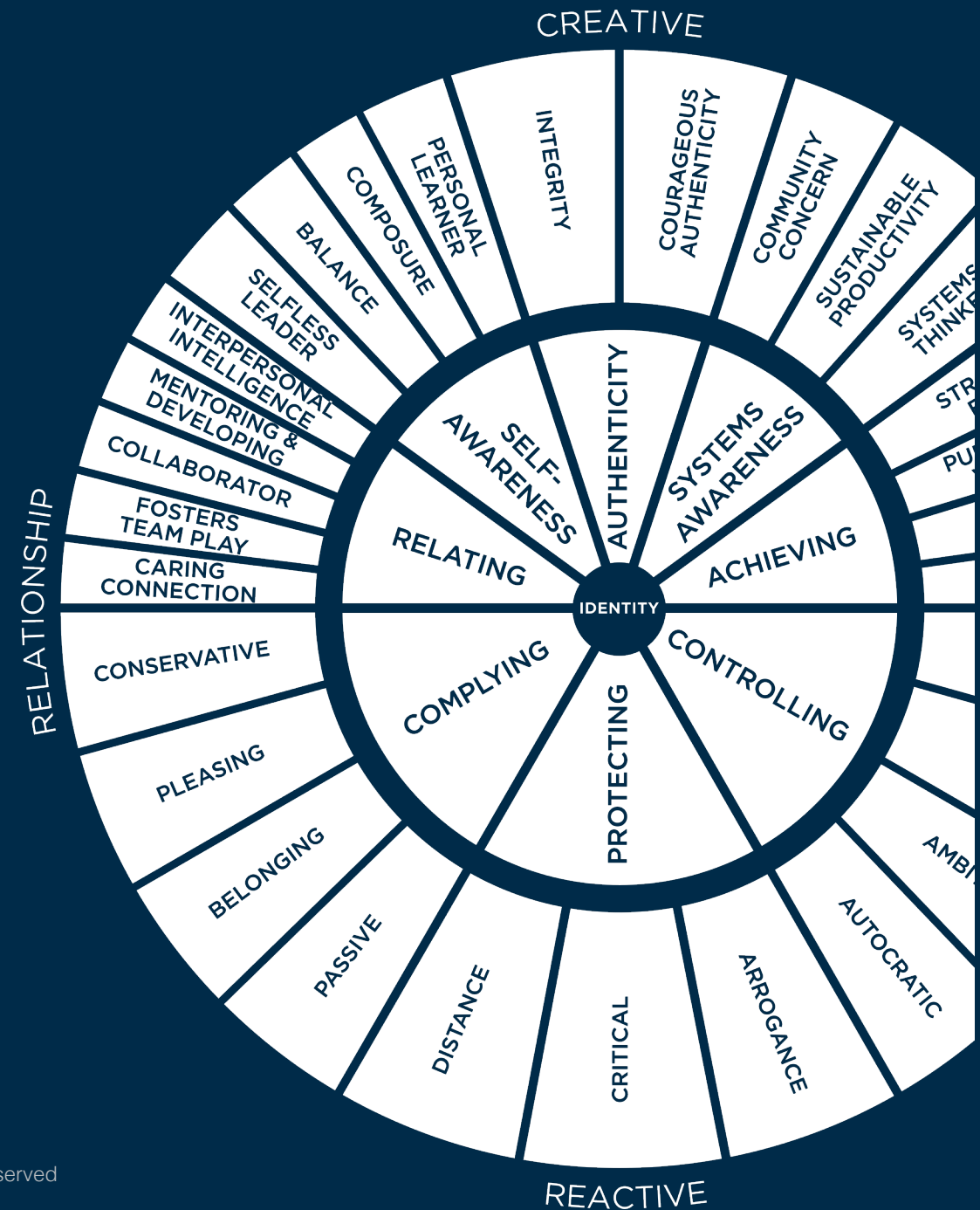
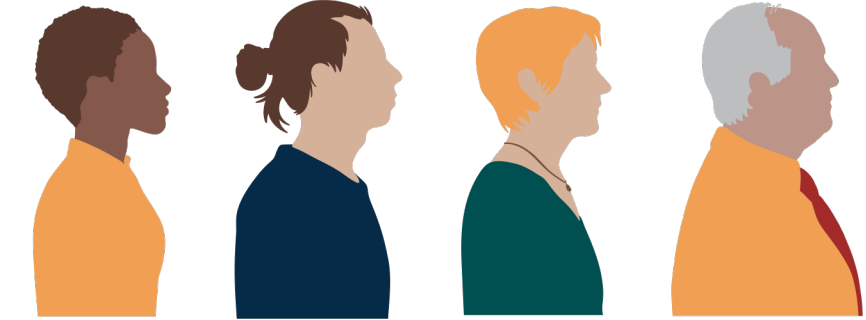


