

Collaborative Conversations **with Masters**

DEVELOP AS A COACH. GROW YOUR PRACTICE. CREATE A
LASTING LEGACY.





Coaching Leaders Beyond Their Ego

with Danielle Grant

7th September 2018

“promoting excellence & ethics in coaching”

www.associationforcoaching.com



Today's topic: Developing Radical Ethical Authentic “Transpersonal” Leaders

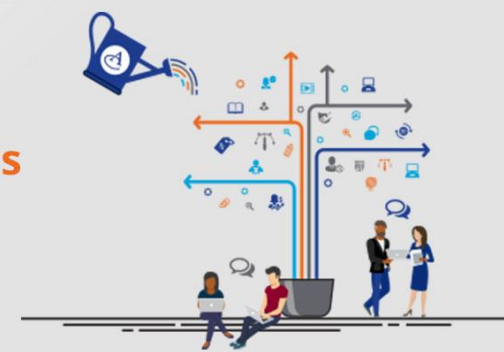
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DEVELOP AS A COACH. GROW YOUR PRACTICE. CREATE A LASTING LEGACY.



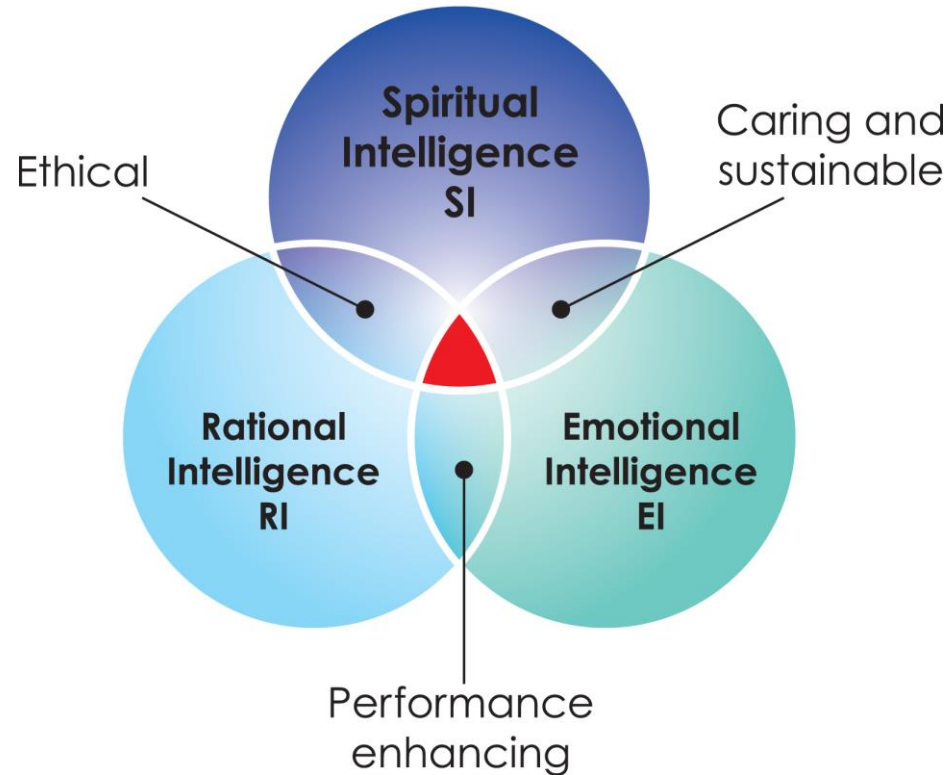


Imagining a transpersonal organisation





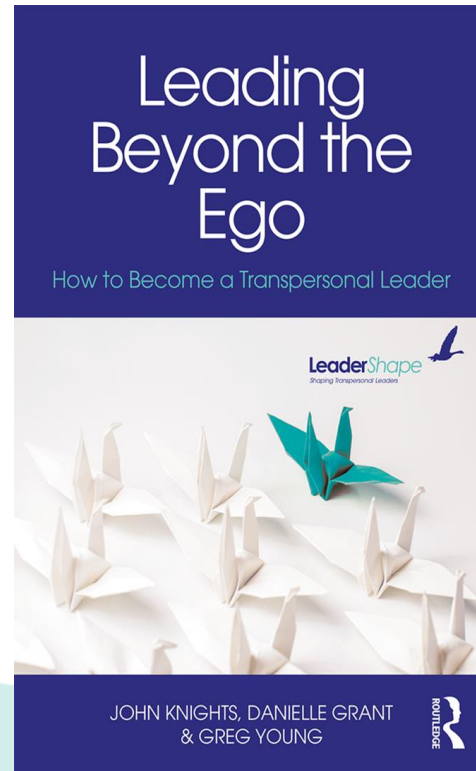
What is Transpersonal Leadership?



Transpersonal Leaders operate beyond their ego, continuing personal development and learning. They are radical, ethical and authentic while emotionally intelligent and caring. They create performance-enhancing and sustainable cultures



Purpose of the Book



Enables ANYONE motivated, to develop as a Transpersonal Leader



Poll 1 – What do you feel will present the biggest leadership challenges to you and your clients in your working lifetime?

