

## The Leadership Circle:

***We exist to evolve the conscious practice of leadership, to steward the planet, and awaken in all of us our inherent unity***

The LCP Study Group Meeting: September 21, 2020

4:00 pm - 5:30 pm EST

Full Circle Group / The Leadership Circle

Mike O'Connor, VP of Business Development

Douglas Day, Director of Global Marketing



The Leadership Circle®

**Every time someone uses the phrase “NEW NORMAL,” I look at an imaginary camera like this**



# Thanks for Joining Us!

Best Practices in doing our work  
virtually

- > Debrief and Coaching
- > Group Sessions



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The World Needs Us Now.  
What's Being Asked of You  
These Days?



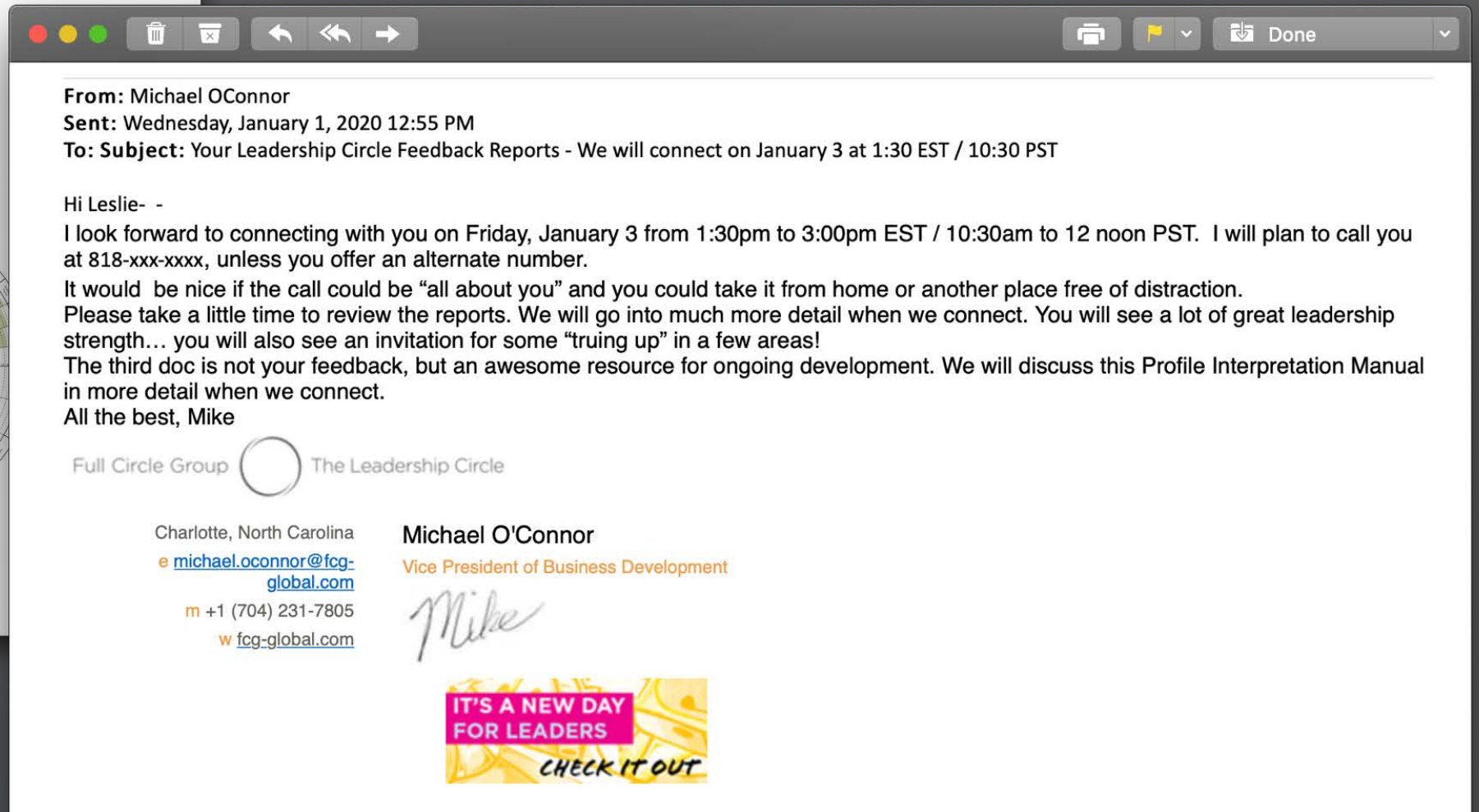
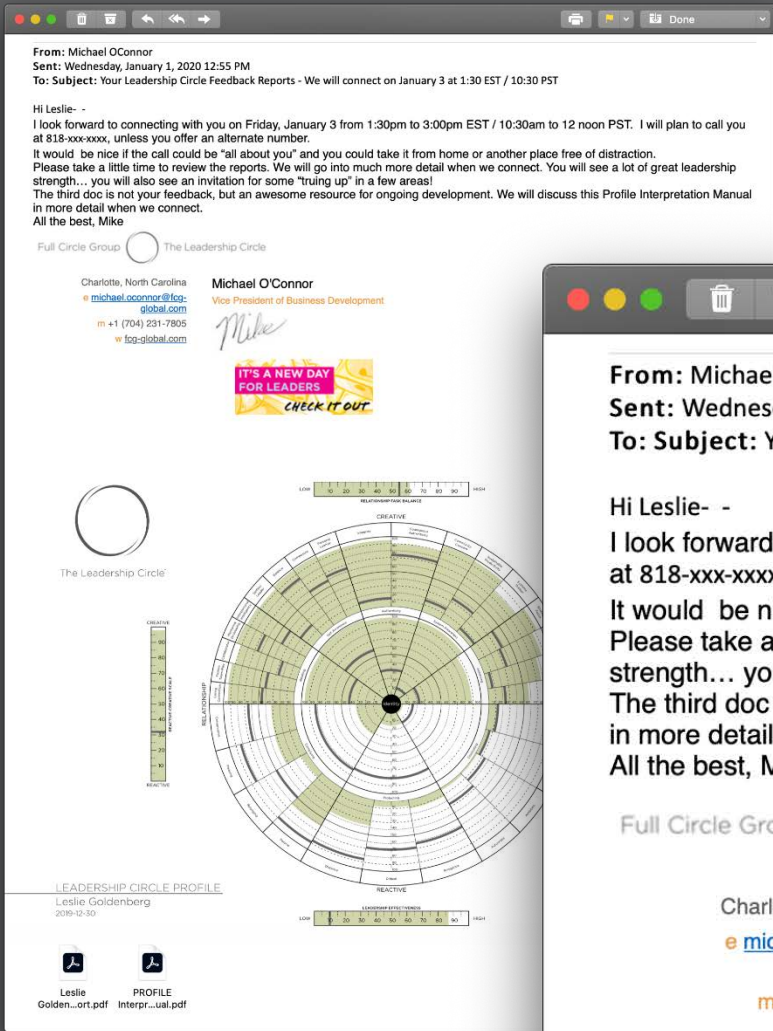
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## GROUP SESSIONS: BEST PRACTICES:

