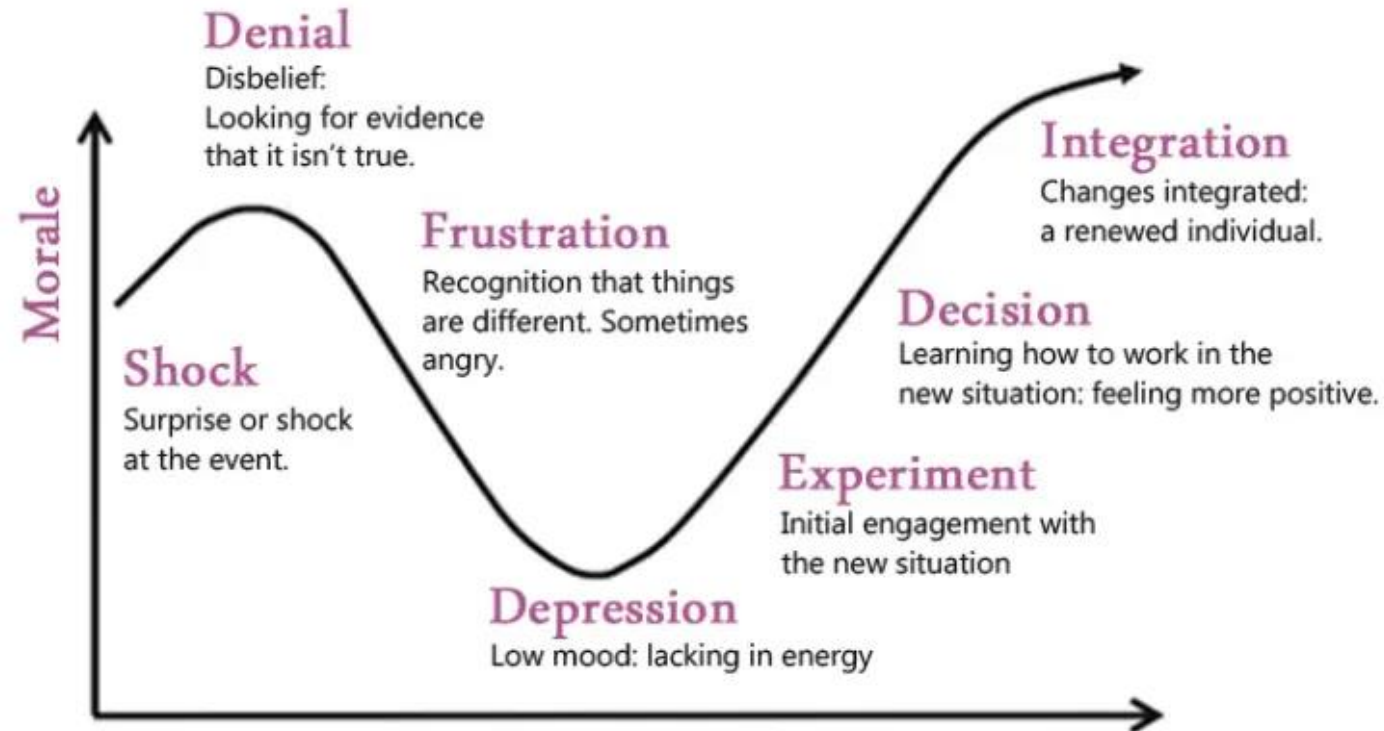
### Mostly C

#### **Tradition Holders**

will often actively resist change without a clear understanding and integration of historical context to inform change decisions. Tradition holders should ensure they are receptive to new information.



## The Kübler-Ross Change Curve®





## Team-building and information-sharing activities

- In-service days (mandatory & priority scheduling)
  - Mini-Ins: Scheduled for 2 hours
  - Full-days: Topics include leadership, growing pains, team updates, in-service day recap, and others as determined necessary

## Activities with a holistic focus

- Discussions, user manual, Johari window, and leadership styles

## Diversity, Equity, and Inclusion activities

- Annie E. Casey, racial equity and recovery, values-based activities, DEI cohorts and training, and others as they arise





<https://lg.substack.com/>

“When you buy a new camera, it comes with a little booklet that teaches you about the specifics of the gadget—what each button means, how to select the appropriate lighting, how to review the images....A User Guide for a Person works in a similar way. It creates clarity on how you work, what you value, how you look at problems, what your blind spots or areas of growth are, and how to build trust with you.

—Julie Zhuo, *A Looking Glass*

<https://lg.substack.com/p/the-looking-glass-a-user-guide-to>



## Team Application: Creating a User Manual

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Locate or create a user manual and distribute to your team to be completed before your scheduled team-building activity.