- Multigenerational organisations
- Artificial Intelligence
- Societal attitudes (eg to women & diversity)
- Globalisation
- Climate Change



Transpersonal Leadership Journey

Intermediate Level



Emotional Intelligence (Emotions)

- Awareness
- Managing Emotions
- Leadership Styles
- Performance-Enhancing Culture

Outcome:

- Robust Emotional Aware Leaders
- Sustained Performance Improvement

Advanced Level



Spiritual Intelligence (Values)

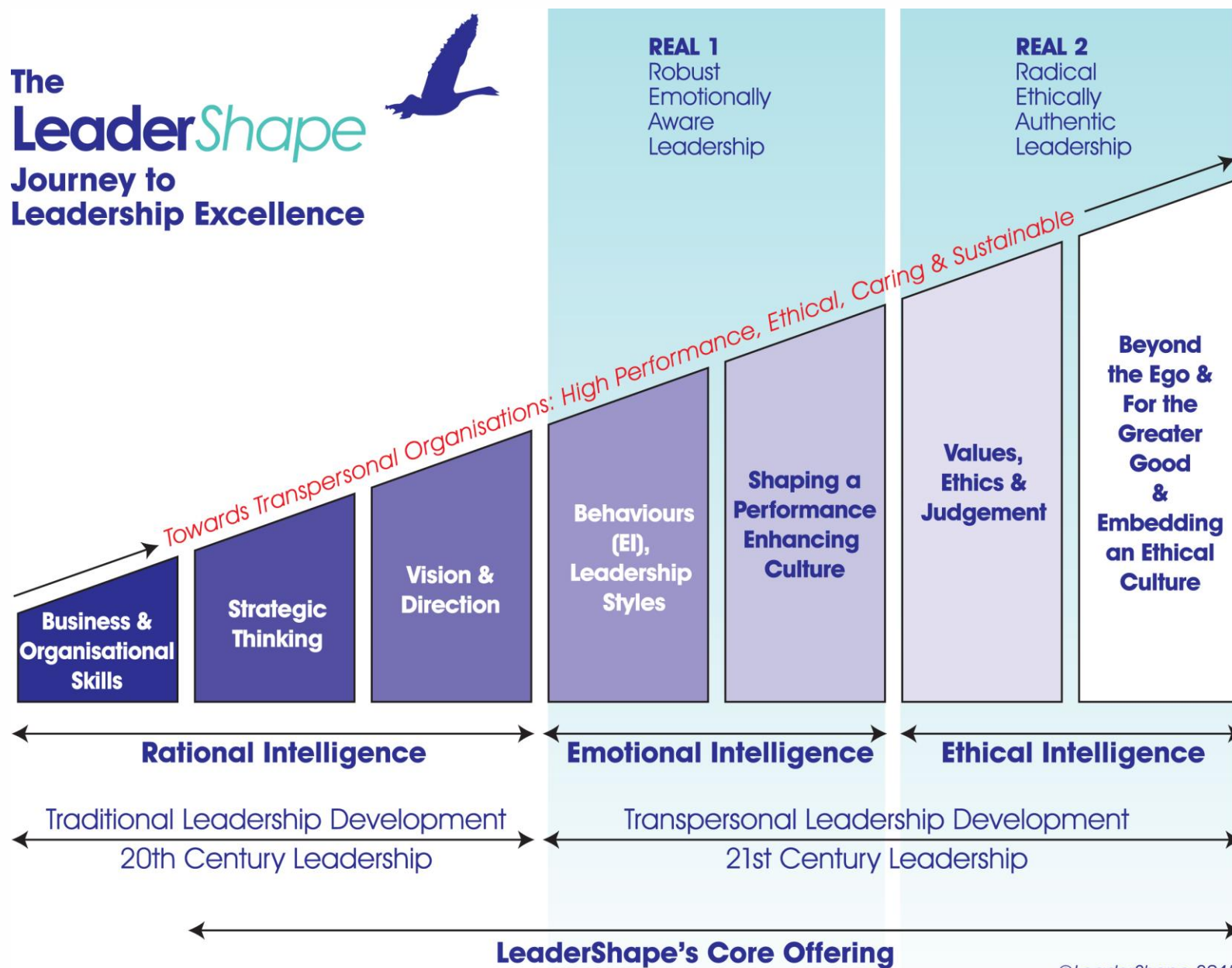
- Consciousness
- Managing Ego
- Judgement/Decision-Making
- Ethical Cultures

Outcome:

