

What Leaders Need Now

New Conversations to Co-create the Future of Leadership

Who Is Going Back?

The August Conversation

Executive coaches offer observations, perspective and tools for leading teams through this unprecedented time

Music: <https://purple-planet.com>

New Conversations to Co-create the Future of Leadership

conversation (*n.*)

con·ver·sa·tion \ kən-vər-'sā-shən

mid-14c., “place where one lives or dwells”

We'll be getting started in a few moments





Reflection: Consider what is *most important* to you, as you return to the workplace and/or to in-person interactions with colleagues.

- Safety
- Interpersonal connection
- Work-life balance
- Something else

We'll be getting started in a few moments

Conscious Leadership

Your ability to bring your entire self into a leadership position with complete self-awareness and authenticity to be who you are.

It's not a focus on you, it's the focus on the entire organization as a whole.

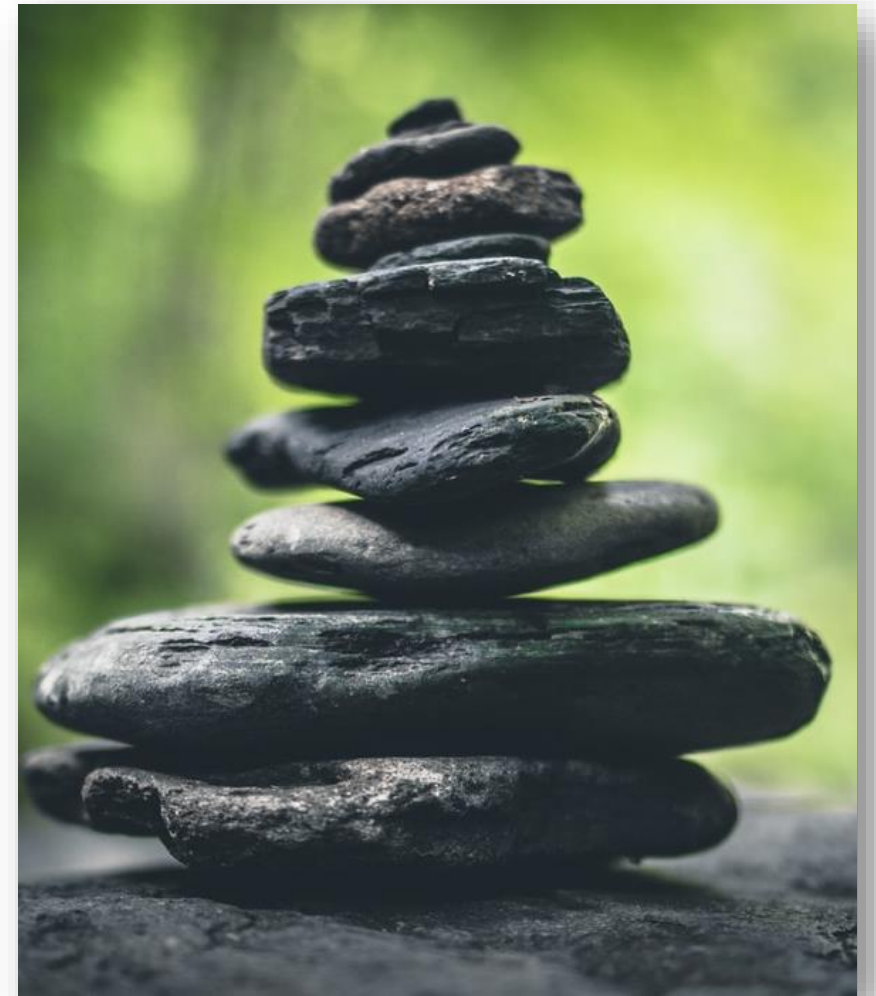


Conscious Leadership Behaviors



Four Types of Listening

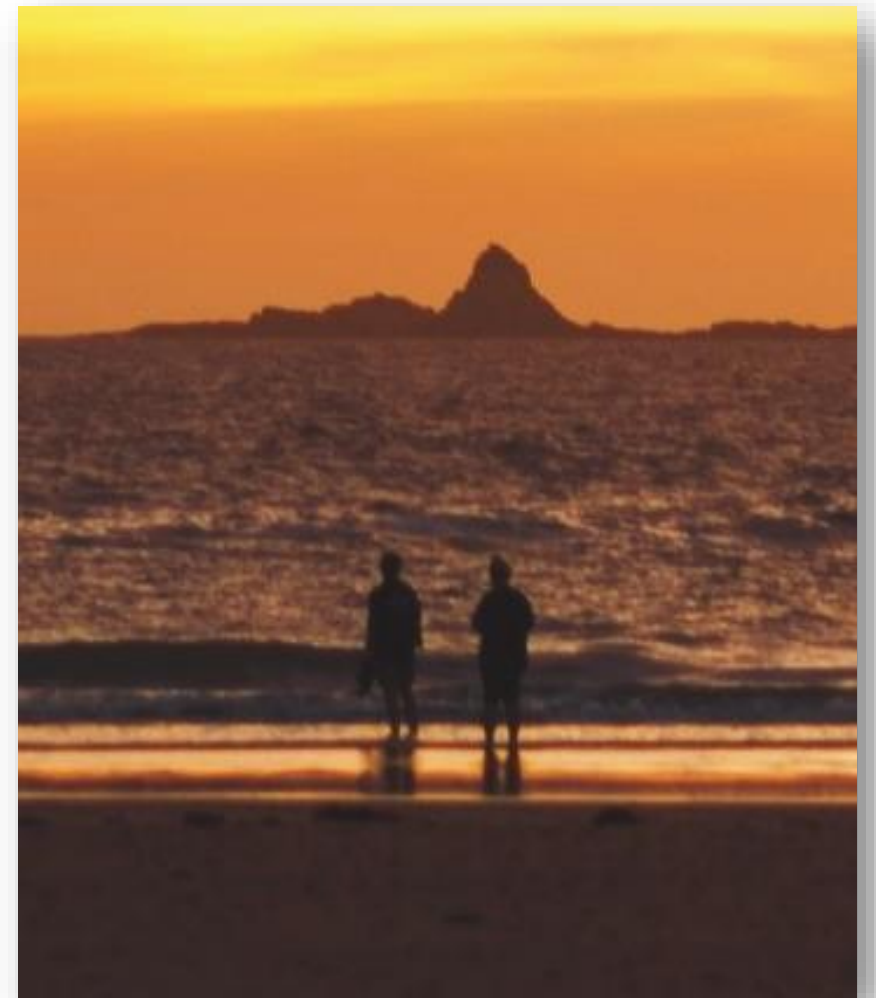
- 1. Downloading:** This type of listening is limited to reconfirming what we already know. Nothing new penetrates our bubble. Your attention is not focused on what the other person says but on your own inner commentary and you may be planning what you will say next.



Four Types of Listening

- 2. Factual listening:** We let the data talk to us and notice disconfirming information. Doing this requires opening the mind — that is, the capacity to suspend our habits of judgment. Your attention moves from listening to your inner voice to actually listening to the person in front of you. You open up to what is being said.

