

HEROINE/HERO'S JOURNEY



maria wade
THINKING PARTNERSHIP

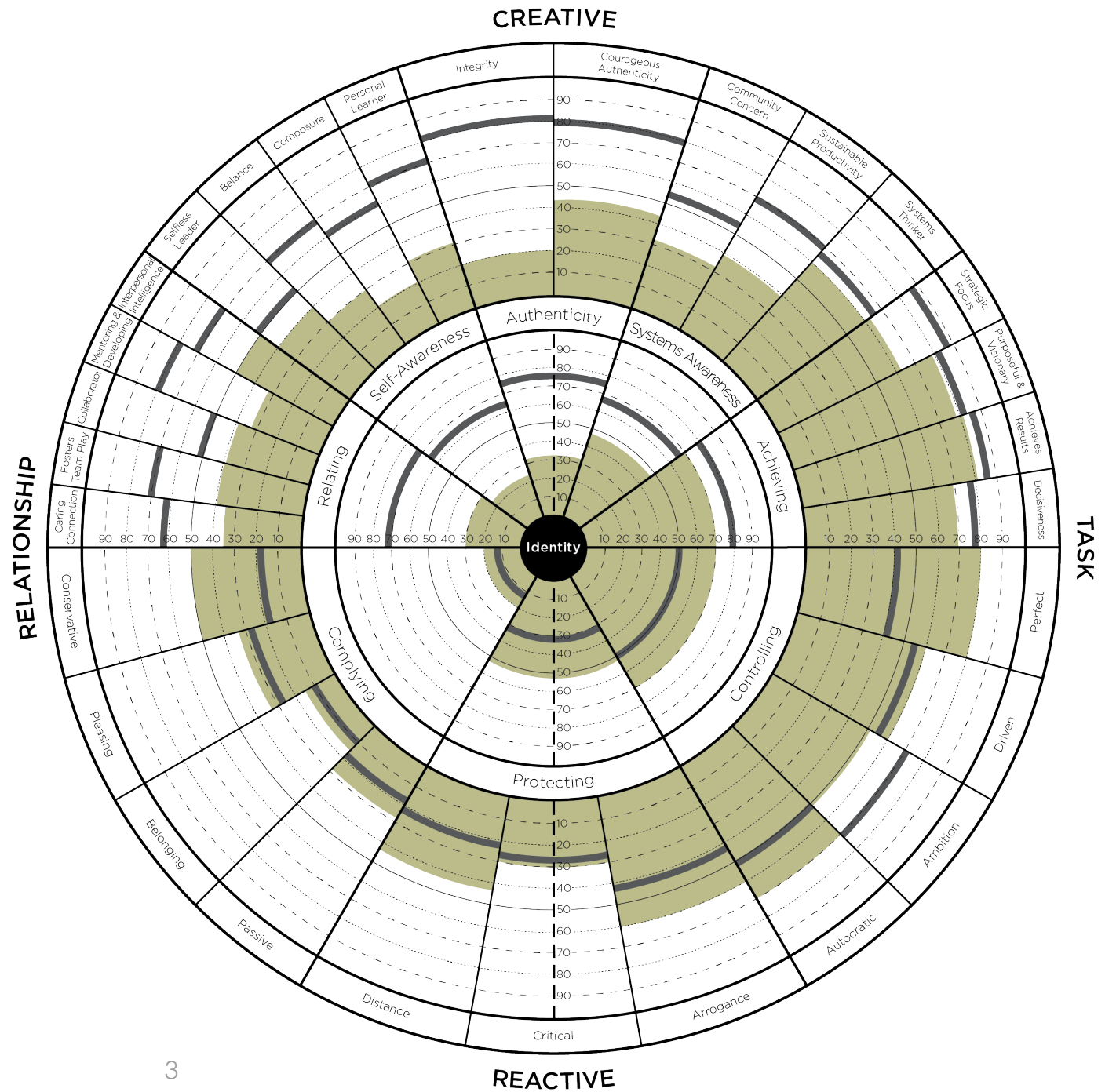
26-JAN-2021
PMI WESTCHESTER CHAPTER
BREAKFAST ROUNDTABLE

My Mission

I want to change the world for the better. I'm doing it through coaching leaders and executives who are responsible for creating and developing corporates' cultures where people thrive (not just survive - especially underrepresented groups), desire to contribute, and are valued for their contribution.