- Radical Ethical Authentic Leaders
- For the Greater Good

The LeaderShape

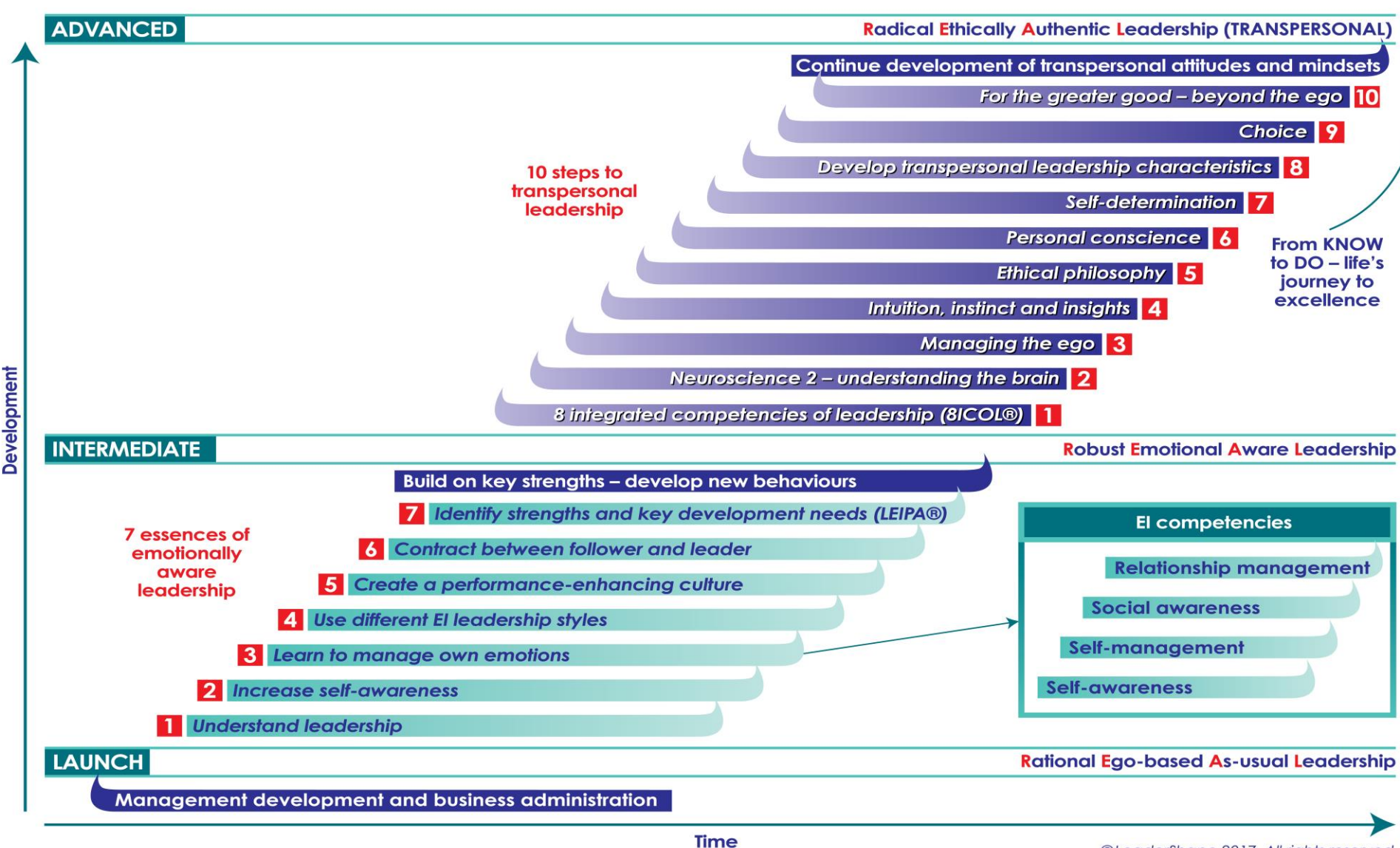
Journey to Leadership Excellence



©LeaderShape 2015



REAL Transpersonal leadership development journey to excellence





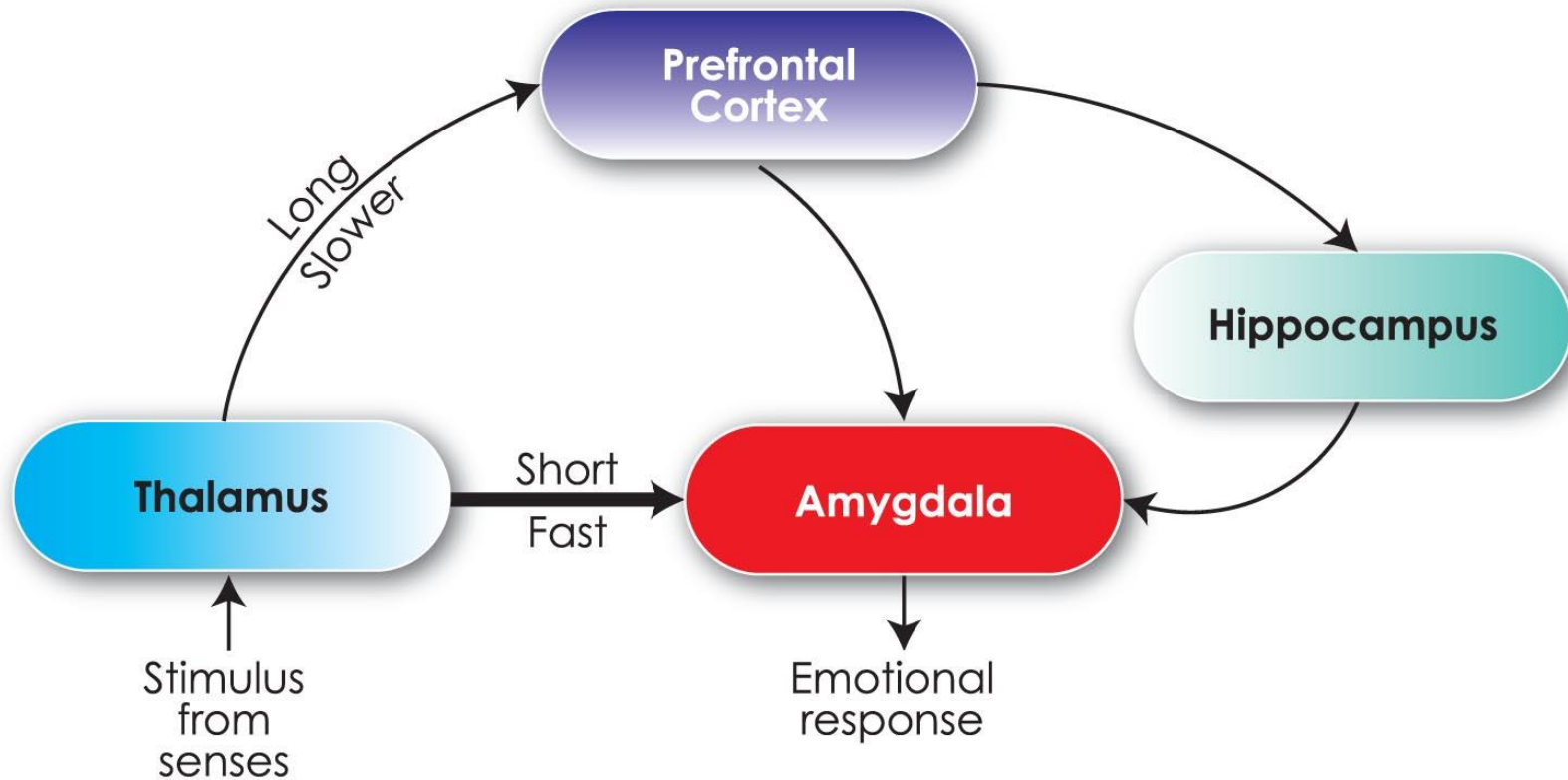
Intermediate Level





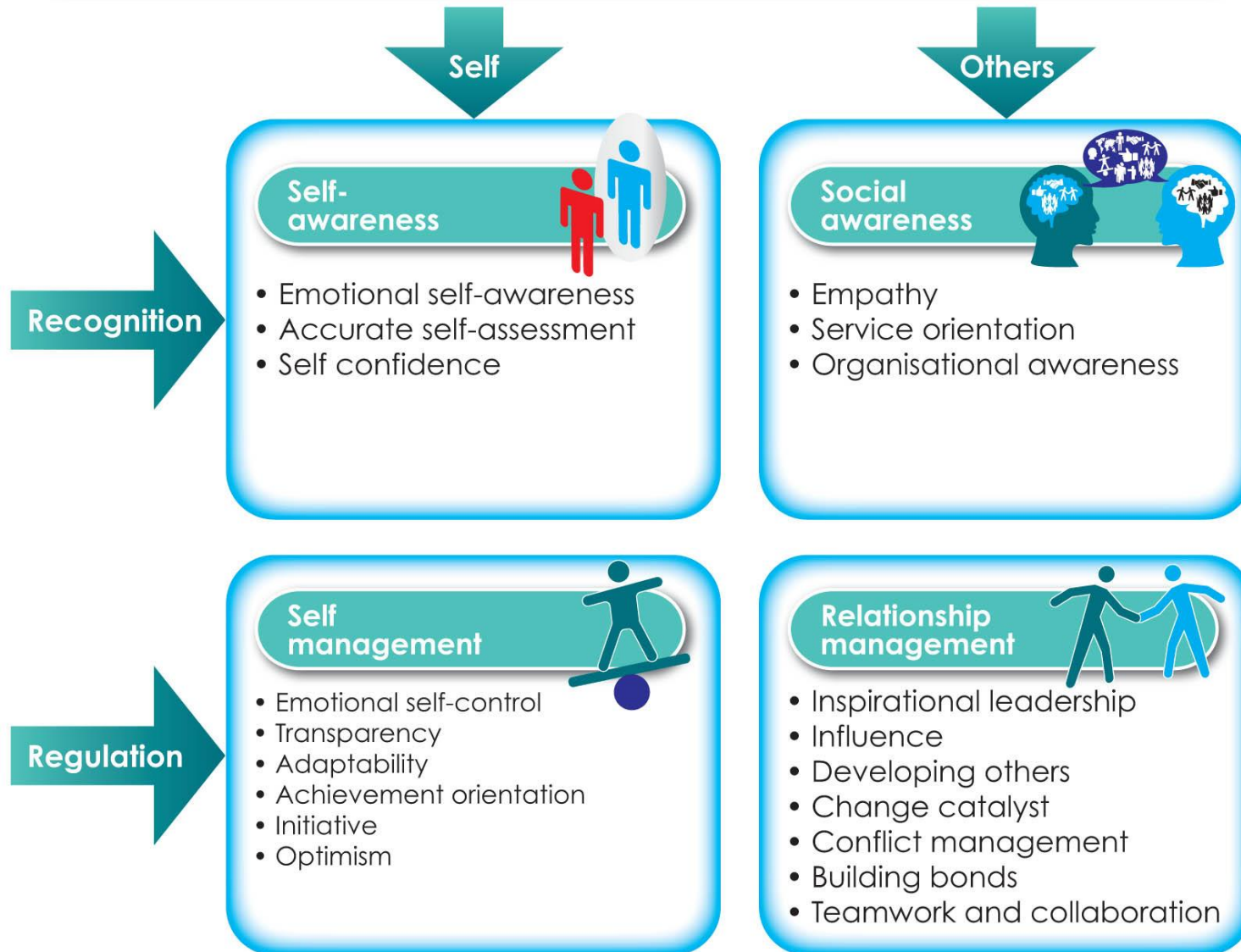
The Emotional Highway