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Four Types of Listening

- 3. Empathic listening:** We see the situation through the eyes of another. Doing this requires opening the heart: using our feelings and our heart as an organ of tuning in to another person's view. You step into the other person's perspective. You might think, "Oh, I may not agree, but I can see how she sees this situation."

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Four Types of Listening

4. **Generative listening:** We listen for the highest future possibility to show up while holding a space for something new to be born. You listen with openness to what is unknown and emerging. It requires opening the will.



POLL

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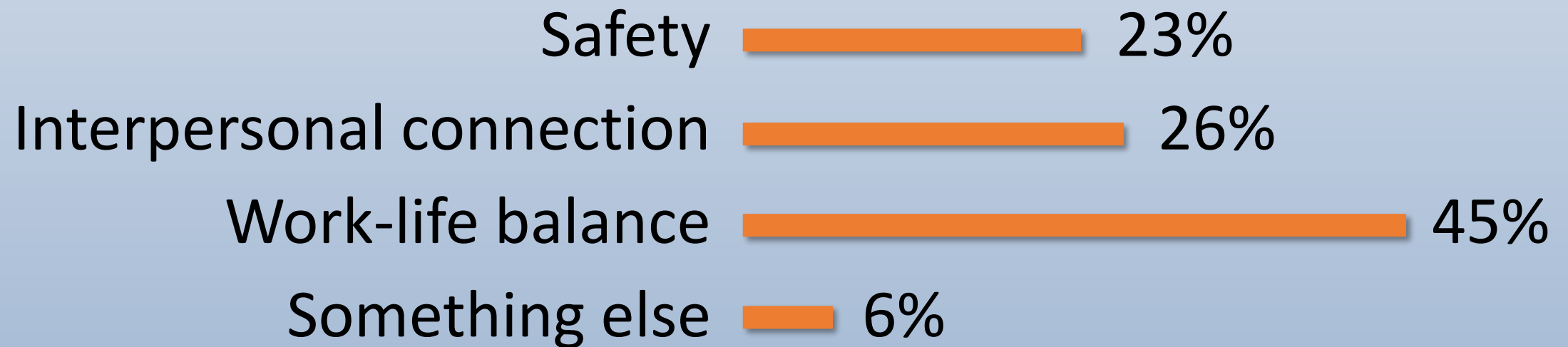
- Safety
- Interpersonal connection
- Work-life balance
- Something else



Choose one

POLL Results

Consider what is *most important* to you, as you return to the workplace and/or to in-person interactions with colleagues.





Susan L. Henricks

President & CEO

ICAN – Institute for Career Advancement Needs

Susan has more than 35 years in both private and public companies. Prior to ICAN, Susan served in several executive capacities with responsibility for the P&L, growth, human capital, technology and strategy.

Susan is a current member of the Arbor Day Foundation Board of Trustees and RiseMark Brands Board of Directors. Susan holds a B.A. from Northwestern University and received her M.B.A. from the Kellogg School of Management at Northwestern University.



Andrea Chilcote



Larry Hofer

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