Mind Full, or Mindful?

Bobbie LaPorte & Associates

Mastering the Possibilities of Positive Leadership
ALA Large Firm Principal Administrators RETREAT

August 4, 2018
A Case Study in Positive Leadership

Things we will talk about today:

• The Business Case for Positive Leadership
• The Science of Positive Leadership
• The Three Pillars of Positive Leadership: supporting change in your firm
• Bringing it all together: your Positive Leadership Blueprint
Leaders are struggling to understand how they can *lead their organizations to new possibilities*...

While dealing with increasing demands and workloads
Leadership Requirements are Changing

Then: expert knowledge in functional area + efficiency (getting the job done)

Now: self-awareness, focus, multiple perspectives + effectiveness

Challenge: life at work

STRESS & DEMANDS
This Means... 
*constant* “busyness”
Why Positive Leadership: The Business Case

- Human performance drives bottom line
- New approach to the next generation of leaders using positive psychology and strengths
- "Jumpstart" development and positive change management

What is Positive Leadership: The Science

- Positive Psychology applied to the human challenges of the workplace
- Helps leaders and organizations thrive by understanding behaviors centered on strengths rather than addressing constraints.
Positive Emotions

Broaden

Negative Emotions

Narrow
The Pillars of Positive Leadership

1. Strengths-based positive development
2. Mindfulness, mindware and behavioral fitness
3. Appreciative Inquiry: platform for positive change

Positive Development: Pillar One

- Starts with a basic understanding of strengths
- Engaging, energizing and generative
- Behavior change is difficult
Behavioral Fitness: Pillar Two

Three ways of thinking:
• In-the-moment thinking and reasoning
• Stored knowledge and experience
• In-the-moment intuitions
With Limited Mindware...

- We are often under pressure to think, reason, decide
- We welcome the easy and reasonable
- We don’t doubt ourselves enough
- And this can lead to incomplete thinking

Mind Full, or Mindful?
Appreciative Inquiry: Pillar Three

- Strengths-based approach to problem solving for teams/organizations
- Generates new understanding of what is possible
- Taps into Positive core of org

Appreciative Inquiry

Generating a new understanding of what is possible...while building on your history
Blueprint for Positive Leadership

Positive Leadership Program Blueprint

How do you become a Positive Leader?

• See what there is to value and appreciate in each situation
• Ask intentionally positive questions
• Engage and empower staff by connecting them with their strengths
• Take positive actions
• Create a 4-1 imbalance of hope vs. despair in dialogue
• Exercise: add three action items to blueprint
## Bringing it all together

### Positive Leadership Program Blueprint

<table>
<thead>
<tr>
<th>What is current state? Impact?</th>
<th>What programs do we have to draw from?</th>
<th>Who will sponsor us?</th>
<th>What are 3 actions? Motion Plan</th>
<th>Who will benefit and how?</th>
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How will we measure success?

Update on Program Progress, Changes?

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### What will you do now?
Contact Bobbie

• Helping you build a Positive Leadership Program
• Bringing a Positive Leadership Master Class to your team
• Executive coaching and advising
• Subscribe to my Executive Aid Station news
• Be a guest on my Executive Aid Station Podcast

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Thank you!