The Leadership Circle



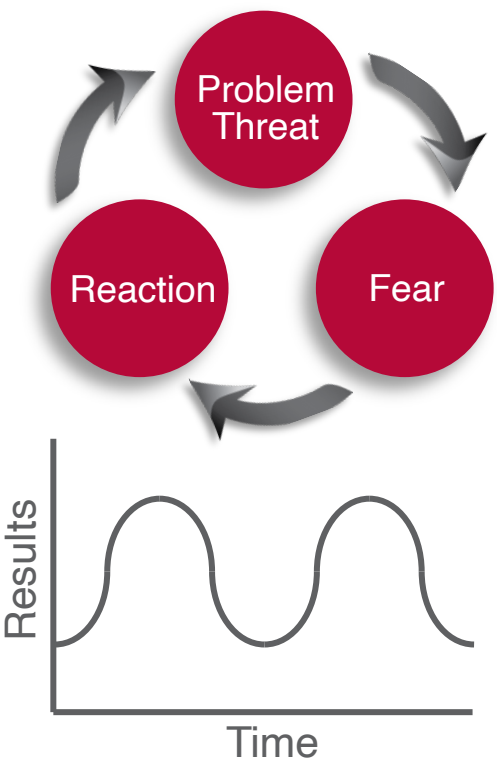
LEADERSHIP CIRCLE PROFILE THEORY BASE



Two Structures of Mind

Problem - Reacting

Anxiety Containing

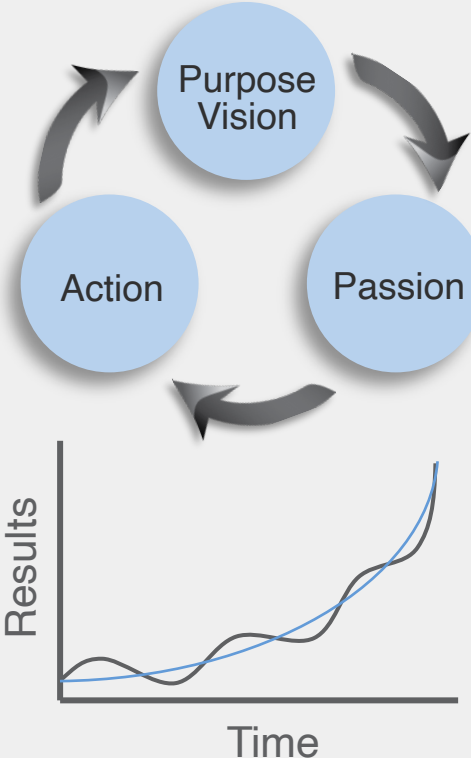


Identity Maintaining

Balancing / Oscillating Loop

Outcome - Creating

