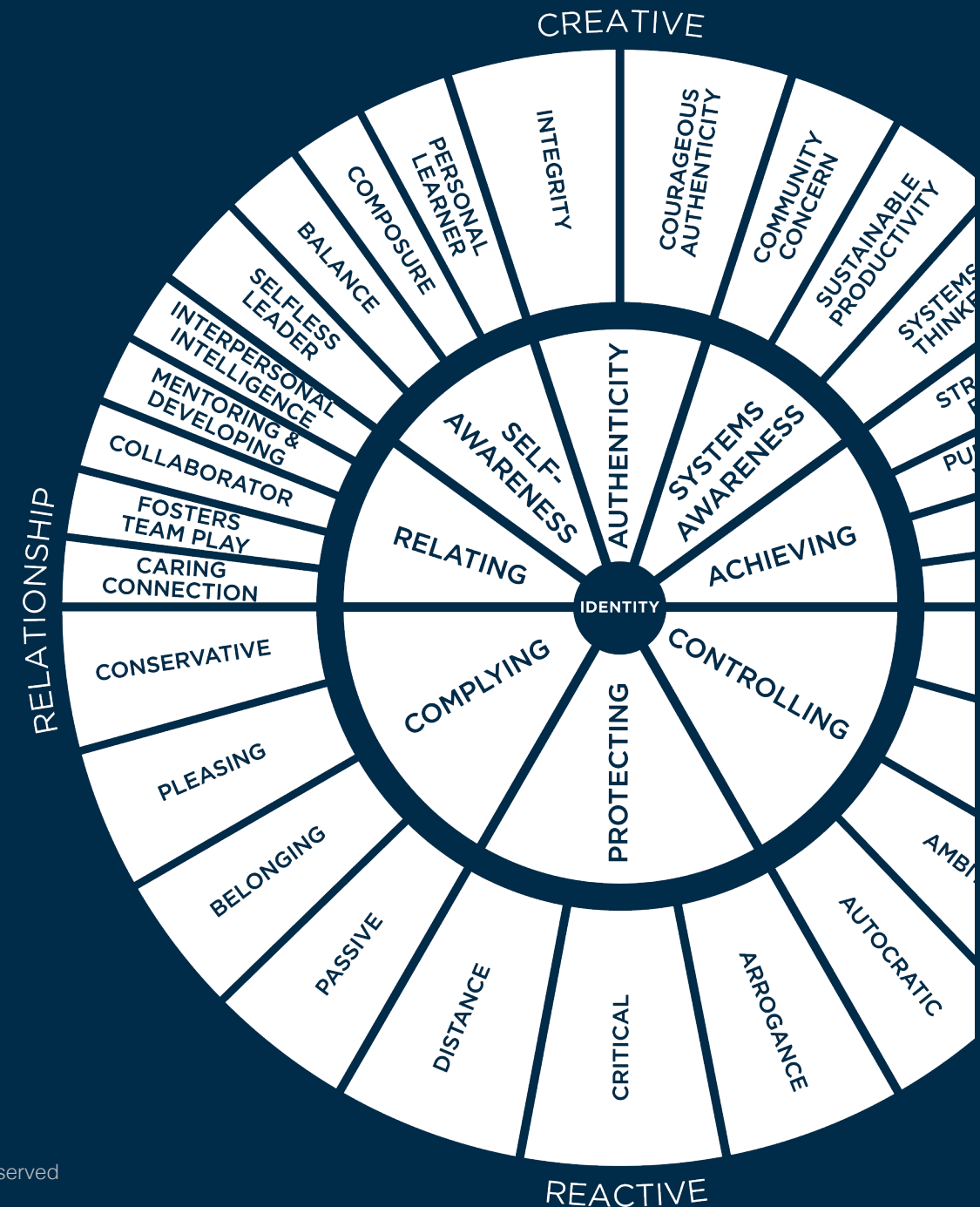


# Positioning the LCP *Insights from the Leadership Circle Community*

Michael O'Connor  
Vice President Global Community

LEADERSHIP  
CIRCLE®



# OBJECTIVES:

## Interactive Co-Creation

Explore LCP positioning strategies.

Engage in collaborative group activities:

- Discuss successful positioning strategies.
- Exchange creative ideas.
- Share challenges with positioning the LCP.