Interactions of the Amygdala

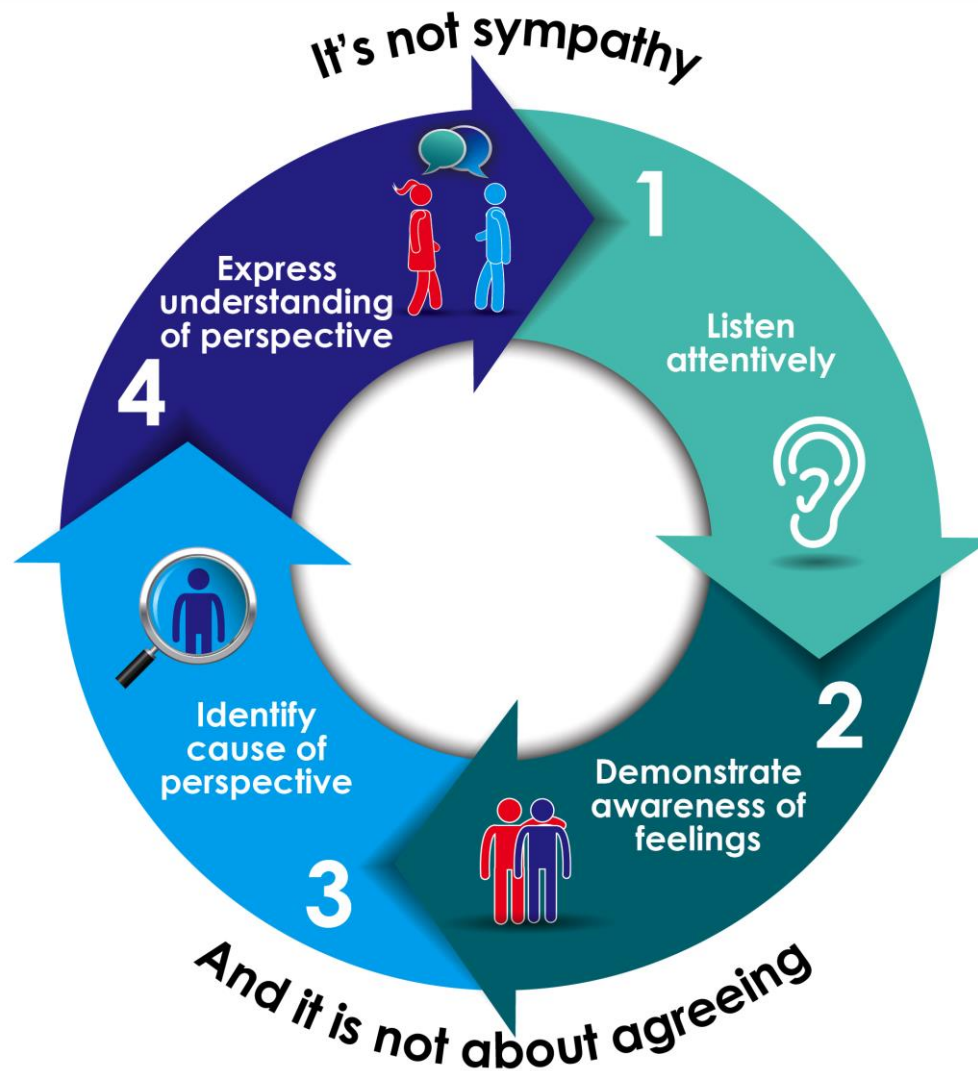


Emotional Intelligence

The 4 Competencies and 19 Capabilities



The Empathy Circle





Raising Leaders' Awareness

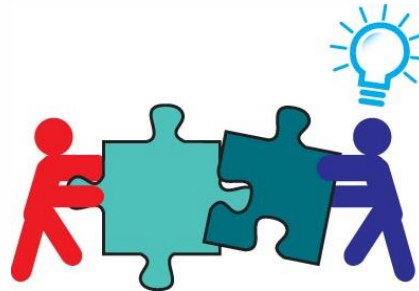
Leadership and Emotional Intelligence Performance Accelerator (LEIPA®)

- Getting an objective snapshot of habitual behaviours and patterns
- Pinpointing blind spots and hidden strengths
- Identifying the key, granular behaviours that enable clients to accelerate their performance
- Coaching to create commitment to an Action Plan that builds new habits and increases leadership style agility

Which do you (your clients) do most? ... and which do you (or client) need to do more?