- Tech Facilitator
- Team Preparation
- Energy Management - Condense content
- Timing and Breaks
- Zoom Backgrounds
- Security protocols
- Variety and care





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Take some risks... manage the need to be perfect.

# TECH FACILITATOR:

## Before Meeting:

- Co-hosting
- Polling
- Whiteboarding
- Breakout Rooms

## Announcements:

- Mention Recording
- Sharing of Materials?
- Chat Room
- Offer your phone number – text me if you get lost in the movement.
- Nonverbals: “Thumbs Up,” “Need Help” Buttons, etc.
- Mute
- Screen Share






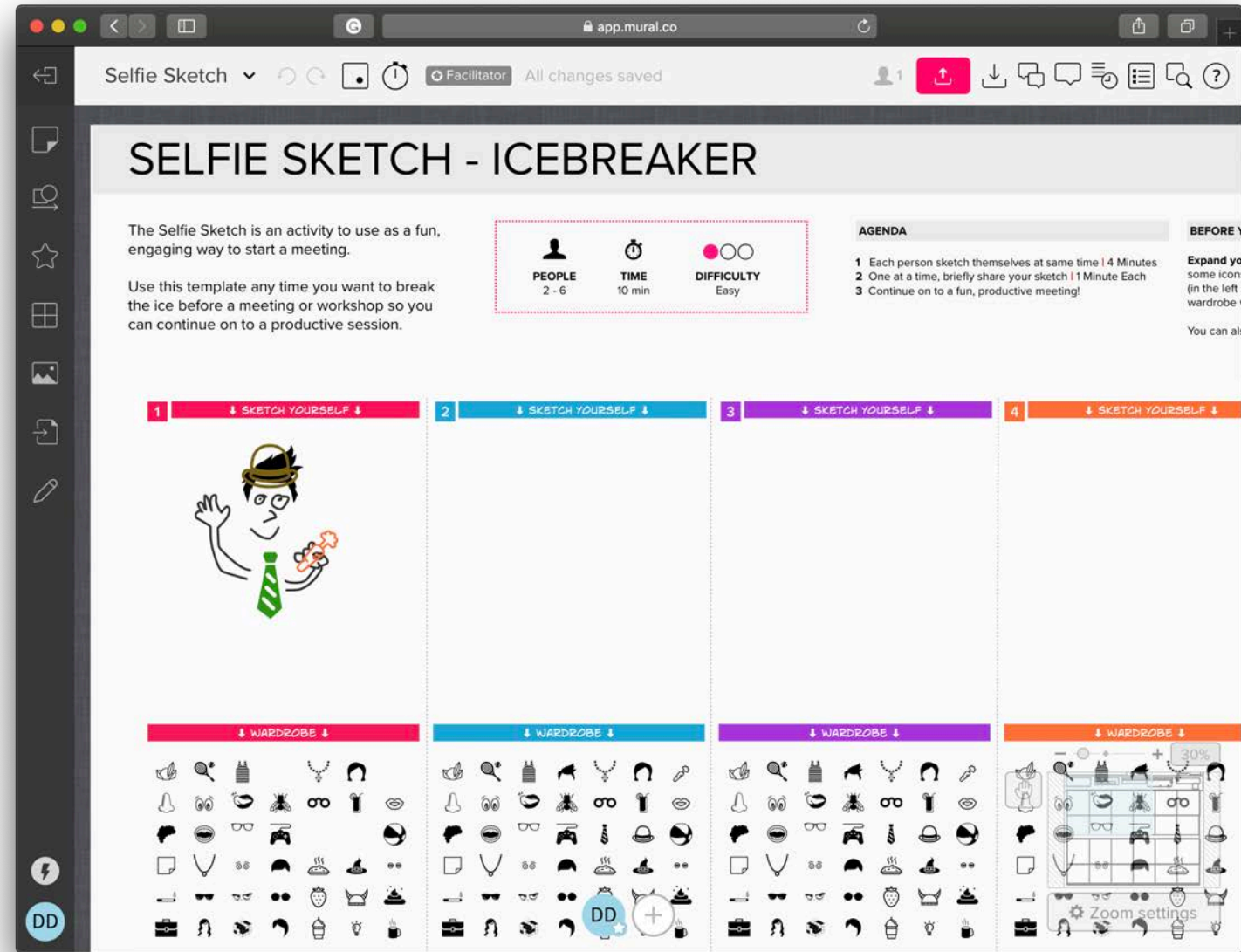
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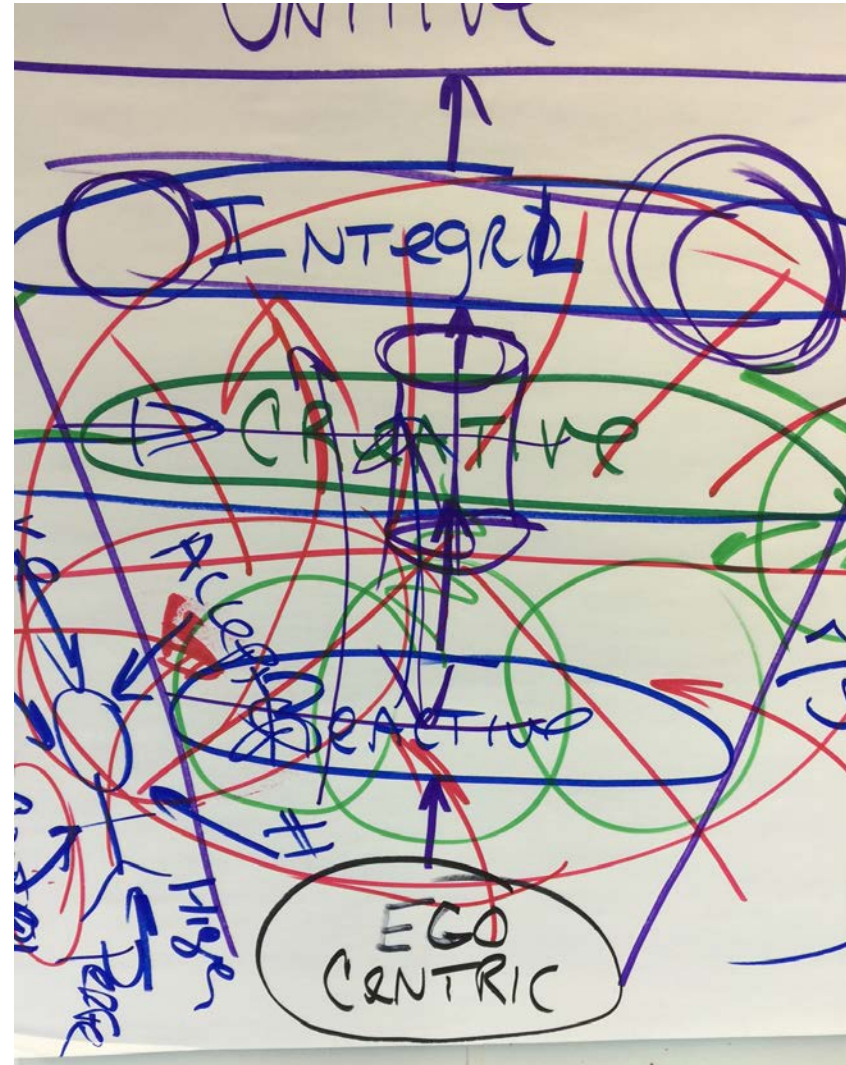
A black ceramic mug filled with coffee sits on a rustic wooden surface. Several coffee beans are scattered around the base of the mug. A wisp of white steam rises from the top of the mug. The background is a warm, out-of-focus brown. The text "Have an interesting visual up during breaks" is overlaid in white, sans-serif font across the center of the image.