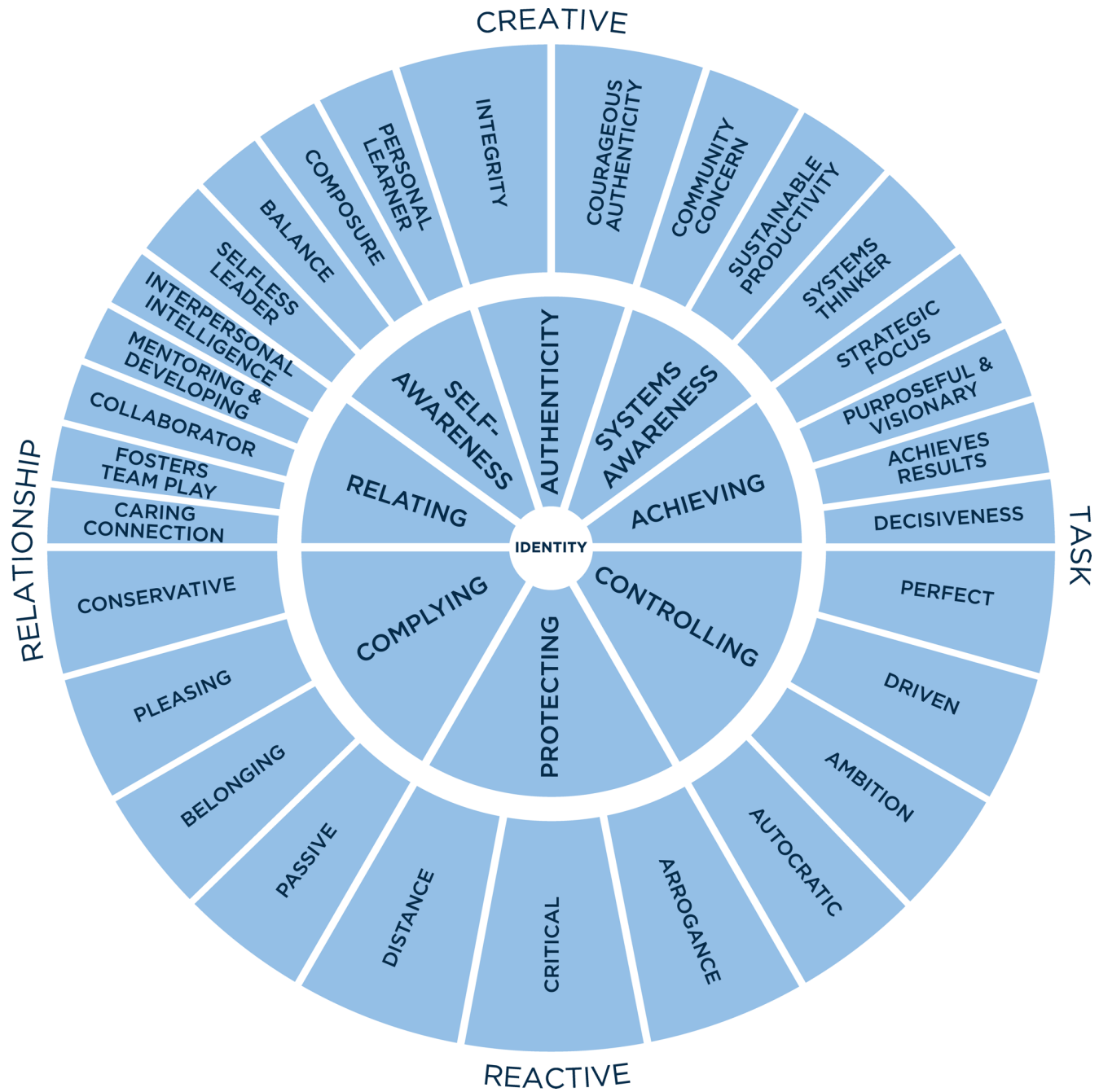
# OUR PURPOSE

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

# The Leadership Circle is...

- A universal model of leadership
- A framework for development
- An assessment suite

*Leadership Circle Profile, LC: Manager Edition,  
Collective Leadership Assessment, Self  
Assessment....*



# Small Group Breakout:

*(7 minutes – groups of 4)*

## How does Leadership Circle support the work you do?

# The Leadership Circle is NOT.....

- A tool to influence selection or promotion decisions.
- A snapshot showing where a leader is strong or weak.
- An assessment to identify gaps, problems, or areas needing a fix.