Scale Your Business: Using the LCP To Support Group Work

Michael O'Connor – Vice President Global
Community
June 1, 2023

LEADERSHIP CIRCLE®





PLACEHOLDER

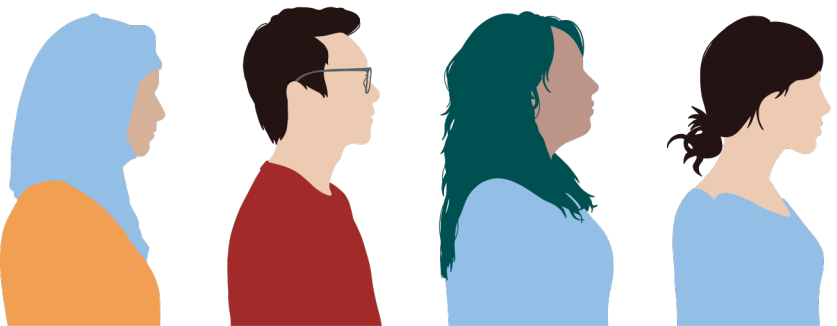
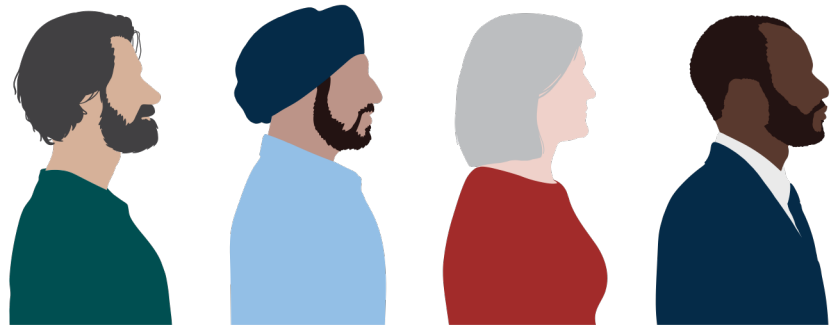
Opening Poll (while people sign in and before meeting starts)

- Michael – I took this from scaling leadership. So you might comment on the poll and say “We conducted a qualitative analysis study to explore the impact of high-Creative leaders, specifically those who foster conditions for scalability; all of these showed up. People skills was the highest rated followed by a close second visionary.” This research can be found in Scaling Leadership. We will also get into more research in this session.

- Also, I will be there in the background. This is my first so I’d like to watch how it unfolds. I’ll be doing the next one with Stacie. 😊

- **Opening Poll** (while people sign in and before meeting starts)
- What do you think is the top strength in leaders that create conditions for scale?

- Leads by example
- Team builder
- Good listener
- Strong people skills
- Visionary



OUR PURPOSE

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

CREATIVE

INTEGRITY

COURAGEOUS
AUTHENTICITY

ICITY

Session Objectives:

- Explore strategies for implementing the LCP with groups or teams.
- Review the research detailing direct attributes leaders can implement to affect collective transformation.
- Discover the tools and resources available for working with groups or teams.

Examples – Leadership Circle in Groups



Meta-Data: Building The Business Case for Leadership

- ❑ Most research confirms that leadership (and the culture it creates) is really the **ONLY** significant differentiator between organizations.
- ❑ People (the good ones) join great companies and leave lousy bosses (companies with ineffective leaders are vulnerable to losing the best talent).
- ❑ A great strategy implemented by ineffective leadership is sure to fail.
- ❑ Culture **ALWAYS** trumps strategy.... And leadership is the *Number One* influence on culture.
- ❑ Research confirms effective leadership (*Creative*) outperforms ineffective (*Reactive*) leadership
- ❑ Research: Most effective organizations make developing leaders a strategic focus.

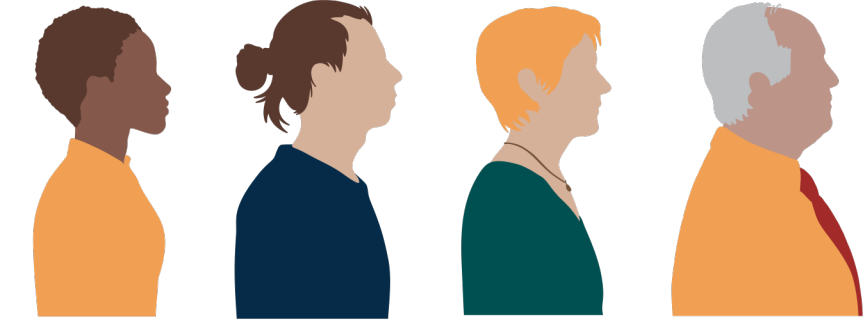
Be Clear and Compelling: The Value YOU bring

- What is your unique offer and approach?
- Document and share examples of success
- Think Big Picture: *With the end in Mind*
- Share your Experience – push back when needed – establish boundaries
- Ask for what is needed



Breakout Session (7 minutes):

- What has worked for you?
- What has helped you in “Getting to a Yes”?

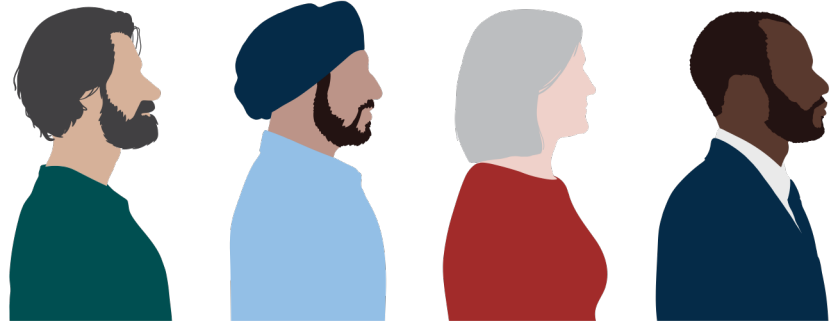



PLACEHOLDER:

Second Poll: Which of these BEST describes your current Client Audience?