Visionary



Coaching



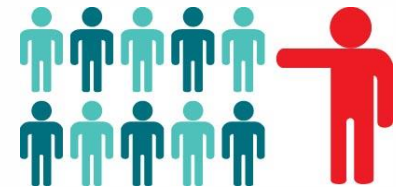
Affiliative



Democratic



Pacesetting

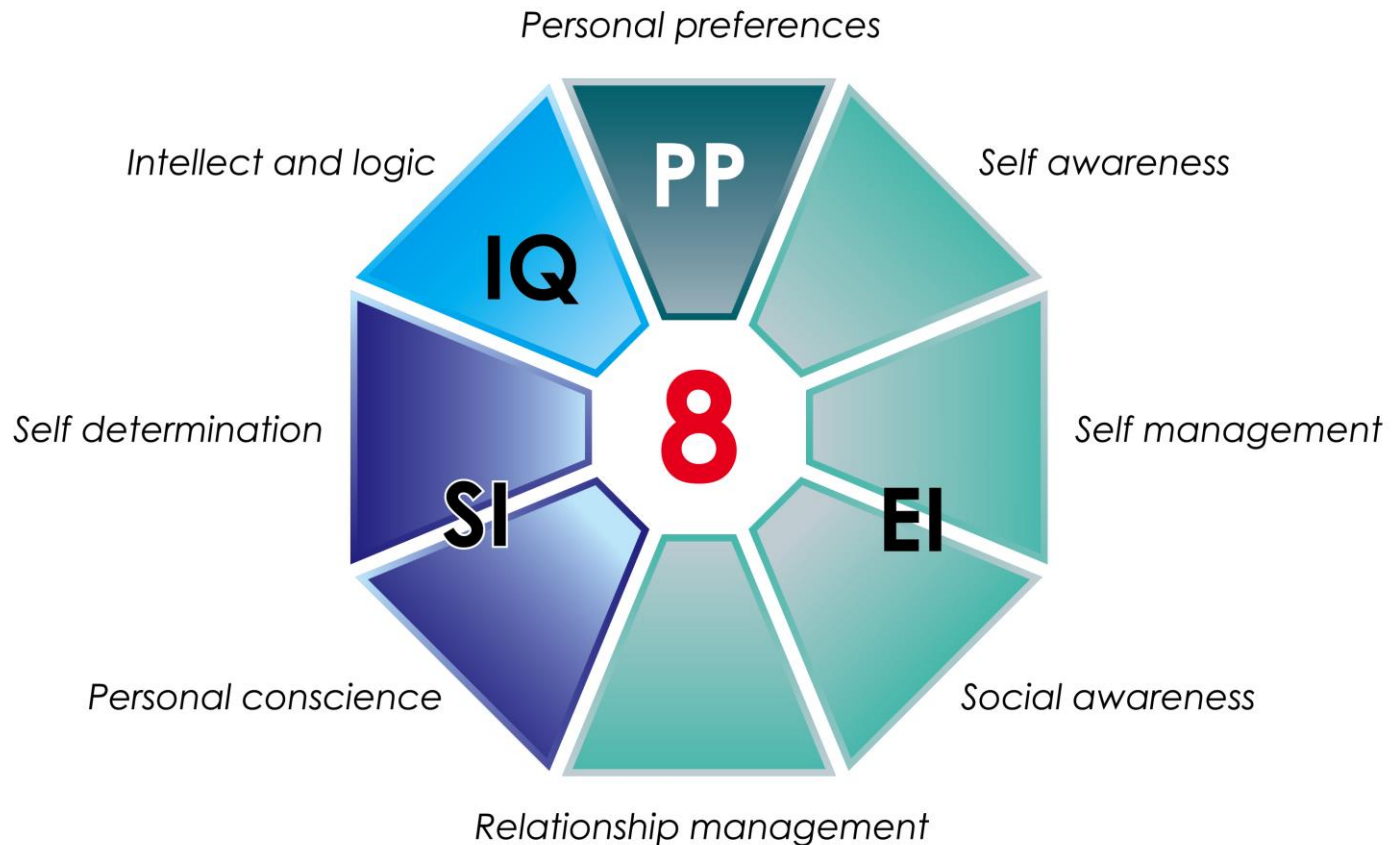


Commanding



Advanced Level

8 Integral Competencies Of Leadership (8ICOL)®



Rational intelligence
Technical and skills competence

Personality and preferences
Personal preferences

Emotional intelligence
Self and interpersonal effectiveness

Spiritual intelligence
Drives and values





Bringing Values to Full Consciousness

Personal Conscience Values

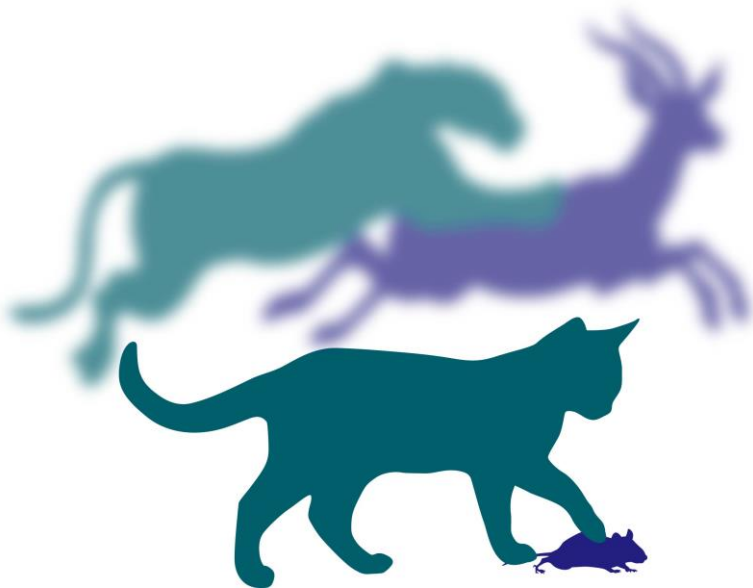
Fairness
Trustworthiness
Conscientiousness
Humility
Vulnerability
Patience
Truth & Honesty
Excellence
Integrity
Forgiveness
Altruistic Love

Self Determination Values

Purpose
Motivation
Drive (Intense Will)
Power
Energy
Courage
Resilience
Aspirations
Continuous Development – CPD



What Drives you?





Poll 2 – What is the main driver of your ego?

- **Power** (need for control and to be in charge)
- **Prestige** (admired or respected for one's achievements)
- **Recognition** (acclaim, praise and commendation for one's achievements)
- **Reward** (financial or material)