# It works because it is being managed by YOU!

- YOU... share your story!
  - *Your passion*
  - *Your practice*
  - *Your journey*
- Your knowledge and experience
- Your interest in them and their business

# Small Group Breakout:

*(7 minutes – groups of 4)*

## How is Leadership Circle different from other assessments?

# Differentiators

- YOU!!!
- New Challenges – VUCA – nobody is immune
- Creative and Reactive
- Time Efficient .. Focused
- 2-3 Shifts ... development focus!
- TLCP validity
- 300,000+ leaders

# Intention:

- Context Matters
- Identity Matters
- Honors and respects: *Your profile is **exactly** what it should be*
- There is nothing here that suggests *a problem needing fixing*
- An invitation to explore, and co-create
- Strengths and Development Opportunities

# Intention:

- *Context Matters*
- *Identity Matters*
- *Honors and respects: Your profile is **exactly** what it should be*
- *There is nothing here that suggests a problem needing fixing*
- *An invitation to explore, and co-create*
- *Strengths and Development Opportunities*

Coupled with your coaching skills, experience and intention:

- Creative, Resourceful and Whole
- Curiosity, Intuition, Purpose, Presence...
- Create a “safe container”
- No attachment to outcomes

**MEAN  
PEOPLE  
SUCK**

# Small Group Breakout:

*(7 minutes – groups of 4)*

**What challenges do you  
face/anticipate in using Leadership  
Circle?**

CREATIVE

INTEGRITY

COURAGEOUS  
AUTHENTICITY

ICITY

## Common Challenges or Assumptions:

- ❑ Too complex
- ❑ Client may not be ready
- ❑ Difficult news for leader
- ❑ Other?



# Something New!

Interactive Leadership  
Circle Feedback Reports

Supporting Coaches  
Debrief Guide

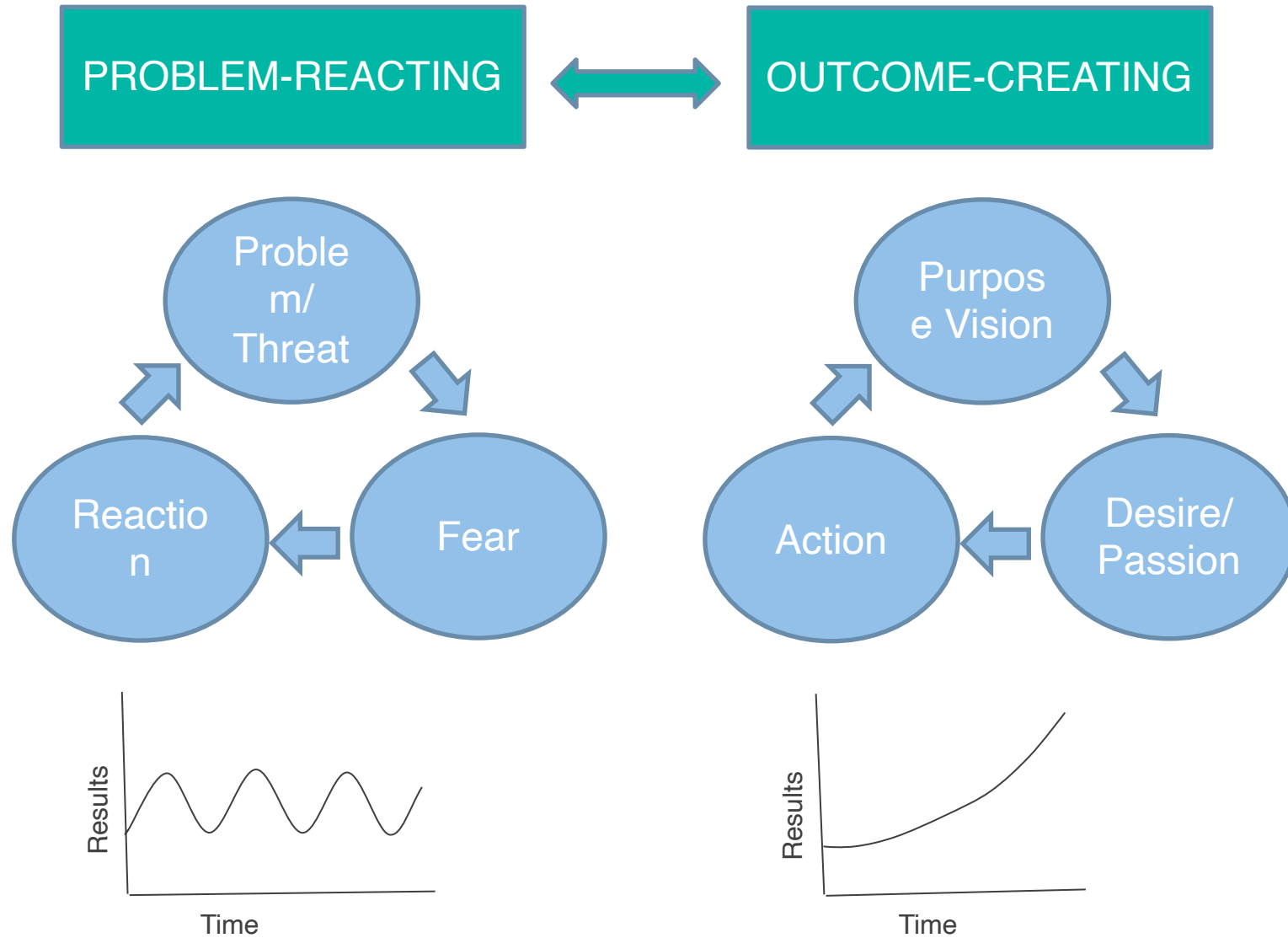
Thank you for joining us!  
Until next time.



