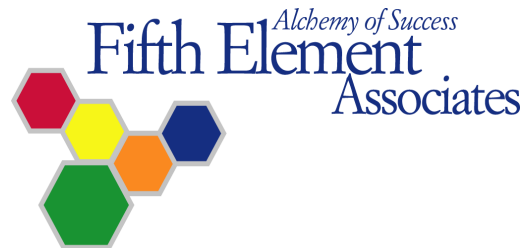




WHOLE PERSON LEADERSHIP FOR WOMEN

A SHARED JOURNEY OF PURPOSE, RENEWAL & THRIVING

Tracking our Collective Journey
Qualitative Research Insights

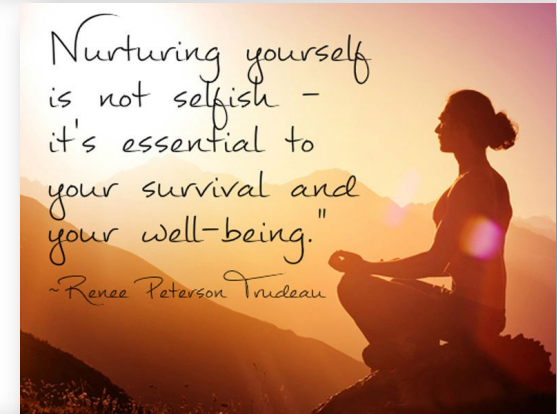


Principal Researcher
Claudia Eisinger
2018-2019

Key Leadership Development Insight from 2018 Cohort

Investing in oneself is the way to become a better leader...

Serving oneself is the way to best serve others...



- ◆ Leaders tend to focus on ***how to help others*** reach their potential
- ◆ However, the research revealed the importance of ***nurturing oneself***



Key Leadership Development Insight from 2019 Cohort



● We want to be known in our **wholeness**

- Authentic expression of all areas of one's life
- Being seen in our self authority
- **A whole person leader....**

I want to be known for how I live my life rather than who I work for... my profession.. etc.

● Reconnect to one's source and purpose

- Not defined by roles, one's position or institutional structures
- Not limited by opinions, biases and stereotypes
- Melting away the difference between our work and non-work selves

● One's own **sparkle** of essence and our qualities shine through all our roles....

I feel tension around the concept of leadership. I use to feel empowered in an explicit role.... My focus now and what I am taking from this training is how I am showing up as a leader in any context.



Meaning of Whole Person Leadership from 2018 Cohort



- Not limited
- State of being fully present
- Broader perspective
- Authentic
- Leading from the inside out

You are not going to do things cookie cutter when it comes to leadership. You look at things more holistically with the tools we have been given.

It is mind, body, soul and heart, everything – intelligence, emotional, spirit center in love and acceptance. I joke that I signed up for [this program] because I am a half person and need to be whole. It deals with your whole self, not just intellectual.

First it is being in tune with yourself, where you are at and what you bring to the table.... Being aware of our own emotional intelligence and how we respond and make adjustments, so we can deliver the message in ways that people are more responsive. It is not just about positional power and authority but thinking about all these other things, so we can be the best and most effective and engage others who work with you.

I can put my kids first.... Whole person, not whole manager.

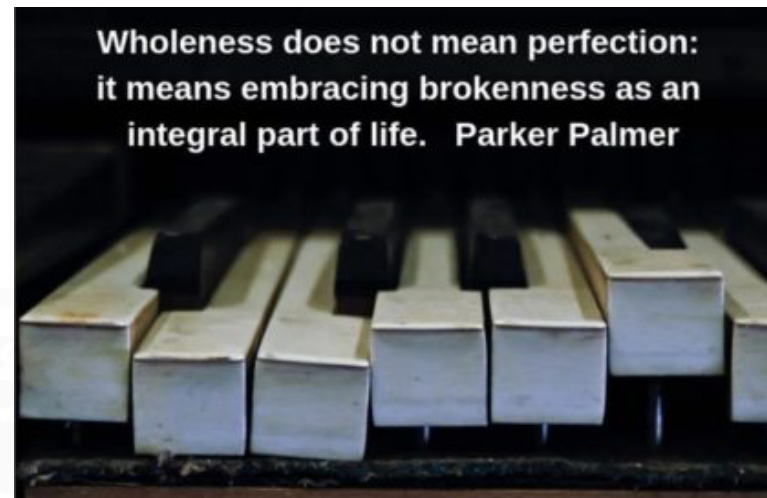
Deeper Insight to Whole Person Leadership from 2019 Cohort



***We embrace our
wholeness when we
are willing to open up,
and share and be seen
as we are...***

All the different parts...


***In authentic presence
and expression...***



**Wholeness does not mean perfection:
it means embracing brokenness as an
integral part of life. Parker Palmer**

Photo by @Matthew T Rader on Unsplash

*What a wonderful group. I am grateful we share
our humanity together – the good parts, the sad parts,
the bad parts. This is a space where we can do that.*



"It's only when we embrace our vulnerability that we're able to reach our potential."