Leading Beyond Our Ego

Personal – Ego-based



Transpersonal – in the interests of all stakeholders

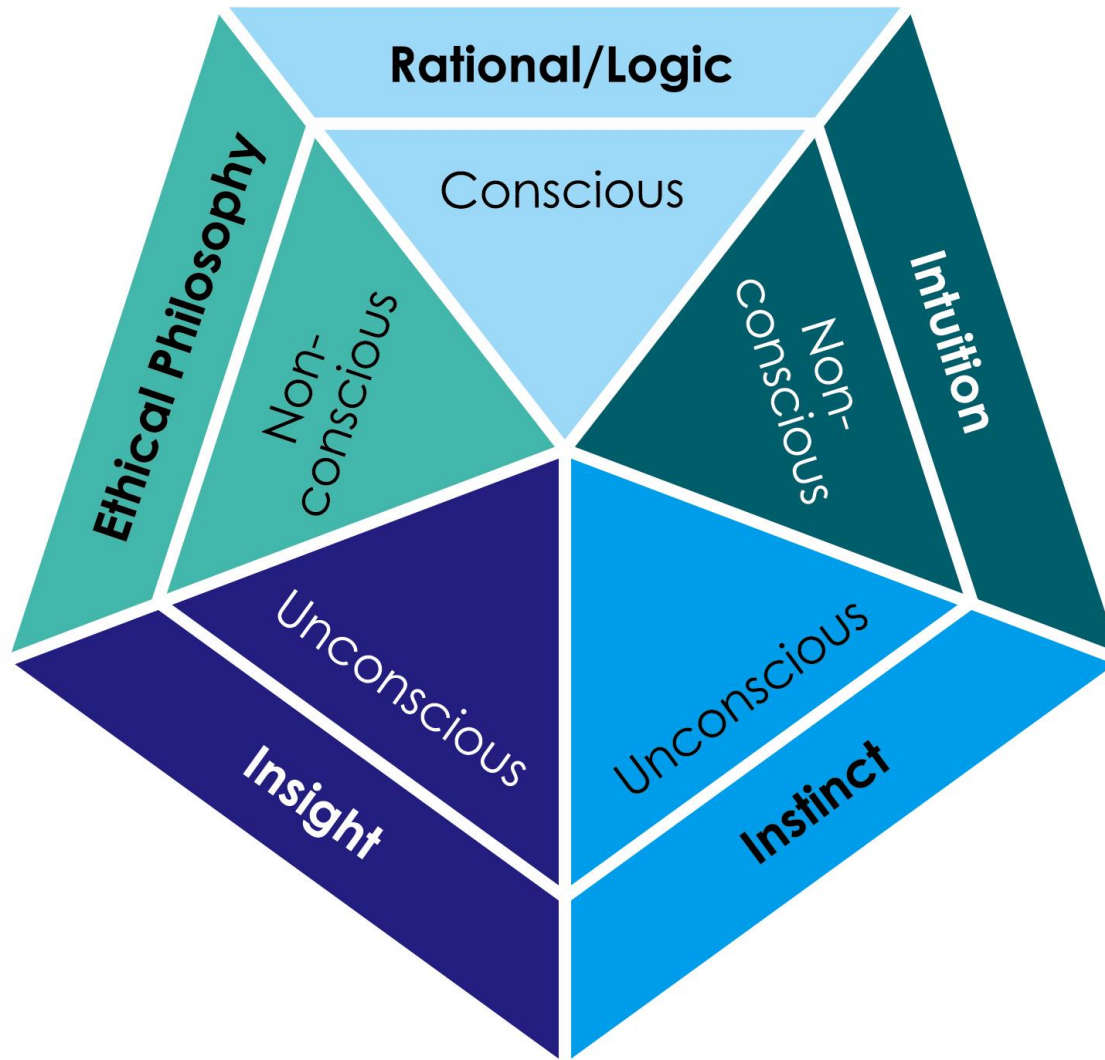




Poll 3 – Who is the most important stakeholder in your business/clients' businesses?

- Shareholder
- Senior Executives/Employees
- Customers
- Suppliers
- Community/The Planet

Five Decision-making Processes





Poll 4 - Ethical Philosophy Exercise

You work in an organisation where somebody you work with is being bullied – you decide to speak out - but which of these is your primary motivation for intervening.

1. It is fundamentally wrong for somebody to bully another and I can't stand by and allow it to go on
1. If I do not speak up, others might suffer similarly
2. The organisation has clear HR policies around bullying so these need to be applied



What is your Purpose?

To find yourself you must first understand yourself, your passions and your motivations – and an environment that offers a fit





Purpose

Check against this:

- ☐ **A:** I have a broader reason for my actions than the actions themselves
- ☐ **B:** The direction I take is consistent with my values
- ☐ **C:** I think strategically about my life and what is to be achieved for the greater good
- ☐ **D:** I understand my goal(s) in life and the purpose it represents

1 = Strongly Agree

2 = Agree

3 = Neutral

4 = Disagree

5 = Strongly Disagree



Poll 5 – Based on the exercise:

- I have a clearly defined purpose for myself!
- I have a purpose, but not clearly defined
- I know I need to develop a purpose
- I have never thought about developing a purpose
- I think developing a purpose is pointless

Example Touchstone

Example Values:

Integrity

Fairness

Humility

Altruistic
Love

Courage

Resilience

Transpersonal Qualities:

Caring

Radical

Ethical

Authentic

Sustainable

Emotionally
Intelligent

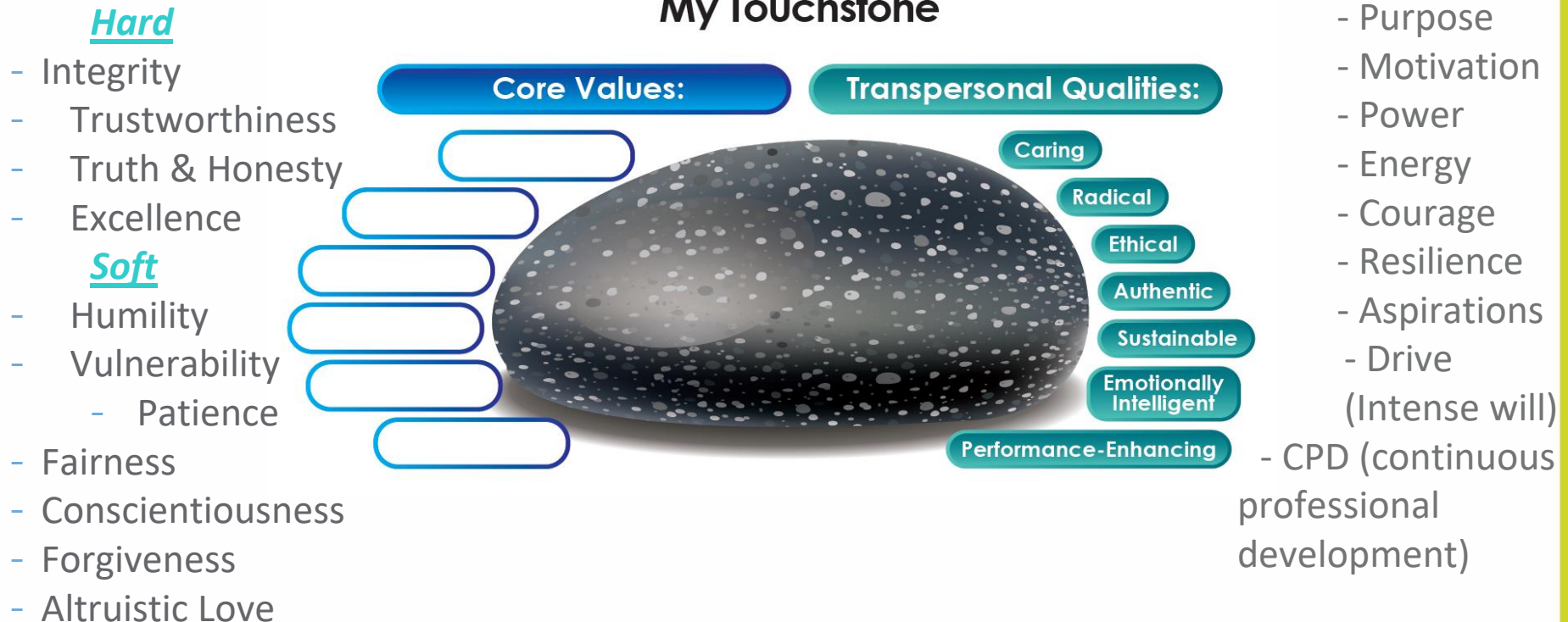
Performance-Enhancing



So what is a good touchstone for you?