Have an interesting visual up  
during breaks



Goal: Supporting and developing leaders... Using your organic coaching strengths.

Prompt: Type in a word that describes **COMPLEXITIES** that leaders, including you, are facing today.



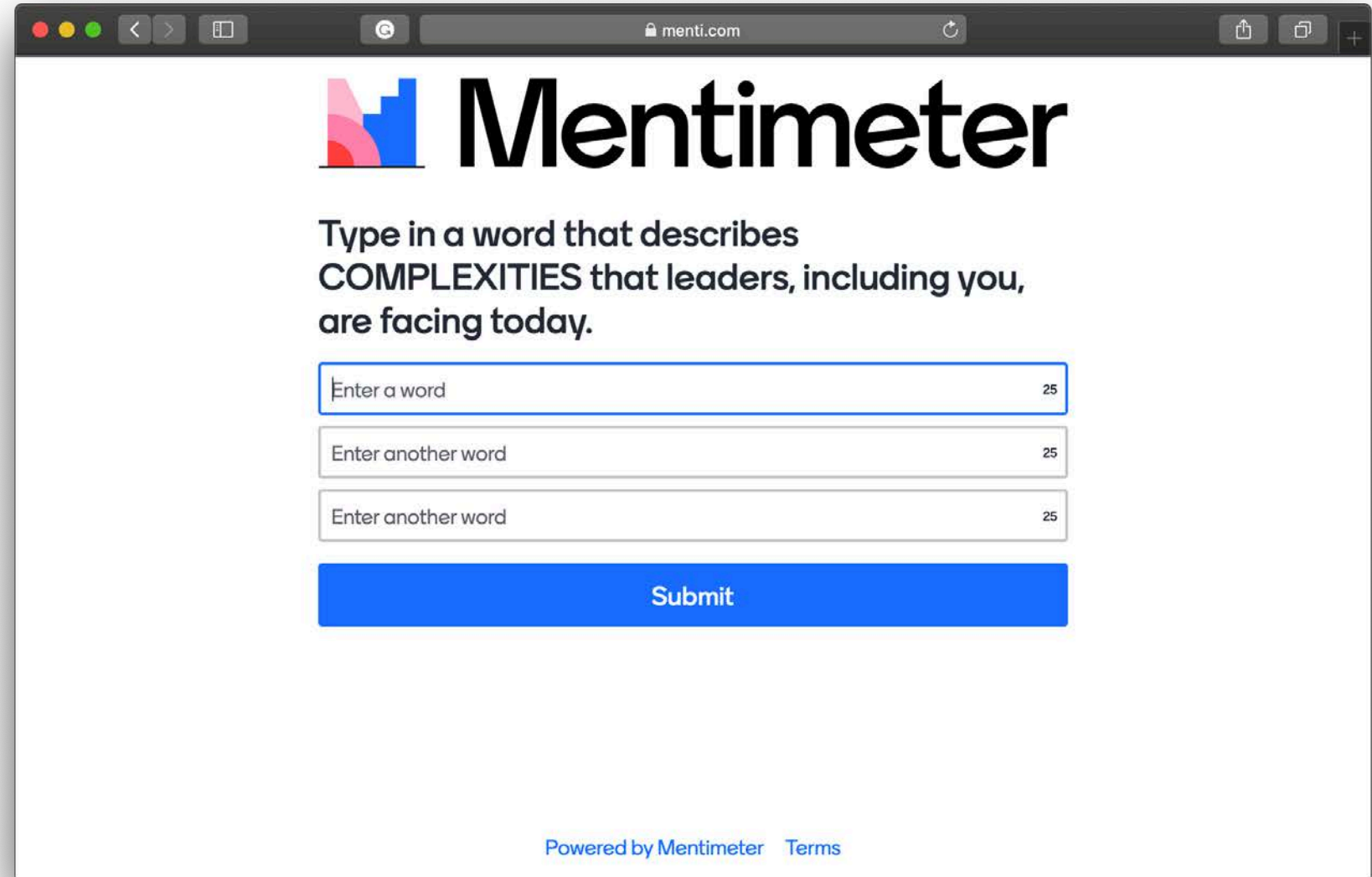
# Mentimeter

Go to:

[www.menti.com](http://www.menti.com)

Code:

44 82 84 8



The screenshot shows a web browser window with the URL [menti.com](http://menti.com). The page features the Mentimeter logo (a stylized bar chart with red, blue, and pink bars) and the word "Mentimeter" in a large, bold, black font. Below the logo, the text reads: "Type in a word that describes COMPLEXITIES that leaders, including you, are facing today." There are three input fields, each with a placeholder text "Enter a word" and a character count of "25". The first field is highlighted with a blue border. Below the input fields is a large blue button labeled "Submit". At the bottom of the page, there is a footer that says "Powered by Mentimeter" and a link to "Terms".

Definition of  
Leadership:

Deploying Self into  
Circumstances to  
Create Outcomes  
that Matter to Us.

The question is...  
Which self?





# The Leadership Circle Mat

“I hear and I forget.  
I see and I remember.  
I do and I understand.”



# TLC Virtual Mat

LCP Study Group Meeting - September 21  
File Edit View Insert Format Slide Arrange Tools Add-ons Help Last edit was seconds ago

Background Layout Theme Transition

1  
2  
3  
4  
5  
6  
7  
8

RELATIONSHIP

CREATIVE

IDENTITY

TASK

REACTIVE

The Leadership Circle®  
VIRTUAL MAT

NOTES:

- PLEASE MAKE A COPY OF THIS SHARED DECK, USE ONLY YOUR PERSONAL COPY!!!
- Move this notes box down before you use to make the mat bigger, also click the ^ button on the top right to "Hide the Menus" during your team mat work
- Does not work in "Presentation Mode" - different users won't be able to move the avatars