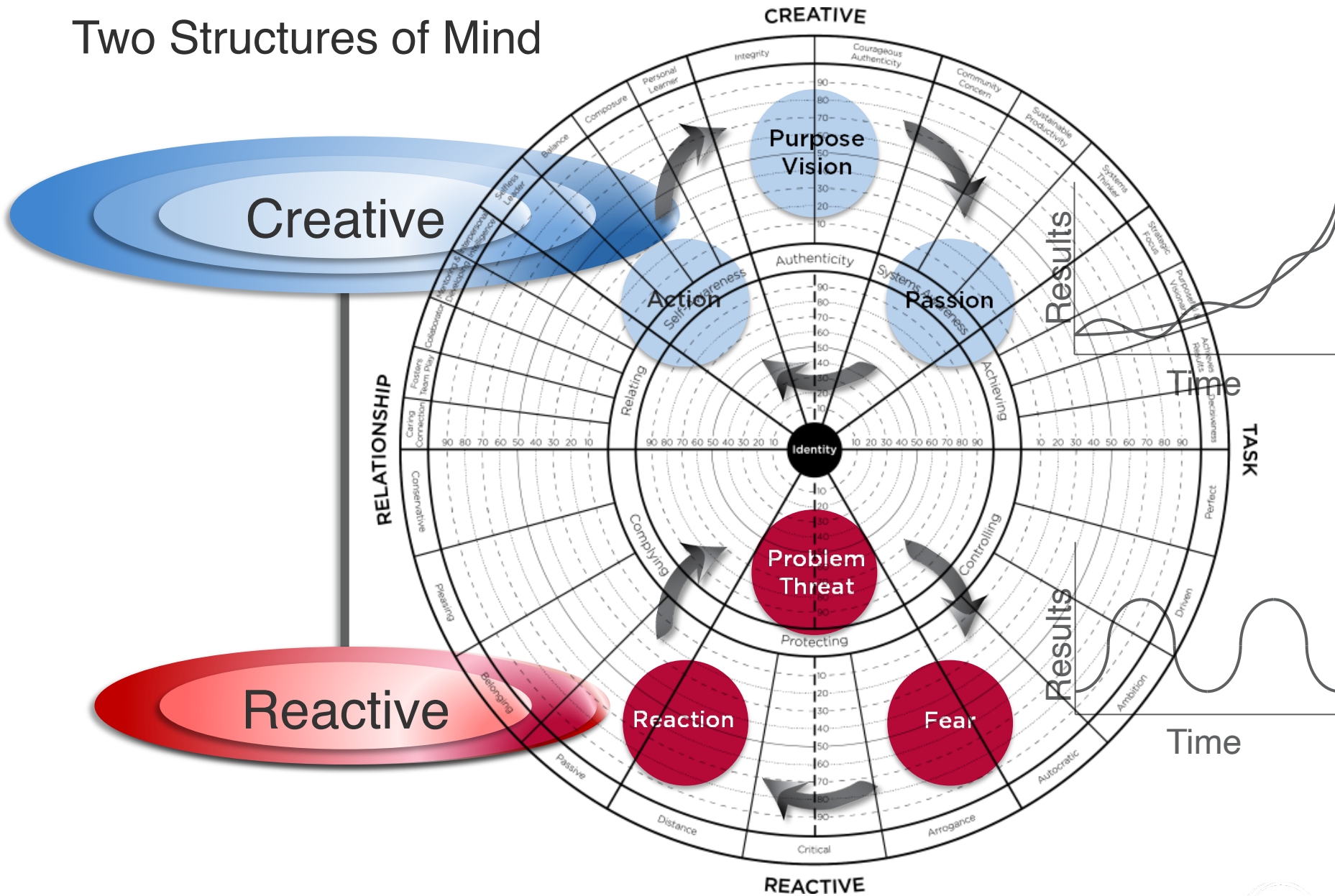
Potential Unleashing



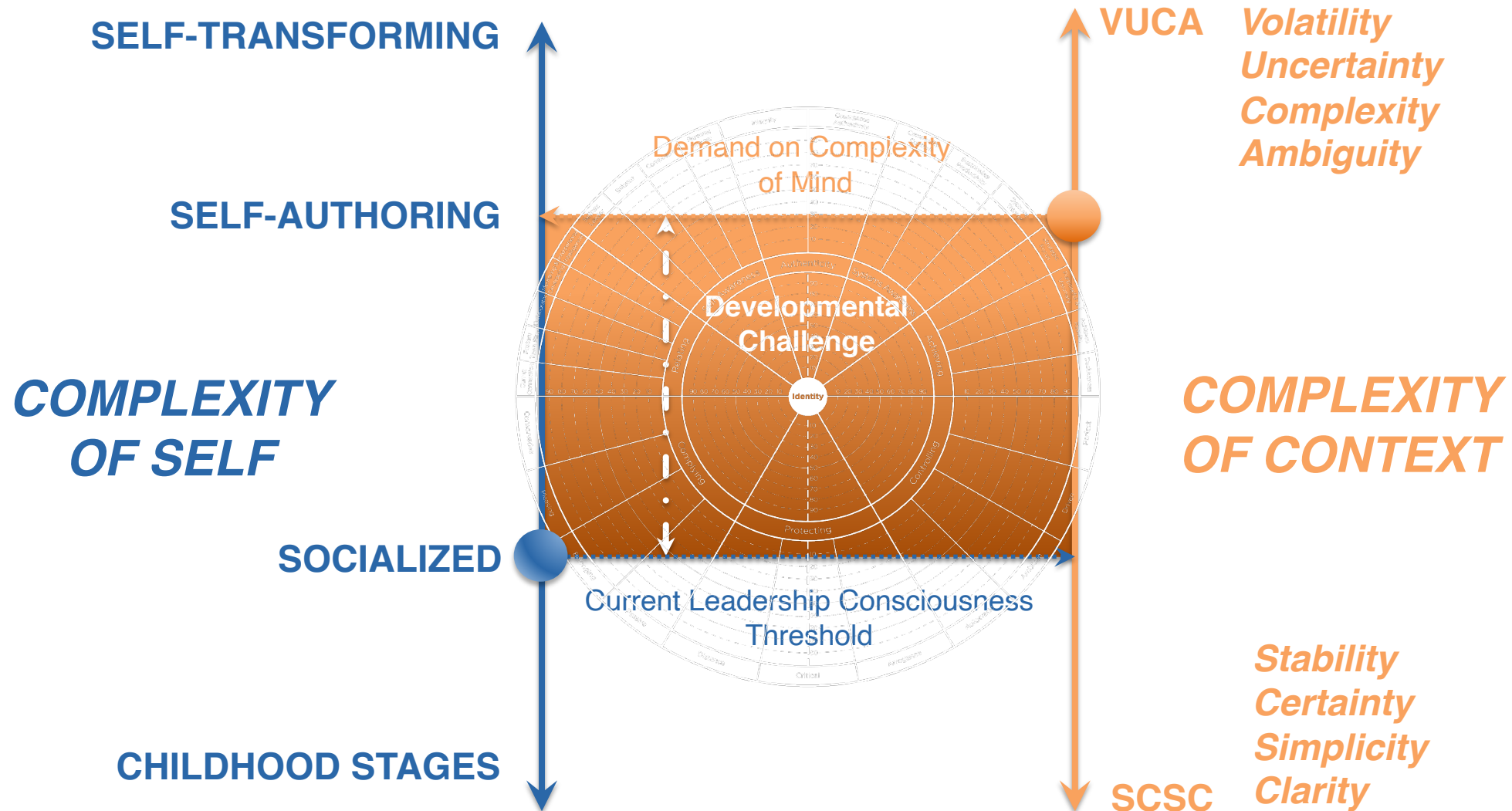
Identity Evolving

Growth / Generative Loop

Two Structures of Mind



The Leadership Circle 360 – A Developmental Can Opener



The Mismatch

“When we experience the world as “too complex” we are not just experiencing the complexity of the world. We are experiencing a mismatch between the world’s complexity and our own at this moment.”

There are only two logical ways to mend this mismatch—reduce the world’s complexity or increase our own.”