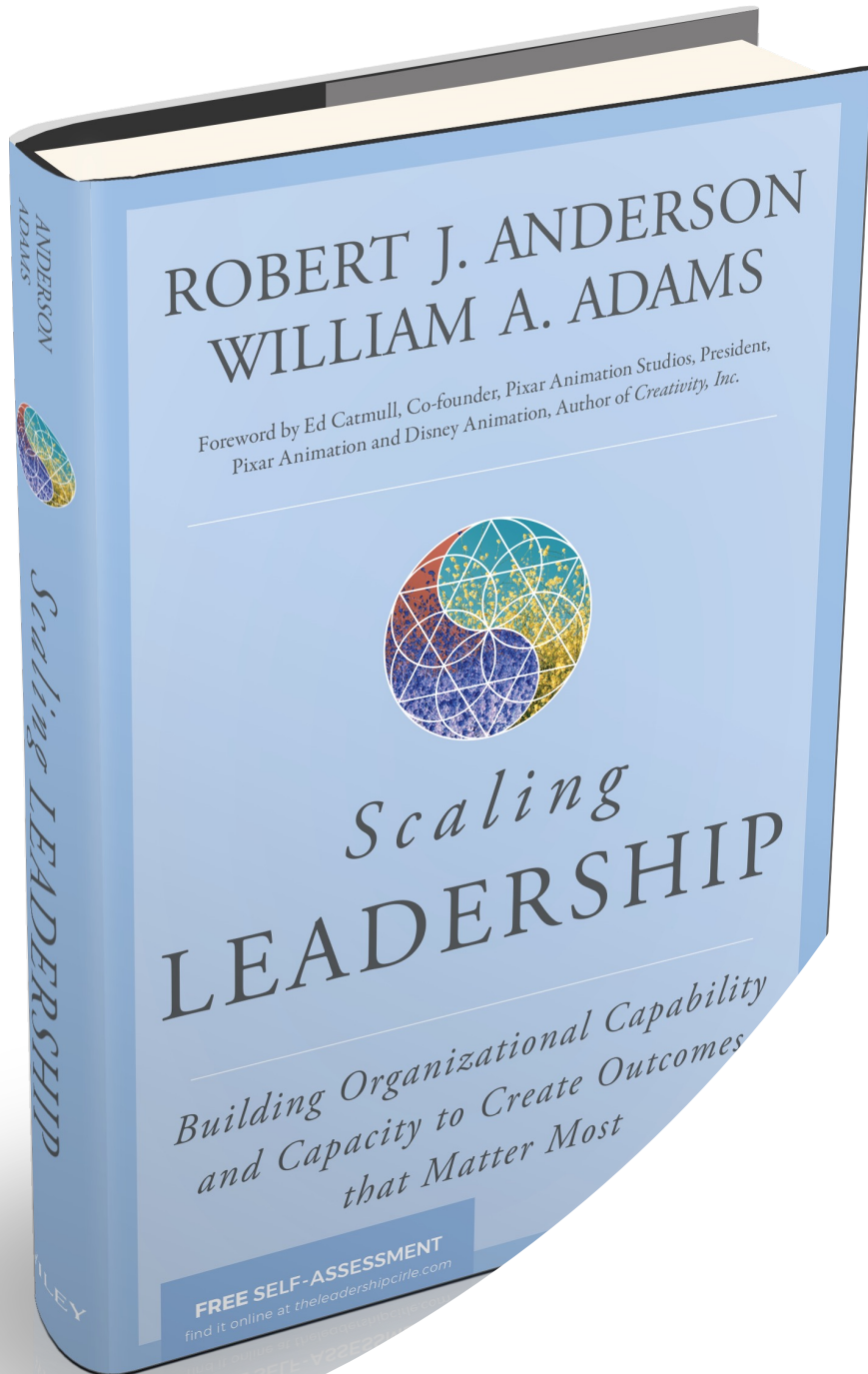
- **Poll 2: Client Audience**
- Which describes the majority of your current client work?
 - 1:1 coaching
 - Team / Group / Cohort-based coaching
 - A mix of 1:1 and Team/Group work.



A scenic landscape photograph showing a sunset over a mountain range. The sun is low on the horizon, casting a warm orange and yellow glow across the sky and the silhouetted hills. The foreground consists of dark, rocky terrain.

What is Group Coaching?

- ❑ Cohort/group - based offerings with multiple leaders participating.
- ❑ Guided experience through the same experience at the same time.
- ❑ Using the power of community to help coaching clients learn from each other, keep each other accountable, and grow together.

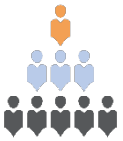


Scaling Leadership is creating the capacity and capability in the organization to create what matters most