A small, young tree sapling with three vibrant green, lobed leaves is growing out of a moss-covered log. The background is a soft, out-of-focus forest scene with various shades of green and blue. The text "The following slides are available to support possible questions" is overlaid in a bold, red font on the left side of the image.

**The following slides are available to support possible questions**

# Problem-Reacting vs Outcome-Creating



# Problem-Reacting vs Outcome-Creating

PROBLEM-REACTING



OUTCOME-CREATING

## Action Focus:

- React to reduce conflict
- Solve problems
- Make things go away
- Get “back to normal”

## Driving Energy:

- Conflict
- Inner Anxiety
- Problems: what I don’t like or want

## Core Beliefs:

- I am powerless
- I can’t create the life I want
- I’m not responsible for what’s going on around me

## Action Focus:

- Create what matters most
- Get concrete results
- Bring things into being

## Driving Energy:

- Meaning
- Desire / Passion
- What matters most

## Core Beliefs:

- I am powerful
- I can create the life I want
- I am responsible for what’s going on around me

# Creative Competencies

## Relating

*Caring Connection  
Fosters Team Play  
Collaborator  
Mentoring & Developing  
Interpersonal Intelligence*

## Self-Awareness

*Selfless Leader  
Balance  
Composure  
Personal Learner*

## Authenticity

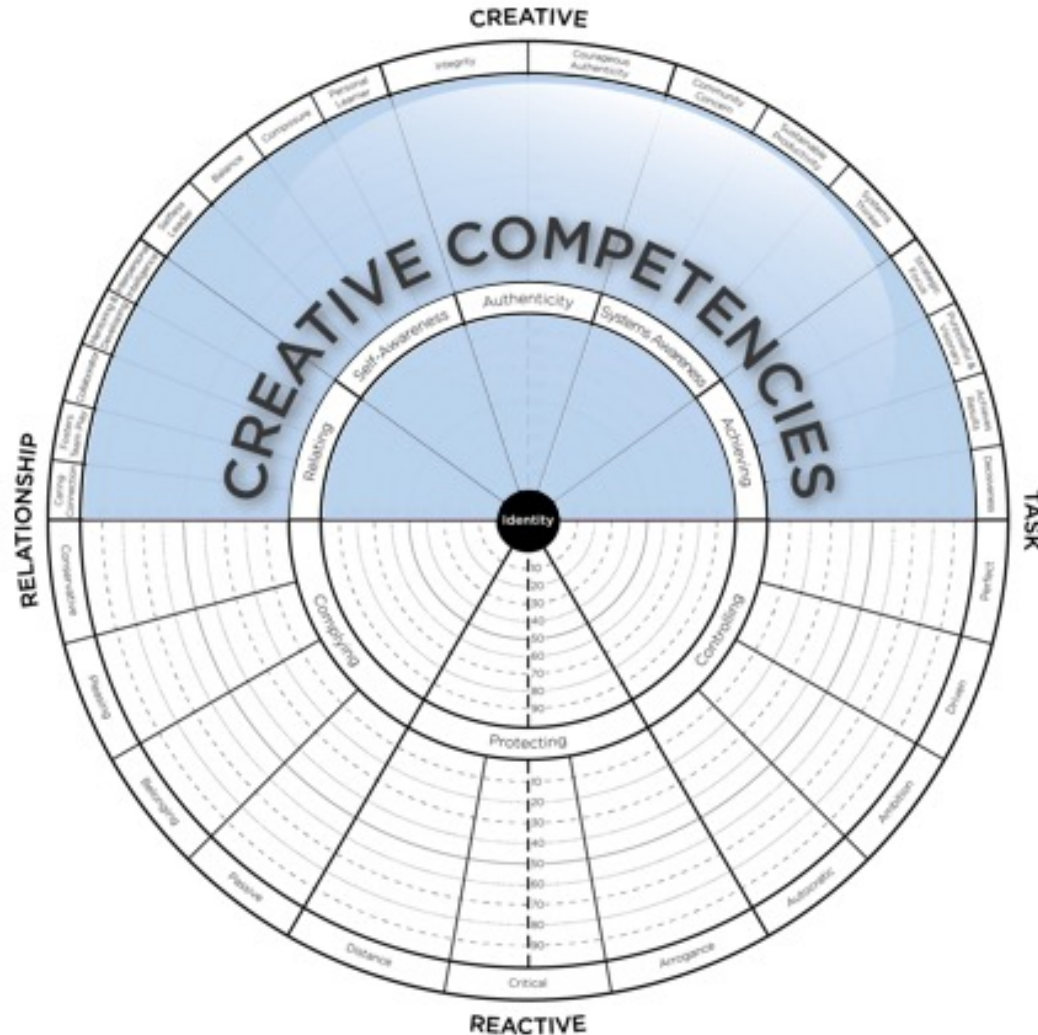
*Integrity  
Courageous Authenticity*

## Systems Awareness

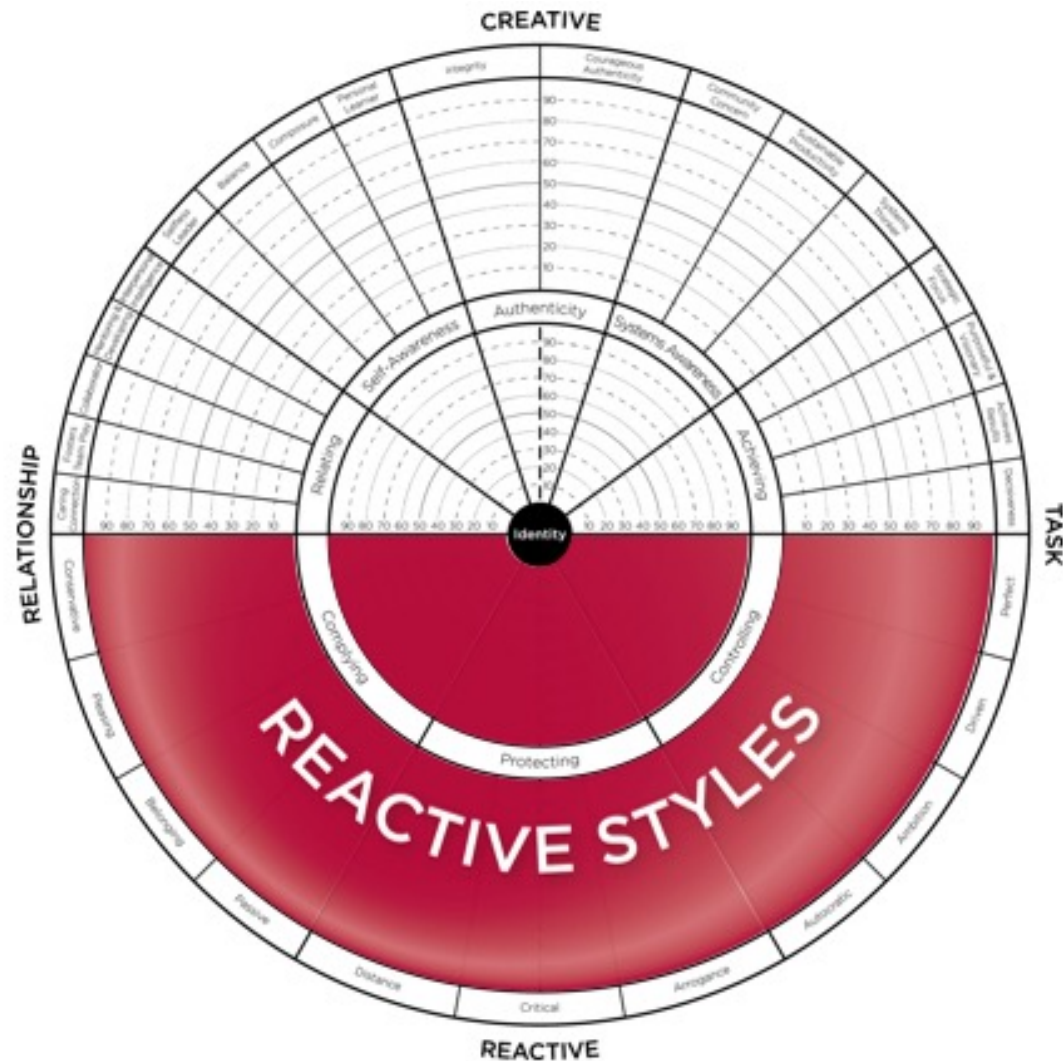
*Community Concern  
Sustainable Productivity  
System Thinker*

## Achieving

*Strategic Focus  
Purposeful and Visionary  
Achieves Results  
Decisiveness*



# Reactive Tendencies



**Complying**  
Conservative  
Pleasing  
Belonging  
Passive

**Protecting**  
Distance  
Critical  
Arrogance

**Controlling**  
Autocratic  
Ambition  
Driven  
Perfect

# Self-Protection – “Playing not to lose...”



If I am not \_\_\_\_\_ then \_\_\_\_\_

Reactive Tendencies and Graph are from The Leadership Circle Profile.



