Emerging Leaders Program
Session 4

Strengths-based Leadership

Trust - Compassion - Stability - Hope

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LEADERSHIP
1. A Relationship of One to Many
2. Great leaders provide a compelling, clear, attractive, shared vision that rallies people to a better future.

UNCERTAINTY LEADS TO FEAR
The crisis in the world and the change people are facing working at home creates uncertainty. Uncertainty leads to fear. As fear levels rise people:
- focus on personal security and safety, withdraw, become more self-serving, and more defensive.
- focus on smaller and smaller details, those things they can control.
- find it difficult to work together and focus on the big picture.
- become reactive and lose the capacity to understand their work as part of a larger system.
- Cabin Fever.

THE SOLUTION IS EACH OTHER.
If we can rely on one another, we can cope with almost anything. Without each other, we retreat into fear.

We are in this together. THEY need each YOU!

FOLLOWERS’ FOUR BASIC NEEDS
- What leader has had the most positive influence in your daily life?
- List 3 words that describe what the leader contributes to your life?
  1. 
  2. 
  3. 

GREAT LEADERS BUILD A CULTURE OF:
- Trust
- Compassion
- Stability
- Hope
TRUST

“If followers don't believe in the messenger, they won't believe the message.”

Employees need to see you as a human

- Be intentional in your engagement of followers.
- Show your vulnerability.
- Be humble. People don't want heroes they want leaders.
- Be honest.
- Be transparent.
- DWYSYWD

COMPASSION

“They may not remember what you said but they will always remember how you treated them.”

- Let them see you as a human being.
- Lead with positive bias.
- Get to know your followers.
- Be intentional in your value of employee wellbeing.

Practice curiosity and wonder.

Feedback

- Provide frequent, focused, future-oriented, strengths-based feedback to followers.

STABILITY

- Be Transparent.
- Create consistency.
- Communicate often.
- Provide clear, collaborative, and aligned expectations.

HOPE

What is Hope?

Hope is the belief that the future will be better than the present, along with the belief that you have the power to make it so.

- Humans are heliotropes and turn toward hope as if it is the sun shining on possibilities.
- Hope is not about getting what you want but about seeing positive and generative possibilities that lie in the current reality.
Collective Brain in Crisis

Imagine a herd of antelopes pasturing in the sunny African savanna. Suddenly, one senses a stalking lion. The antelope momentarily freezes. Then it quickly sets off an alarm call and runs away from the predator. In the blink of an eye, other antelopes follow. Their escape, however, was not directly initiated by the lion’s attack but by the behavior of their terrified group member: momentarily freezing, sounding the alarm and running away. The group as a whole picked up on the terror of the individual and acted accordingly.

Like other animals, people are also sensitive to panic or fear expressed by our kin. Human beings are exquisitely tuned to detect other people’s survival reactions.

How can you build a culture of Hope in your workforce?

- Develop a shared team vision based on core values.
- Show how individuals and teams contribute to the preferred future.

Support resilience and agency through Strengths.

Look for antifragile opportunities.

Some things benefit from shocks; they thrive and grow when exposed to volatility, randomness, disorder, and stressors and love adventure, risk, and uncertainty.”

GREAT LEADERS

- Rally people to a better future.
- Do what they say they will do.
- Lead with a positive bias.
- Are transparent and communicate clearly and often.
- Create Consistency.
- Create a shared vision based on core values.
- Are intentional, are vulnerable, are humble.

Questions or comments email: scott@inspired-engagement.com

Feedback Form, References, PowerPoint and handouts may be found at: www.Inspired-engagement.com/workshop-resources/