How Leaders Scale Leadership



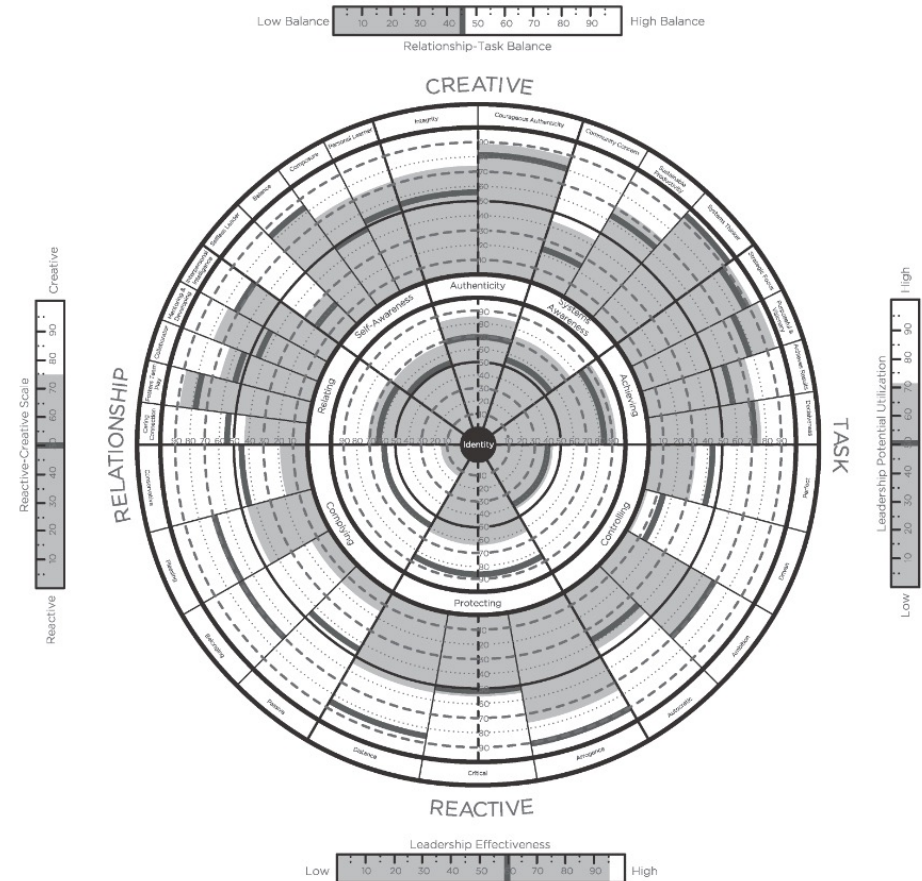
Start with Self – *“I am the project”*



Develop Your Team and Teams



Build the Leadership System – Extended Leadership Team

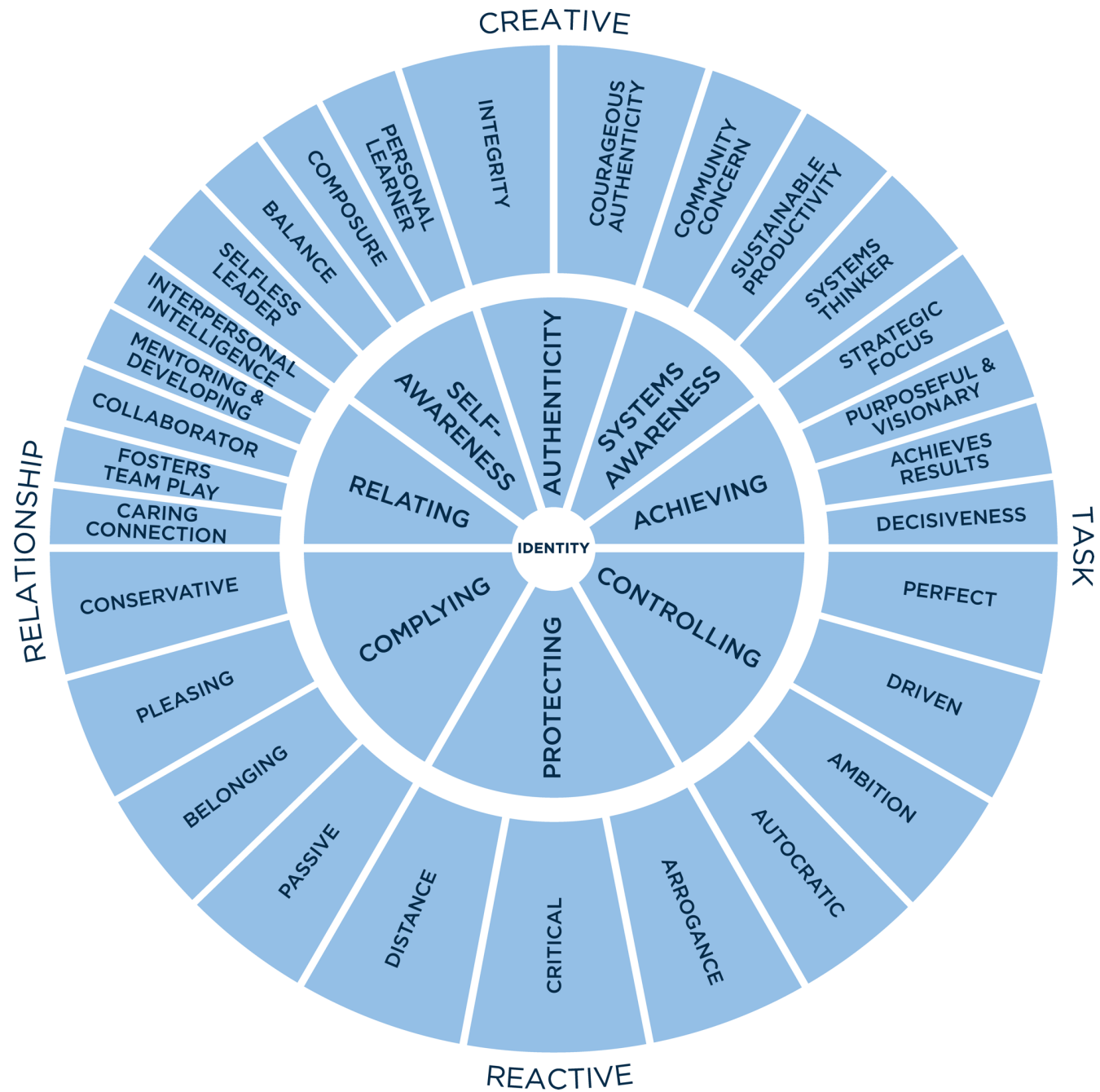


Six Conditions for Scaling Conscious Leadership

- Creative Leadership
- Deep Relationship
- Radical Humanity
- Higher Purpose
- Systematize Development
- Generative Tension

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Benefits to Leader / Organization

Scale:

Your offerings from one-on-one.... To one-to-many.

Lower per person cost than 1:1 coaching.

Impact:

Collaboration, shared learning, organizational knowledge sharing, trust, accountability, commitment, team building, learning tension...

Other?