# The Universal Model of Leadership

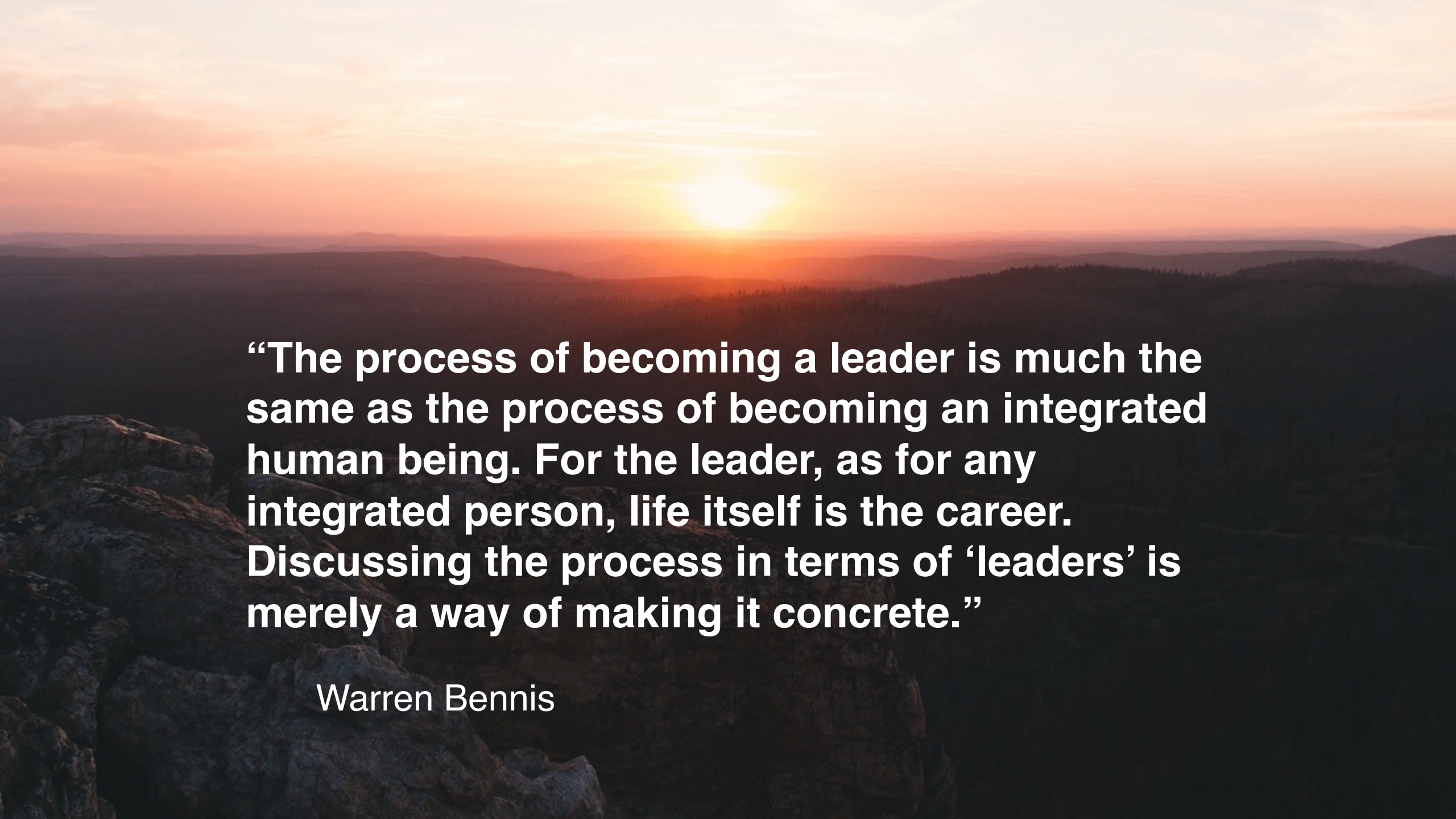
The Universal Model of Leadership (UML) integrates the best theory and research on leadership development available today. The science behind it magnifies why leaders do what they do and how they can transform. When your leaders transform, so does your organization. This translates into better results and a measurable impact for your business and life.