Personal Conscience Values

Self Determination Values



Exercise: From each of the following lists choose two values which you believe are most core to who you are.

Personal Conscience Values

Hard

- Integrity
- Trustworthiness
- Truth & Honesty
- Excellence

Personal Conscience Values

Soft

- Humility
- Vulnerability
- Patience
- Fairness
- Conscientiousness
- Forgiveness
- Altruistic Love

Self Determination Values

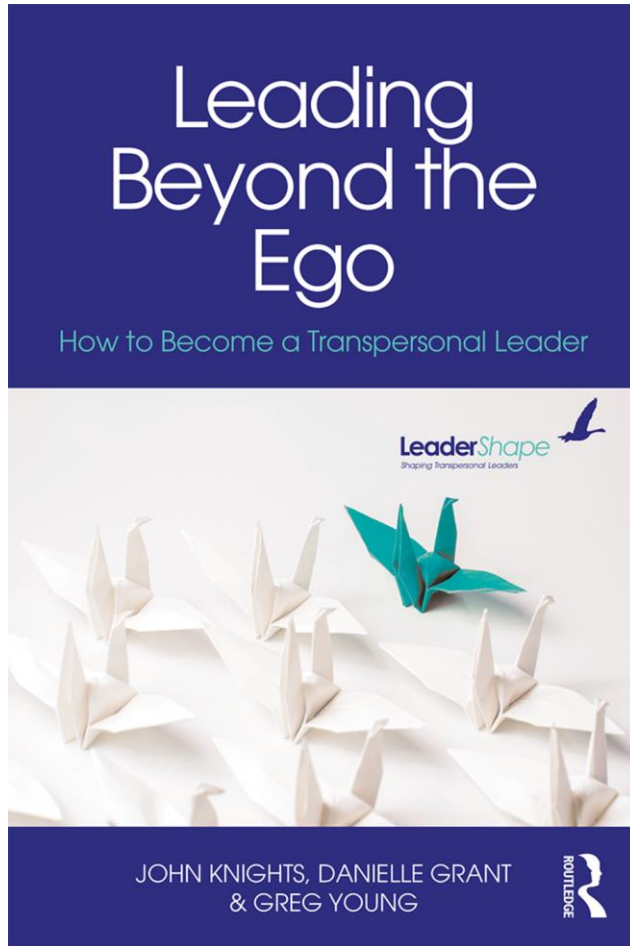
- Purpose
- Motivation
- Power
- Energy
- Courage
- Resilience
- Aspirations
- Drive (Intense Will)
- Continuous Development – CPD





**“It is our choices, Harry, that show
us what we truly are, far more
than our abilities.”**

Professor Dumbledore – Harry Potter, Chamber of Secrets (J K Rowling)



Routledge website page for the book
<http://bit.ly/2z4DAbi>

20% Discount code:
LDR18

Also available on at all Amazon book stores around the world

*“A must read for every aspiring leader,
who is looking to create an
emotionally-bonded, ethical, high-
performing and sustainable
organization.”*

**Warren Harris, CEO at Tata Technologies,
USA and India**

LOOKING FOR A TOOL TO TAKE YOUR COACHING BUSINESS TO THE NEXT LEVEL?

Become a LEIPA® Accredited Facilitator

WHAT IS A LEIPA®?

LEIPA® IS A LEADERSHIP EMOTIONAL INTELLIGENCE PERFORMANCE ACCELERATOR

- Uniquely, measures actual vs desired frequency of observation for EI associated behaviours and correlates them against leadership styles.
- Compares the individual's EI and habitual leadership styles with those that will be most valuable in their role.
- Pinpoints specific behaviours to develop or change for performance improvement and provides a clear action plan.
- Using best practice in a 360 format, it is culturally neutral, and can be used in any organisational context or geography.



WHY BECOME A LEIPA® FACILITATOR?

“ LEIPA is fantastic at identifying the key behaviours the coachee needs to develop to have the greatest positive impact on their leadership capability. Once acknowledged as a goal to attain, these behaviours bring coaching to its most productive level for organisations. ”
Caroline Lansbury, L&D Consultant, Executive Coach



ENHANCES

your client offering and client loyalty.



ADDS

value and revenue to your practice.



ACCELERATES

leadership performance for your clients.



PROVIDES

an action plan and framework for ongoing coaching.

HOW TO BECOME A LEIPA® FACILITATOR?

COMPLETE THE ACCREDITATION PROGRAMME (20 HOURS LEARNING) WHICH INCLUDES:

- Completing your own LEIPA®.
- Online ALIVE® interactive learning courses with reflective exercises and feedback.
- Tutor lead group workshop video conference ALIVE® calls.
- Working in triads as candidate/coach/observer to practice facilitating the LEIPA® process and provide client feedback (observed by tutor), via video conference.

20 ICF-Accredited CCEUs applied for.

Intrigued? Email Danielle: dgrant@leadershapeglobal.com

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Shaping Transpersonal Leaders

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Today's webinar: Coaching Leaders Beyond the Ego

ANY QUESTIONS?





THANK YOU!

Danielle Grant
7th September 2018



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