Benefits to You

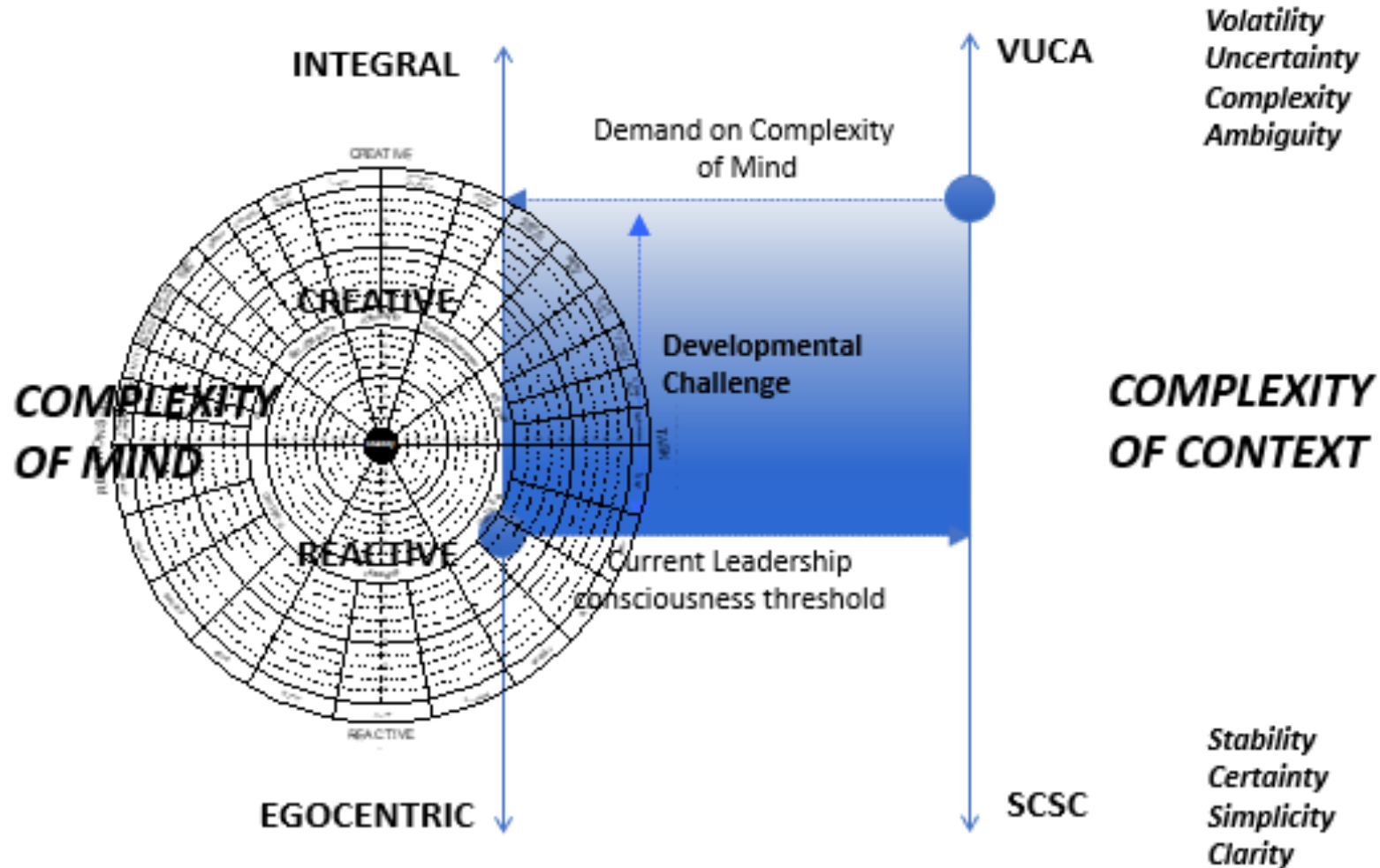


- Better use of your time
- Increased and more predictable income
- Capacity to reach more clients
- Faster business growth
- Better value for your clients
- Less complicated scheduling
- Possibilities of up-selling to next-level coaching programs

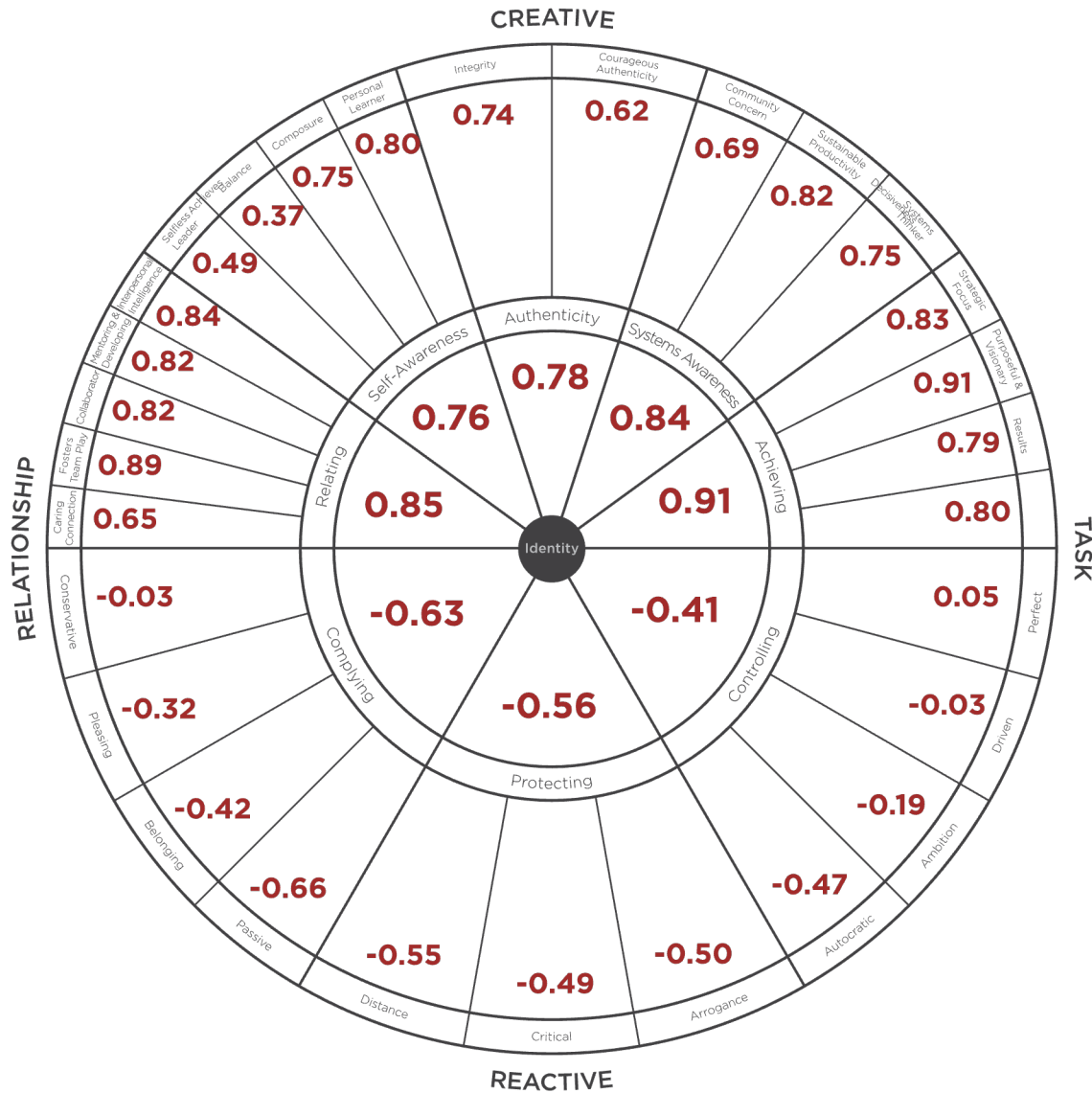
Other?

