



Mini-Retreat to Ignite (or Re-ignite) Your Leadership Passion

Maggie McGlynn

McGlynn
leadership
RISE TO THE EXTRAORDINARY



Note to Self and First Voice

Think about a time when you were the leader of a project, initiative or a meeting with someone or a group that went really well. How were you being that made it so successful?

I am known as a leader who.....



Workshop Intention

An invitation to learn about a leadership frame called SPARK, and to explore the mindset and a personal ecology approach to apply to your leadership journey.

- *A mindset is a set of assumptions, methods, or notations held by one or more people or groups of people.*
- *Create balance, pacing, and efficiency to support a lifetime of sustained service.* Social Transformation Project: <http://stproject.org/resources/tools-for-transformation/personal-ecology/>



SPARK

- **S** - Start Within
- **P** - Prepare New Thinking
- **A** - Ask Great Questions
- **R** - Reach Out and Draw Out
- **K** - Keep Noticing Successes



Leadership In Action



Leadership in Action

- Know you, and manage self
- Look for the big picture and help frame it up
- Make opportunities for everyone to be engaged
- Help each other get to know one another in new ways
- Recognize values, context and relationships unfolding



Leadership In Action

- Imagine outcomes and ask questions
- Make it easy for everyone contribute meaningfully
- Invite people to be curious about similarities and differences



Leadership In Action

- Identify “the best of” and the wisdom within the group
- Make it easy to identify options, choices, and possibilities
- Look and listen for emerging agreements and alignment of interests



Leadership in Action

- Choose a path forward
- Step in to the chosen ideas, frames, approaches and intentions
- Practice together, be kind and compassionate, and acknowledge each other
- As intentions and desired outcomes are achieved and exceeded, let the gratitude flow



S - Start Within

Who am I as a leader?

What is my mental map?

What is my heart journey?

What is my self-awareness?

What is my relationship mindfulness?

What is my social consciousness?

Video: *Michael Jr: Know Your Why*

<https://www.youtube.com/watch?v=LZe5y2D60YU>



Note To Self:

*What is my why,
and what is its origin?*



Practices

~Healthy Mind Platter

~Strategies for Mindfulness at Work

~GRACE

~Inner Knowing Process



How is my energy? What is my responsiveness?

The Healthy Mind Platter



The Healthy Mind Platter for Optimal Brain Matter

Copyright © 2011 David Rock and Daniel J. Siegel, M.D. All rights reserved.



P - Prepare New Thinking

What am I thinking?

What do I notice about what I say to myself in my head, and out loud to others?

What is the best of what is around me, and how am I speaking about it?



What are frames or approaches that can help foster success in others, and together?

- ✓ Wheel of Change
- ✓ Appreciative Inquiry



✓ **Wheel of Change** (Robert Gass, Transformation Project)

- 1. Hearts & Minds** The full range of what people think and feel—motivations, beliefs, emotions, perceptions, etc.
- 2. Behavior** What human beings actually do—our words and deeds, the actual choices we make to speak or not speak, to act or not to act.
- 3. Structure** The external environmental realities which impact Hearts & Minds and Behavior—the micro systems and structures that make up our individual lives: the organizational systems, structures, and processes in which we work, and the larger social and economic systems that dominate our society.



✓ Appreciative Inquiry

Appreciative Inquiry (AI) is a change management approach that focuses on identifying what is working well, analyzing why it is working well and then doing more of it. The basic tenet of AI is that an organization will grow in whichever direction that people in the organization focus their attention.



Appreciative Inquiry Assumptions



Note To Self:

What is most intriguing to me about these approaches?

Where would I like to develop greater skills, confidence or grace in these types of approaches?



A - Ask Great Questions

How is it possible to shift our typical focus on the problem and what is wrong, in order to figure it out, fix it or find the right solution....and instead....

....look for what works, the high points and best experiences upon which to build, be inspired, and generate new outcomes?



What are helpful assumptions to inform my narrative?

What kind of questions prompt people to be curious and interested?

Which inquiries will help others offer their “best selves” and ideas?



Note To Self:

Thinking about my current leadership opportunities, what is one question I can ask that will foster interest, excitement or curiosity?



R - Reach Out and Draw Out

In what ways can I recognize and support the contribution of others?

What can make it easy for people to shift thinking, try something new, build relationships and enjoy working with one another?

How can I manage my energy to help others manage theirs?



R - Reach Out and Draw Out

- Grounding
- GGPT (wherever, whenever, always)
- Clearing energy from your field



K - Keep Noticing Successes

Where am I seeing or experiencing great examples of engagement, alignment and agreements?

What successes have surprised or intrigued us?

What else has popped up that is another example of momentum?



Review Leadership In Action Worksheets

What SPARK element influences each result?



Note To Self:

- *What did I bring to this mini-retreat?*
- *What am I leaving with?*



McGlynn
leadership
RISE TO THE EXTRAORDINARY

www.mcglynnleadership.com

AND I THANK YOU!

Maggie McGlynn, Principal maggie@mcglynnleadership.com

GIVE US SOME LOVE ON THE CONFERENCE APP!