Explore

# Discuss. “Push your edge.” Speak authentically.

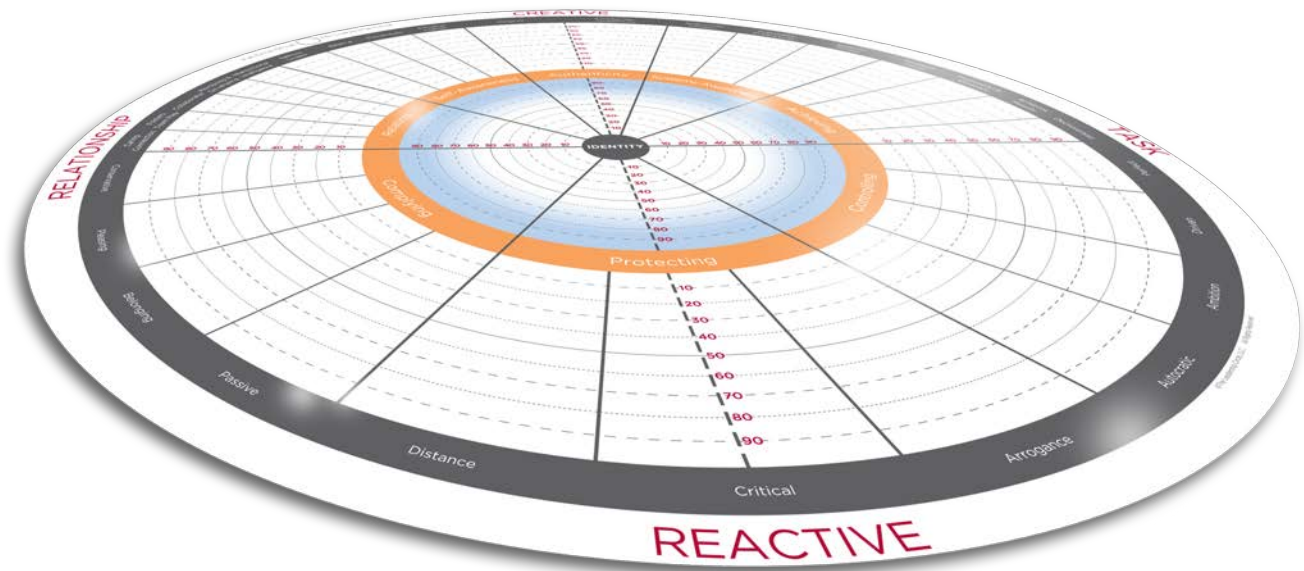


- Describe your initial response to your LCP
- What about you was confirmed? What surprises appeared?
- In what ways does your overall profile support the team’s strategy and vision?
- What would you increase in the Creative – and/or decrease in the Reactive, if you could? Why?

# EXAMPLE: On the Mat - Find Your People

Bringing your profiles with you:

- Stand in your highest creative, describe the competency in your own words.
- Team comment on examples when they have seen their teammate act in service of the team.
- Move to the Reactive Dimension that is most strongly reflected in your profile
- Look around the larger group. Any surprises?



What else is important in this conversation?



1

Build rapport and connection and affirm confidentiality

2

Ask for an overview of their business context: challenges, goals, evaluators, etc.

3

Explain agenda of the debrief

4

Life Story Review / Patterns & Habits (key influencers and shapers):

- Early/formative years: family influences/values/ cultural influences, schooling, where grew up, etc.
- Career building: lessons learned, key people, etc.
- Recent years up to present: events, people etc.

5

Explain Leadership Circle Profile structure (The LCP Brochure works great for this)

6

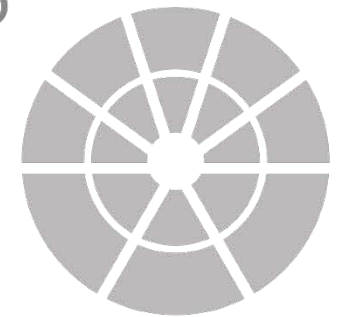
Invite them to read the Comments, then show Profile & invite the client to interpret what they see

7

Join with them in the exploration

- Listen for possibility and ask questions for clarity and understanding
- Explore: gaps between self and other perceptions, Reactive-Creative dynamics
- Share your perspective as you go along, trusting intuition and checking out hunches
- Pay attention to and name what is coming up in the session vis-à-vis the Profile
- Explore: their Leadership Brand and what's at risk if they do/don't change?
- Be mindful, remember you are a co-explorer with them (not the expert about them)

# DEBRIEF STEPS



8

Finish with Awareness assignment

Remember that time when being arrogant and critical unleashed your team's potential?

Yeah, we don't either.