Development Journey

LEADERSHIP EFFECTIVENESS IS MEDIATED BY GAP BETWEEN SELF AND CIRCUMSTANCE



LCP Correlations to Leadership Effectiveness



I am satisfied with the quality of leadership that this leader provides.



This leader is the kind of leader that others should aspire to become.



This leader is an example of an ideal leader.

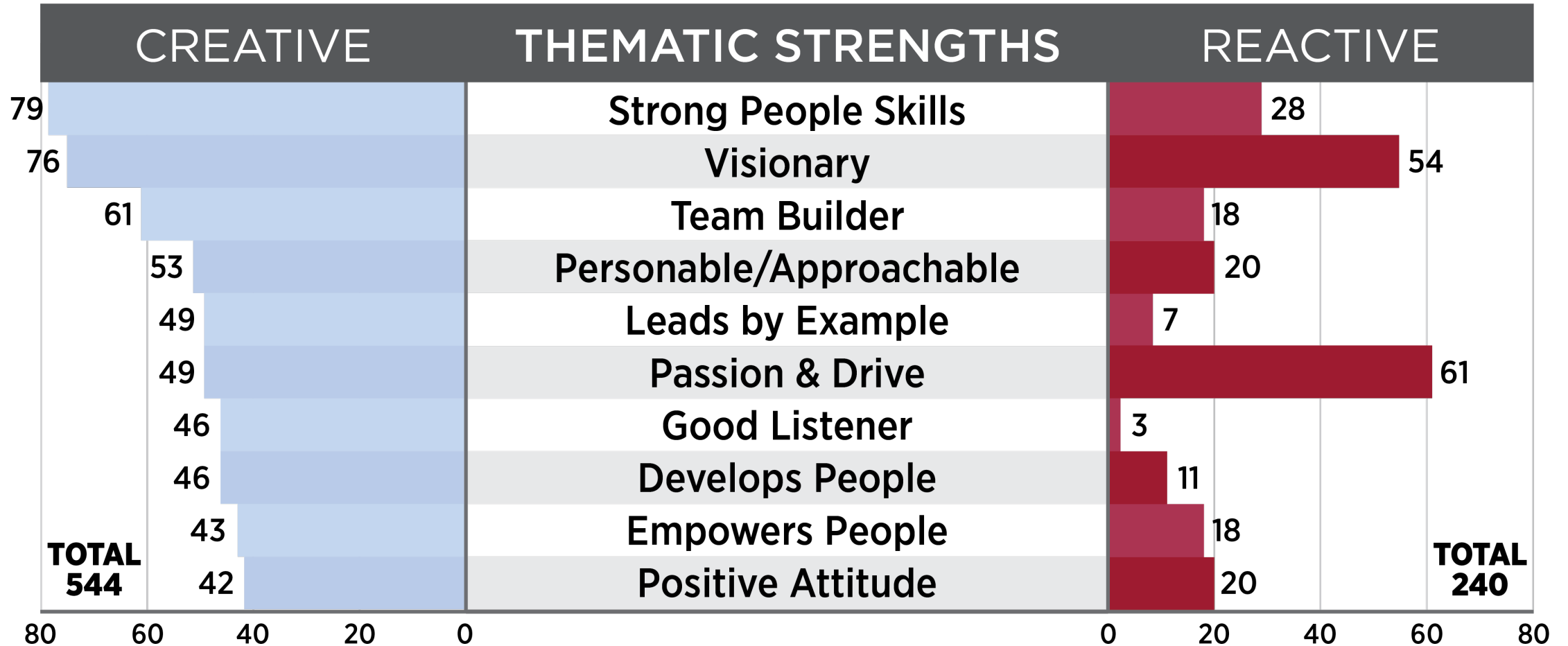


This leader's leadership helps this organization to thrive.



Overall, this leader provides very effective leadership.