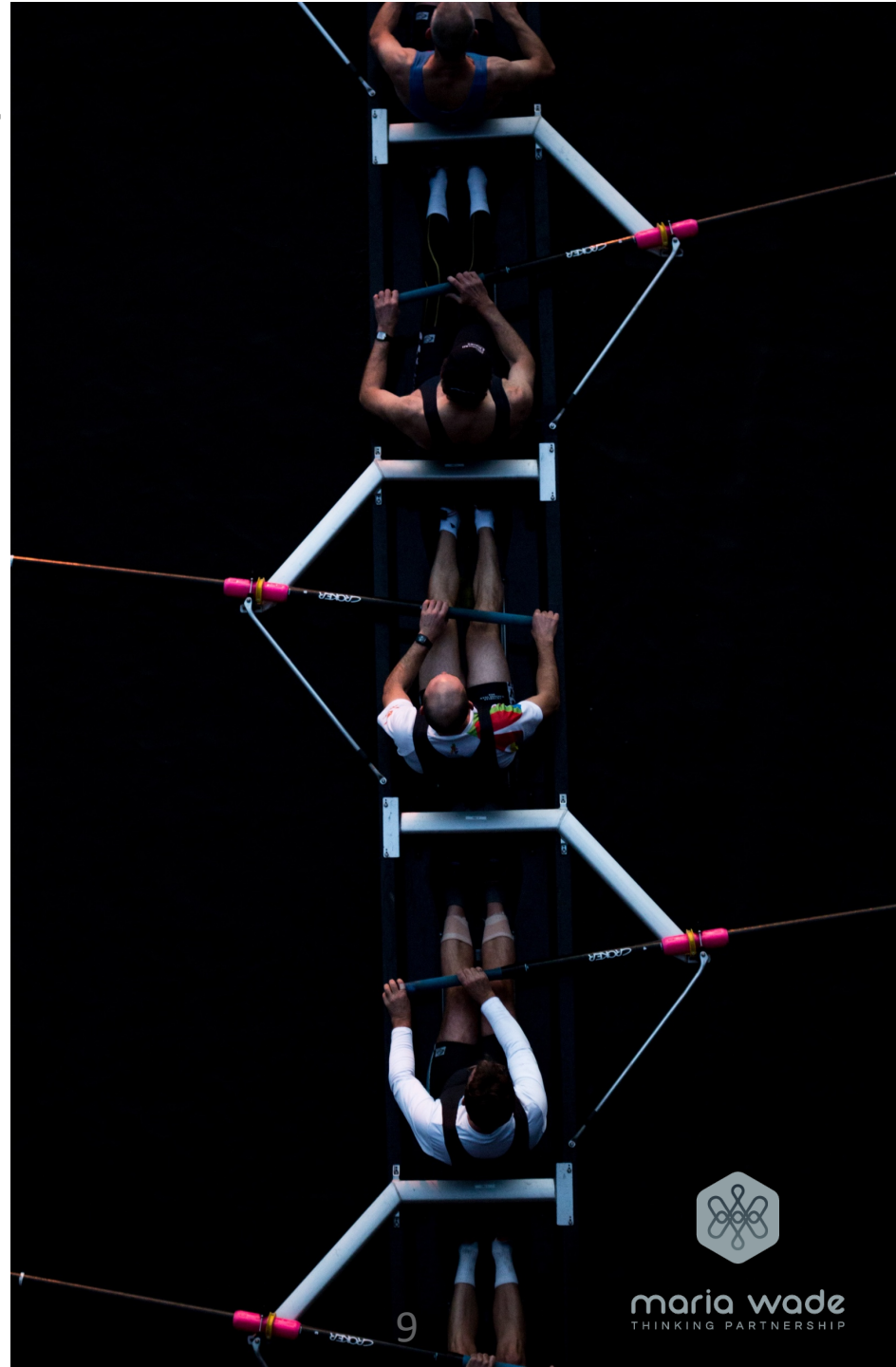
—Robert Kegan & Lisa Lahey
Immunity to Change



PROJECT MANAGEMENT

Managers:

- Play not to lose
- Focus on short-term results
- Control
- Limited influence
- Worry about doing things right
- Performance is measured in terms of the performance of the team



LEADERSHIP

Leaders:

- Seek Challenges
- Focus on long-term impact
- Motivate and inspire
- Wide circle of influence
- Worry about doing right things
- Effectiveness is measured in terms of the performance of the team



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Choose Your Style: Creative VS Reactive

Reactive:

- Play not to lose
- One's validation OUTSIDE in
- There are gifts
- Short-term results
- Still able to get results (BUT!)



Creative:

- Focused on Mission, Purpose, what matter most
- Focus on long-term impact
- In collaboration, playing to win
- Mindful of what others want
- Less dependent on the outside for validation
- Work autonomously in collaboration without fear, aggression, or self-protection





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LEADERSHIP SKILLS FOR PROJECT MANAGER

- ❖ Motivating and Inspiring
- ❖ Team Building
- ❖ Negotiating and Communicating
- ❖ Listening and Influencing

The Leadership Circle





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KINTSUGI

The Japanese art of putting broken pottery pieces back together with gold — a metaphor for embracing your flaws and imperfections.

Don't be afraid to show your old wounds or admit mistakes. **It's evidence that we're all fallible, that we're able to heal and grow, that we survive blows to the ego or to our reputations or health and can live to tell our story.**

Exposing vulnerabilities, by admitting errors, creates intimacy and trust in relationships, and fosters mutual understanding.





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Tips for Consideration in your Leadership Development Planning

Don't obsess about what you don't like.

Don't boil the ocean.

Do choose "One Big Thing" to work toward.

Do select two supporting behavior changes:

do more of...

do less of...

Do declare it to those you work with.

Do ask them for support.

Do continue to explore underlying Reactive beliefs & assumptions.



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