Click [here](#) to access the whitepaper “The Leadership Circle Profile – Breakthrough Leadership Assessment Technology” to learn about the design, methodology, and approach used to create The Leadership Circle Profile.

Click [here](#) to access our “Instrument Validation Study.”

Key thought leadership integrated into the foundation of the UML.

Thought Leader	Theory/Research	TLC Unified Model of Leadership
William and Cindy Adams	Whole Systems Approach	Systems Awareness Dimension, Creative and Integral Level Leadership
Peter Block	Authenticity, Caution, Control, Political Scripts	Authenticity Dimension, Reactive Dimensions
Authenticity Dimension, Reactive Dimensions	Cognitive and Rational Emotive Psychology	All Reactive Dimensions; Underlying, Self-limiting Beliefs and Assumptions and associated behaviors
Robert Fritz	Creative and Reactive Orientations	Two Stages of Development; top half and bottom half of the LCP circle
Karen Horney	Character Structure; Three Core Types	Heart, Head, Will Types; Complying, Protecting, Controlling, Relating, Awareness, Achieving
Robert Kegan and Lisa Lahey	Developmental Psychology; Stages of Adult Development; Immunity to Change	Kegan's Development model is the vertical axis of the LCP; Immunity to Change describes Reactive Structure's pattern of Performance
Peter Senge	Systems Thinking and Systems Dynamics; Personal Mastery	Systems Awareness Dimension; Reactive Structure and Creative Structure
Ken Wilber	Integral Model	The Unified Model of Leadership is an Integral Model. Ken's seminal work has greatly influenced its development



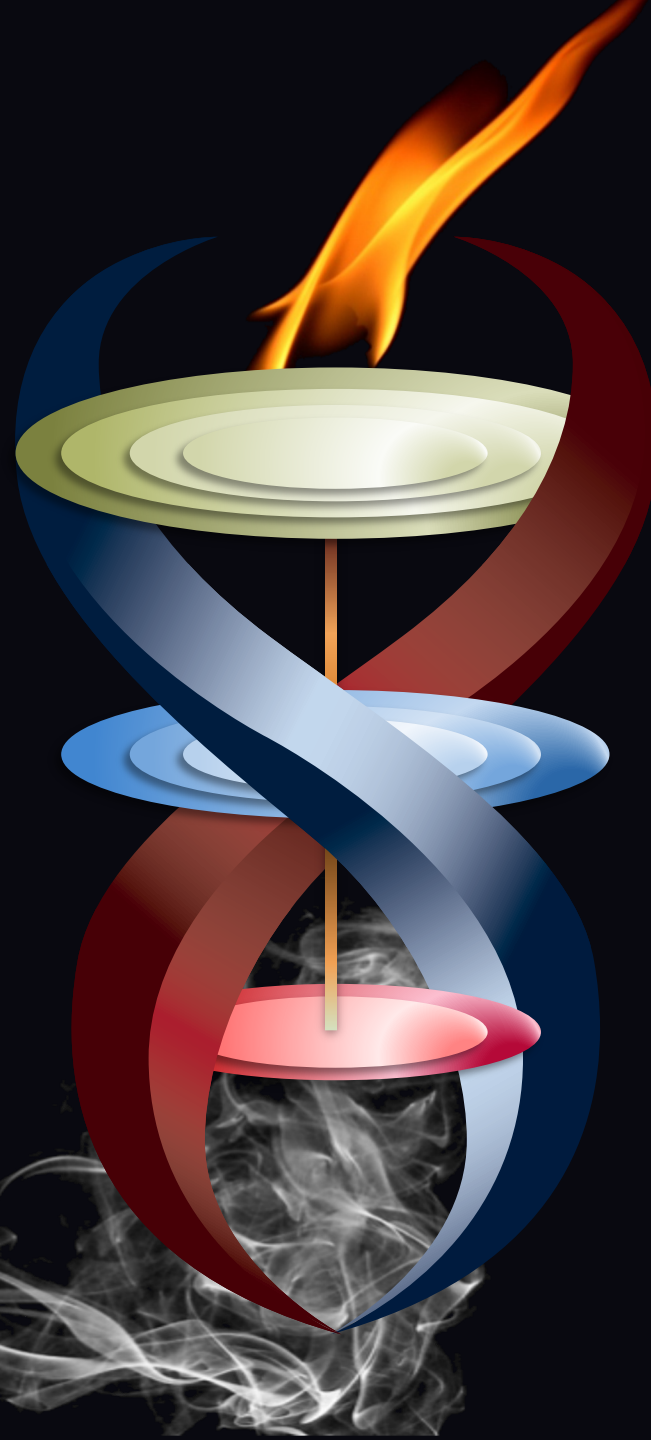
**“The process of becoming a leader is much the same as the process of becoming an integrated human being. For the leader, as for any integrated person, life itself is the career. Discussing the process in terms of ‘leaders’ is merely a way of making it concrete.”**