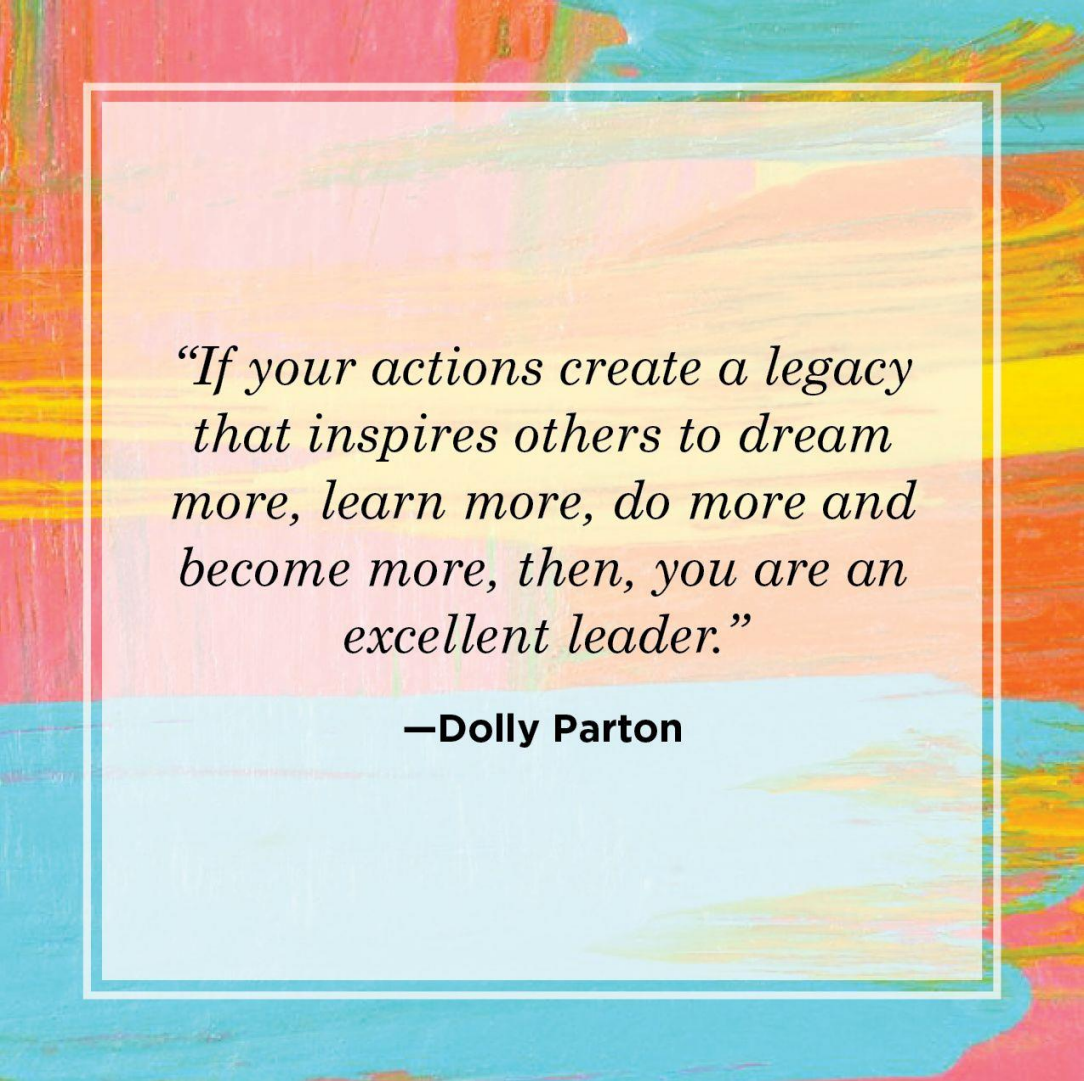
Facilitate a conversation with your team, asking each member to share 3 key points from their user manual that they feel are important for the team to know.

This activity will help gain insight into team interactions and improve them.

Store the user manual in a shared location for staff and supervisors to revisit. It can be a valuable onboarding tool to review and revise as you onboard new team members and as your organization grows.



- Empower healing and change
- Seek understanding to inform change
- Drive systemic change



*“If your actions create a legacy that inspires others to dream more, learn more, do more and become more, then, you are an excellent leader.”*

**—Dolly Parton**



Q&A

## End Slide Title 1

Thank you note or add QR  
code



**FACES & VOICES  
OF RECOVERY**