Top 10 Strengths of Creative Leaders



Creative leaders endorsed **2.3 X** more often than Reactive leaders

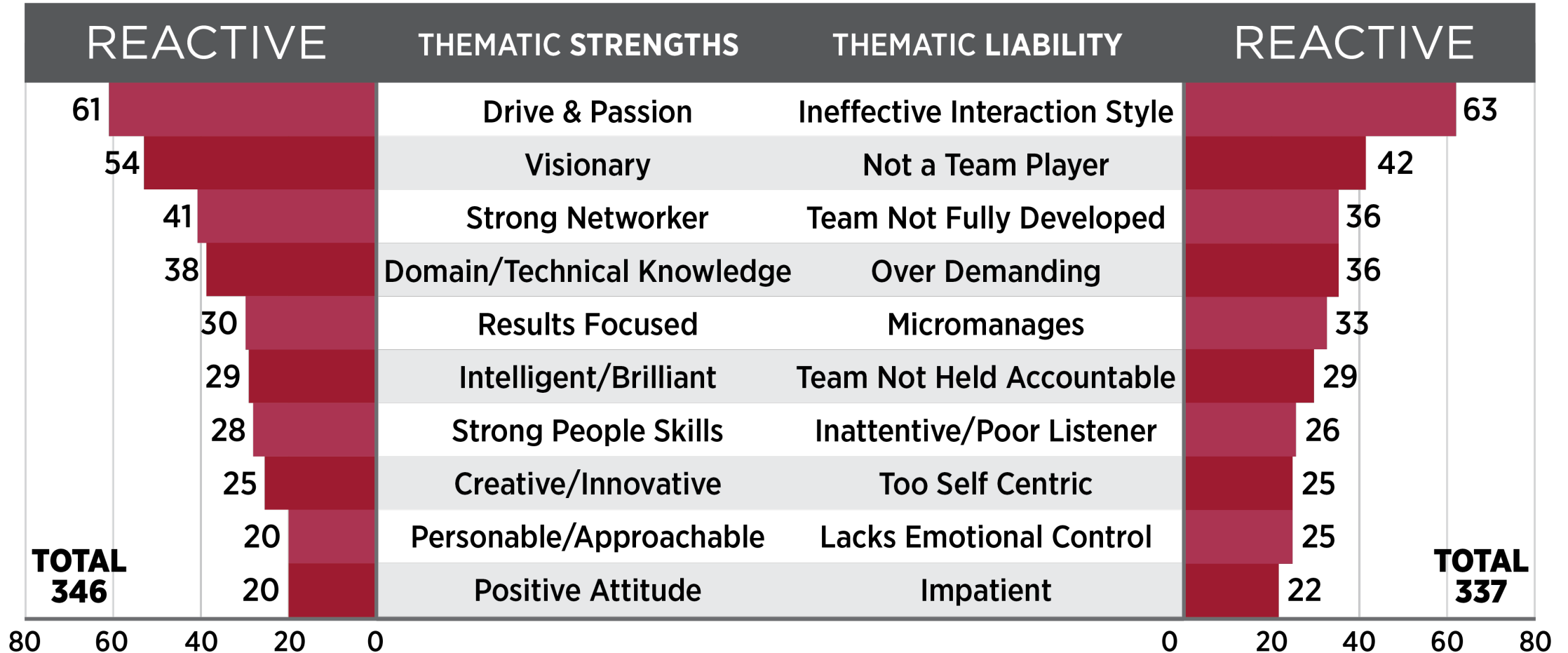
Top 10 Liabilities of Reactive Leaders



High-Reactive leaders endorsed **6.5 times** more often than High-Creative leaders

Top 10 Reactive Strengths Offset by Top 10 Reactive Liabilities

The Cancelling Effect



Reactive strengths are **1.0 X** liabilities – essentially equal/offsetting.

Considerations:

Combine with One-on-one Coaching

Facilitation vs. Education/ training

Group Discussions/ Small Group
Activities / Breakouts

Group Size

Different Perspectives

Prevention and Intervention Techniques

Consensus Building Techniques

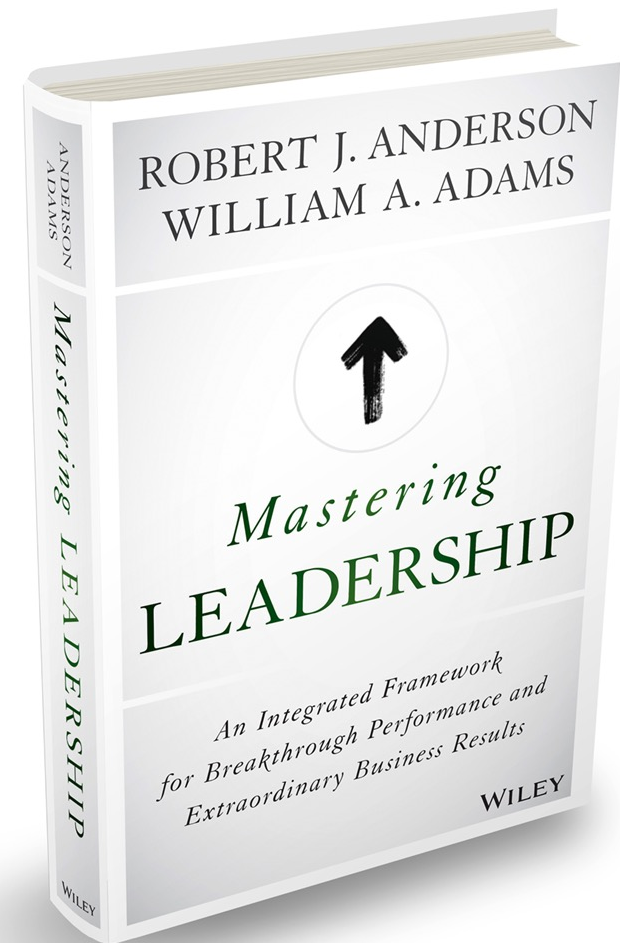
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Scheduling: Virtual vs. In-person

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The Power of a Question

***Are we creating an organization that we'd would want a friend or loved one to be a part of?
Why or Why Not?***



What's Available to you Now!