Warren Bennis

PURPOSE  
(LOVE)  
ASPIRATION

Ascending  
Current

+



Descending  
Current

—

SAFETY  
(FEAR)  
SHADOW



Example of a Graphic

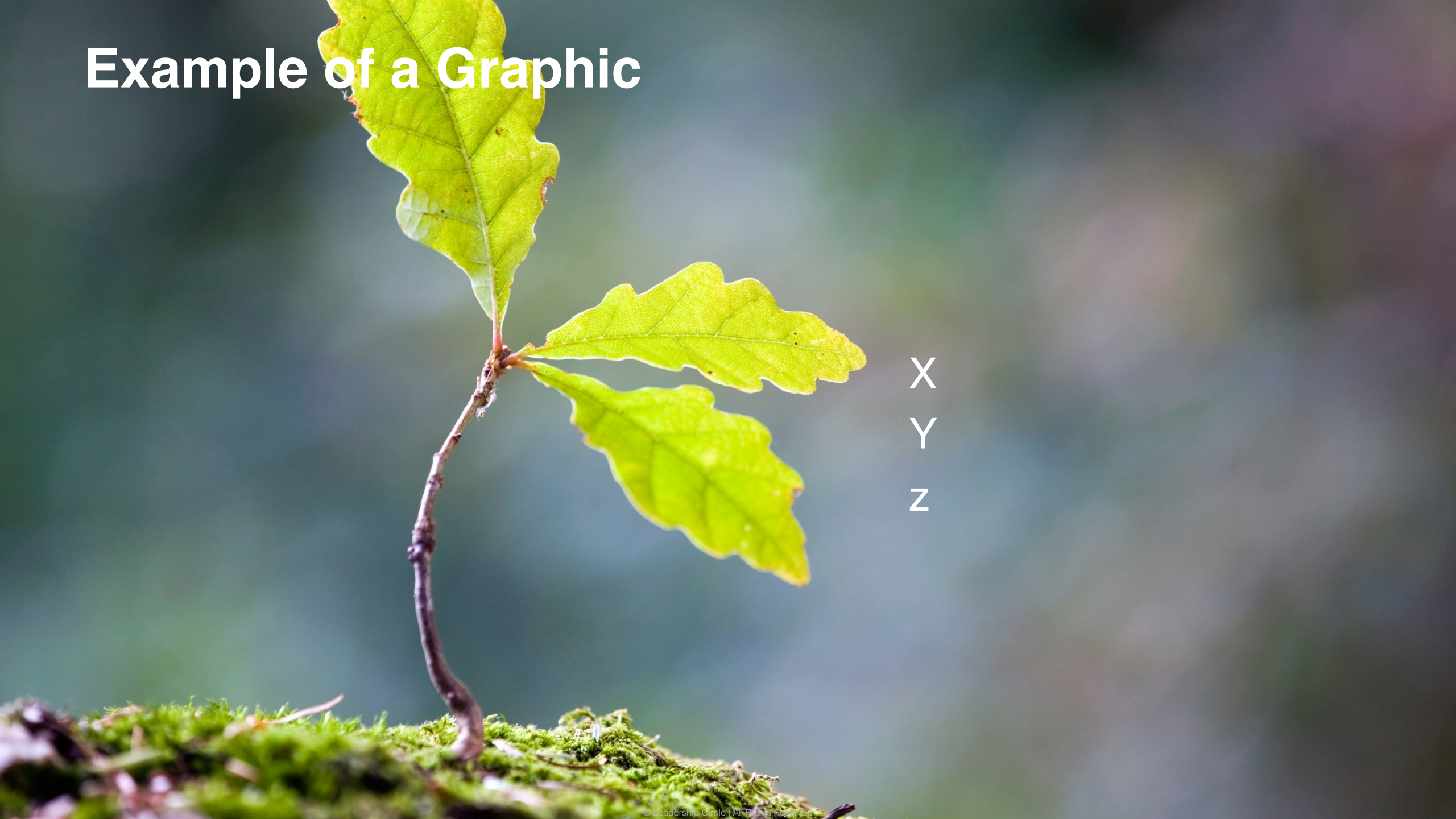
# Example of a Graphic

X

Y

Z

# Example of a Graphic



X

Y

Z