Agile doesn't boot up on a Reactive Operating System

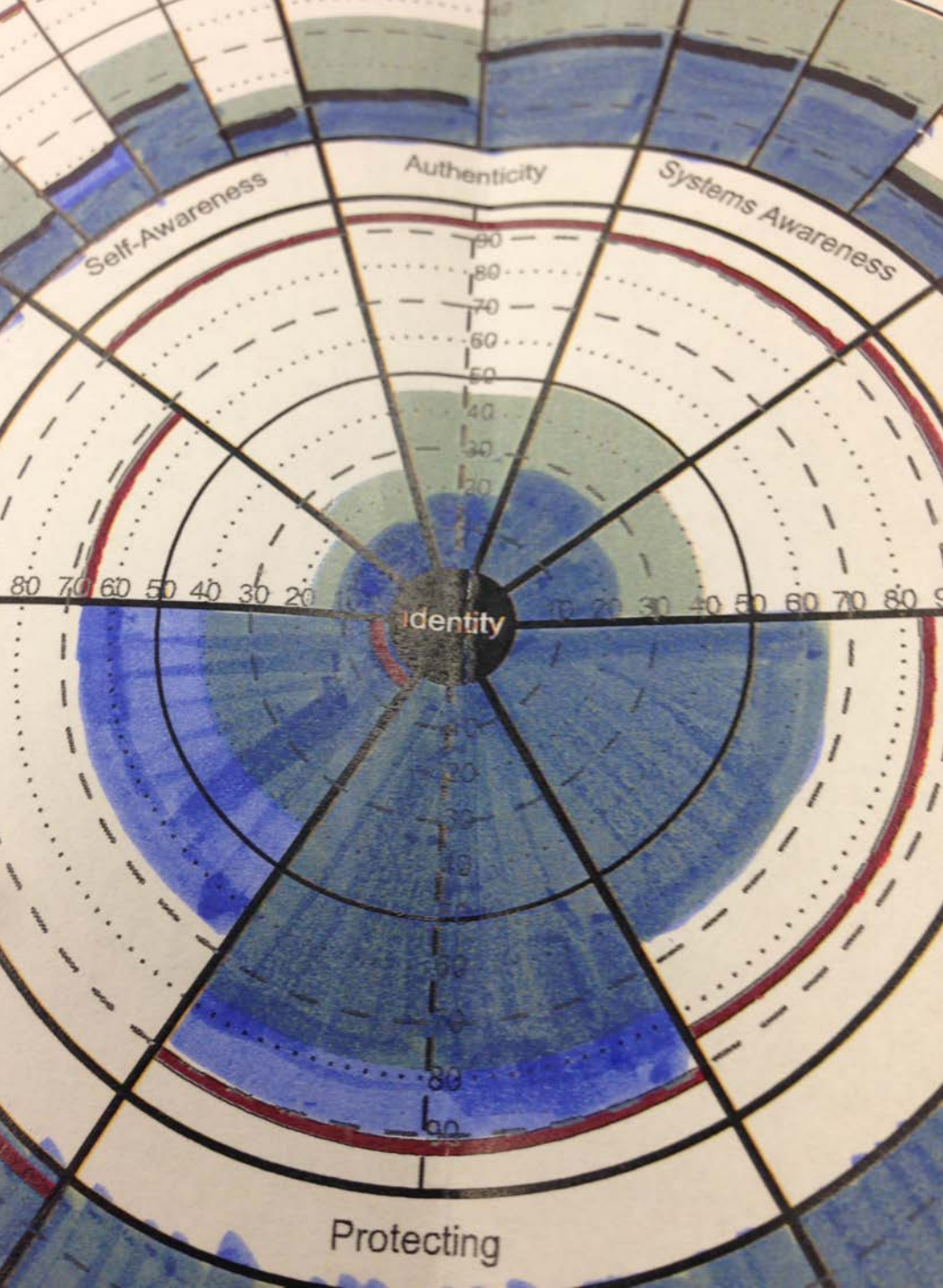


## ARROGANT

The tendency to project a large ego – behavior that is experienced as superior, egotistical and self-centered.