- LCP (x 10, as example) + Group Report
- Group Orientation (*prior to one on one debrief*)
- Group Debrief *
- LCP Retakes (12-18 months later)
- Leadership Development Plans
- LC Mat
- *Mastering Leadership and Scaling Leadership* books (Anderson and Adams)

*Any Questions: Please contact
Customer Support at
Support@LeadershipCircle.com*

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Best Practices

- *Ensuring confidentiality*
- *Crafting opportunities for collaboration*
- *Combating groupthink with clever questions*
- **Movement: Awareness Precedes Choice, Choice Precedes Action**

Activities:

- Leadership Circle Mat Activities
- Your Wheel of Life
- Metaphors (ex: Leadership picture cards)
- Questions (ex: Life Journey questions)
- Hypothetical Scenarios (values alignment)

Other Leadership Circle Offerings:

Collective Leadership Assessment (CLA)

Group Effectiveness Assessment (GEA)
and Team Effectiveness Survey (TEA)

Leadership System (*2.0 Relaunch
scheduled - Summer 2023*)

Pulse / LDP Certification (*NEW – coming
soon!*)

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Available on LC Go! ... Practitioner Resources

LEADERSHIP
CIRCLE

The Debrief Development Planning Data Correlations & Validity Theory & Framework

Manager Ed

White Papers Available to You



VIDEO
LINK

LCP Profile



THE LEADERSHIP CIRCLE PROFILE:

Breakthrough Leadership
Assessment Technology

Bob Anderson
Founder, Chairman & Chief Development Officer
The Leadership Circle®

HOW DOES
THE LEADERSHIP CIRCLE
PROFILE
COMPARE TO OTHER
360° ASSESSMENTS?

Instrument Validation Study

REGARDING LEADERSHIP CIRCLE PROFILE™

By Industrial Psychology Department
Bowling Green State University

Available on LC Go! ... Practitioner Resources

Password: Creative1TLC

LEADERSHIP
CIRCLE

The Debrief Development Planning Data Correlations & Validity Theory & Framework

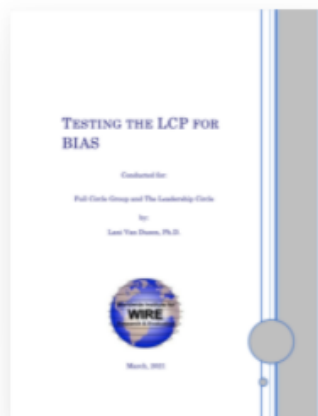
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Take Away (Tom to Create a Resource Sheet)

Link to LC Go – (include one time password – Creative1TLC)

LDP

Group Debrief Templates

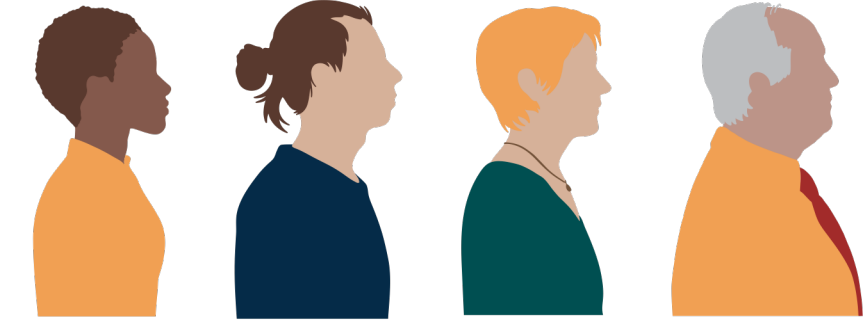
LC Mat Brochure

Upcoming Events

- **Channel Partner Spotlight: June 22nd**
- **Energetic Coaching: July 19-21 – Salt Lake City**
- **Conscious Leadership: A Unified Model of Leadership Development: August 7-11; Cape Cod Institute**
- **Collective Leadership Assessment Certification**
- **Leadership System Certification – *More coming soon!***

I can tell you that the Leadership Circle approach leads to exponential gains, not just incremental gains. In fact, in every category of our business, we've seen similar gains over the past two years.

*- Mike Jett,
Honda Vice President and Plant
Manager*

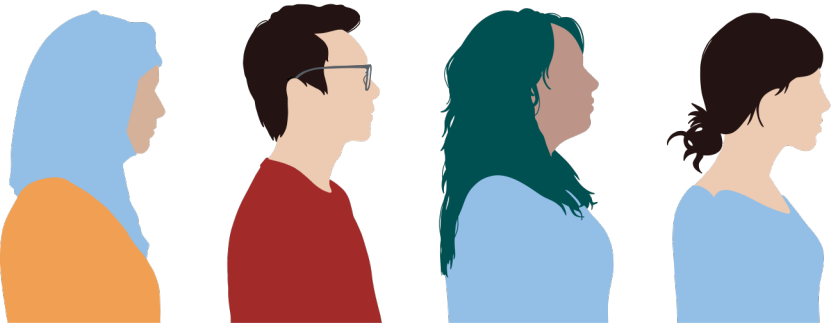
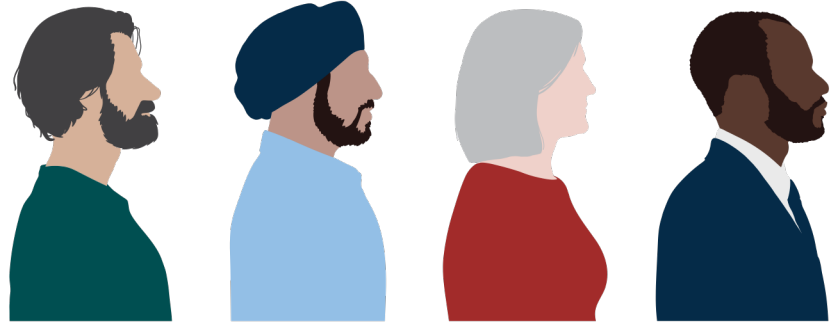


PLACEHOLDER:

Third Poll: How can Leadership Circle best support you?



- How can Leadership Circle best support your group work?
 - Sales Resources
 - Marketing Resources
 - Delivery Resources
 - Community of Practice (connection and collaboration)
 - Continuing Education
 - Other (please make a note in Chat!)



Thank you for joining us!
Until next time.