When I am being my authentic self at work what a difference it makes in my own satisfaction and the work I am producing – being the leader I know myself to be.

● ***As evolved leaders our authentic presence matters***

- It requires the courage to be vulnerable
- The discernment to express our wholeness in appropriate ways and still be real
- A commitment to nurturing a safe, non-judgmental spaces

● It then gives others subtle permission to show up in their wholeness as well

● Together, we experience a deepened sense of connection to each other and to our common humanity

- Strengthens trust
- Inspires us to collaborate and contribute our best

Universal Leadership Aspirations



- Feel balanced and contributing
 - Pace myself
 - Refine my purpose
 - Identify what I want to say “yes” to
- Naturally embody my gifts and authenticity
 - Be model for others
- Curate space for all to grow and thrive
 - Have broader influence
 - Be a team player

Continue to balance life roles, so that I have time/space/energy to grow.

For now, my development areas would be; 1) to further develop, articulate and amplify my voice; 2) achieving more balance in my life; 3) build confidence in myself and trust in God to be steadfast in my voice and decisions.

My key areas of development and growth as a leader are: 1) further refine my purpose in order to develop my voice as a leader; 2) grow as a coach and mentor; 3) develop skills that will allow me to influence the improvement of my organization's culture.

Specific Leadership Goals



This year I'd like to feel more confident in board meetings and when dealing with difficult [people], stoke my passion for fundraising by taking on new challenges and remind myself why I do this work. Also I want to help to develop some leadership skills for my direct report.

My three areas of development and growth are: 1) focus - staying committed and invested in my tasks, duties and visions when I can easily become discouraged or distracted; 2) develop strong tools to galvanize those around me; 3) communicate and cultivate meaningful relationships (business/personal) with allies.

I was/am a recognized and respected as a leader at the foundation I worked at and within the circles I'm most familiar with. My challenge is how to translate, grow and adjust in the new roles I would like to take on and productively meet the challenge of having to reprove myself to new audiences.

● Be inspiring

- Be more confident and decisive
- Respond with calmness rather than react from fear

● Strengthen relationships

- Be a motivating communicator
- Build coaching and mentoring skills

● Attain new opportunities

- Articulate new directions for work and life
- Take actions steps to achieve them

Future Vision as a Whole Person Leader



I have moved into a space of wisdom and I am valued for that.

*I am in right relationship with everyone around me. If not, I have the capacity and tenderness of heart to make that happen. I am really organized, communicative and transparent... keeping up with my **personal power practices**, like getting out into nature for a barefoot walk, ...mediating, dancing, [making] music.... I step into my magical portal, and routines are really an anchor. I don't have to schedule myself; it is [naturally] part of my being.*

I am doing more talking to people and listen to them and opening their eyes. I would feel really good about how I impacted somebody. I would do more of that ...[and] impact broader audiences with the messages and words I use.

Don't need to be #1, prefer being #2 - helping behind the scenes. It is satisfying.

◆ Show up in a **real** and **royal** way

- ◆ Well-spoken and succinct - clear
- ◆ Thoughtful and reflective - honest
- ◆ Wise and humble – inspiring
- ◆ Deep respect and trust of others and especially oneself
- ◆ Balanced
 - ◆ Not too extreme
 - ◆ Both open and focused
- ◆ Living on purpose – role model

◆ Help others **grow** and **contribute**

- ◆ Empower
 - ◆ Uplifts and encourages the best in self and others
 - ◆ Create calmness without the drama
- ◆ Collaborate
 - ◆ Inspires true team work
 - ◆ Co-create authentic dialogues – worthwhile conversations
 - ◆ Activate shared purpose

Ideal Self as a Whole Person Leader



- ◆ Work and co-create generative environments
 - ◆ Rewarding and fun
 - ◆ Motivating individual expression and independence and also cooperation
 - ◆ Creative and innovative
- ◆ Enthusiastic about the contribution and work in the world
 - ◆ Have a deeper and broader positive impact
 - ◆ Benevolent and beneficial to all

I love leading teams and change. I love leading new initiatives, where it is complex, looking how we behave in an environment, looking at how we can successfully engage others to behave in an environment. I love doing more consultancy work and be independent, not micromanaging but also have enough knowledge to do my job – a creative space where people are open to new ideas and trying to think through them holistically instead of feeling isolated.

I am a part of something with a committed team of individuals that is shaping things, making positive change for our staff and our business. A little fast paced but good way, dynamic, fun, rewarding. At end of the week, you know you have done good work. It is challenging. We are working toward something new around the corner, but it is doable because you have this solid team.

I would not have to do the nitty gritty [work] but cultivate talent and mentor a team of people and be at the helm of a team of an inspiring cause.

Ideal Self as a Whole Person Leader



We embrace our deep worthiness...

...and inspire true cooperation