## CRITICAL

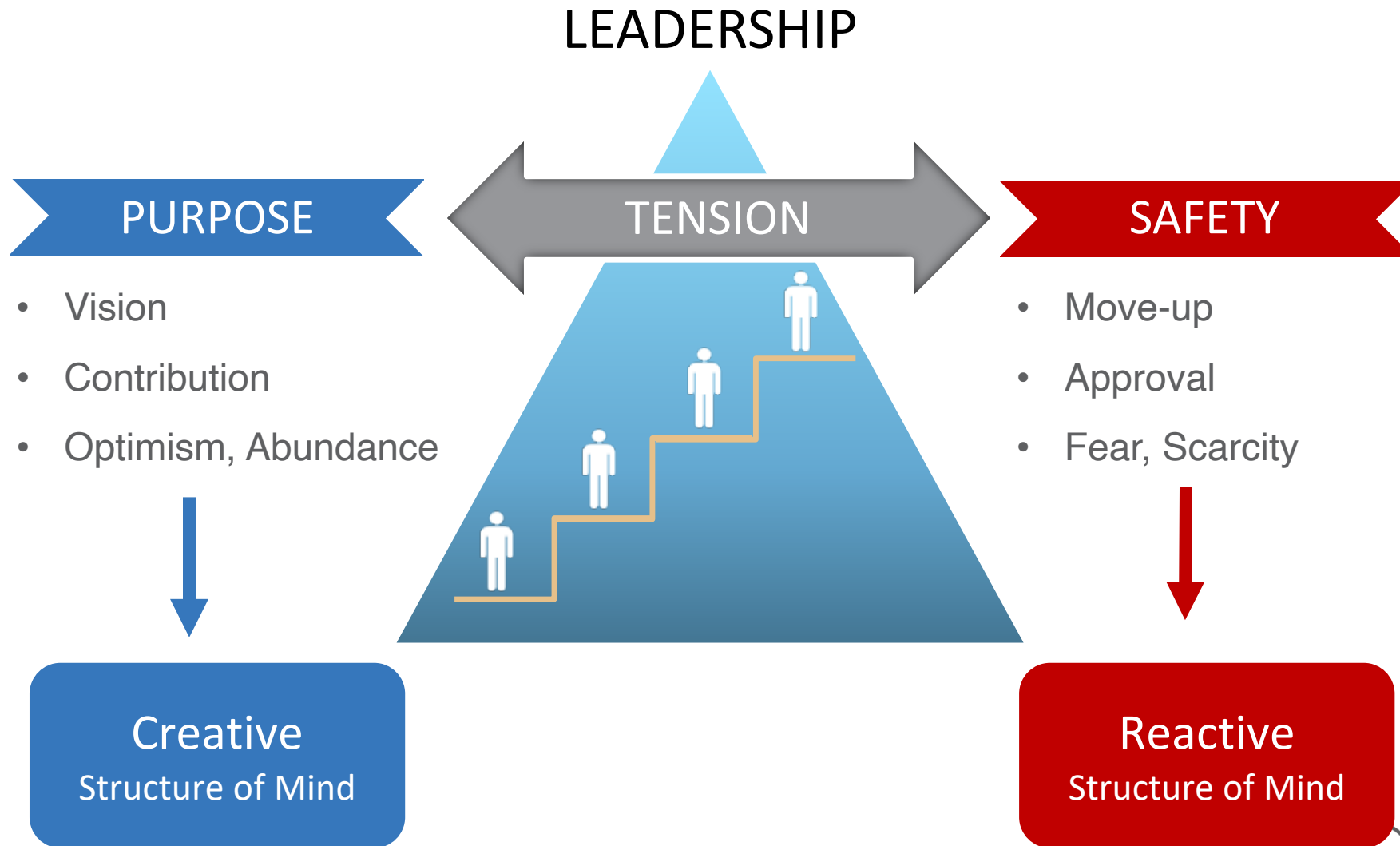
Critical is a measure of the leader's tendency to take a critical, questioning and somewhat cynical attitude.



“As I was looking through my feedback last night the angel of death appeared...”



# Primary tension



# Simple Shift Skills

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- Deep Caring and Relationship are key part of the gifts of Complying
- Heart led leadership typifies this style
- The Simple Shift Skill is to care/seek that relationship two more levels out
- When a leader seeks approval or connection with team, they will most often make decisions for said team
- Call this exercise “Three Levels of Care”
- **Question/Direction for leader: If you cared two levels out who would you be focused on? How would that change your behavior? Care about the customer as far out as you can go.**

Complying

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Conservative  
Belonging  
Pleasing  
Passive

# Simple Agile Shifts

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- Problem solving and fast processing are key parts of the gifts of Protecting
- Head led leadership typifies this style
- The Simple Shift Skill is to focus on the answers within the group not within the leader – leader as master solver
- When a leader deploys themselves in service of solving the problem) they orient on what others know first, not their own knowledge. They assume the own knowledge is insufficient.
- Call this exercise “Discover the Puzzle Pieces”
- **Question/Direction for leader: What does each person know about this that you do not? Don't do anything until you know.**

## Protecting

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Distance  
Critical  
Arrogance

# Simple Agile Shifts

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- Accomplishing and doing are key parts of the gifts of Controlling
- Will/gut led leadership typifies this style
- The Simple Shift Skill is to focus on controlling the energy/inertia that comes naturally with this style
- Leaders deploy against a problem last
- Call this “Last one talking”
- **Direction for leader: In any given meeting or on any issue, tread water a little longer and simply be the very last one to talk?**

## Controlling

Perfect  
Driven  
Ambition  
Autocratic