

**BOBBIE LaPORTE & ASSOCIATES**



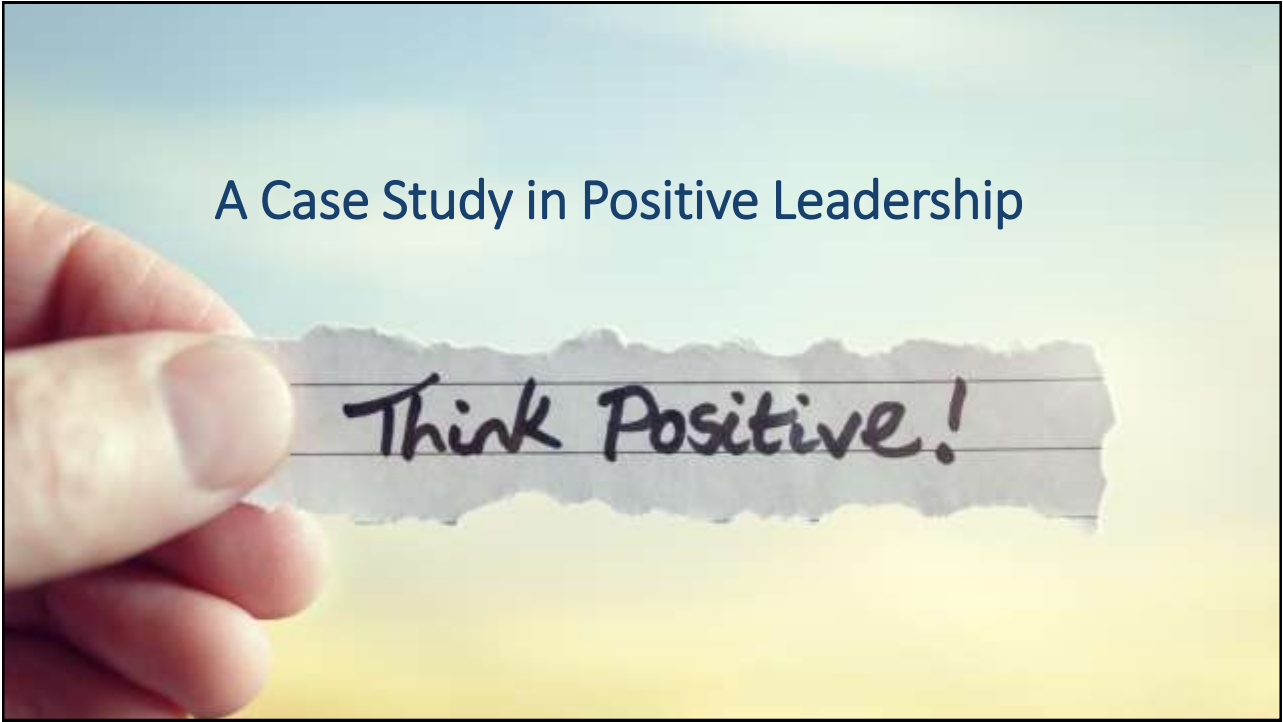
**Bobbie LaPorte & Associates**

## **Mastering the Possibilities of Positive Leadership**

**ALA Large Firm Principal Administrators RETREAT**

August 4, 2018

## A Case Study in Positive Leadership



Think Positive!

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

## VUCA World

**Volatile, uncertain, complex, ambiguous**



Leaders are struggling to understand how they can *lead their organizations to new possibilities...*

While dealing with increasing demands and workloads

## And...Leadership Requirements are Changing

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

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

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Challenge: life at work

# STRESS & DEMANDS












This Means...  
*constant "busyness"*

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### Positive Leadership Program Blueprint

 What is current state? (Impact)	 What programs do we have to draw from?	 Who will sponsor us?	 What are 3 actions? (Action Plan)	 Who will benefit and how?
	 What are the organizational strengths/values?	 Where can we start? (Pilot)		
 How will we measure success?			 Update on Program Progress, Changes?	

## Why Positive Leadership: The Business Case

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



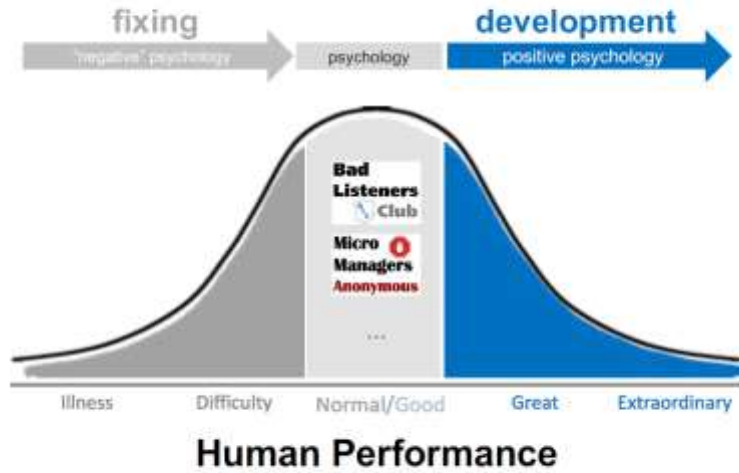
## What is Positive Leadership: The Science

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- 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.



# link to “positive”.



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Source: Jason Hiltzberg

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Positive Emotions  
**Broaden**

Negative Emotions  
**Narrow**

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## 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

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## Positive Leadership Program Blueprint

 What is current state? (Impact)	 What programs do we have to draw from?	 Who will sponsor us?	 What are 3 actions? (Action Plan)	 Who will benefit and how?
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## Behavioral Fitness: Pillar Two

Three ways of thinking:

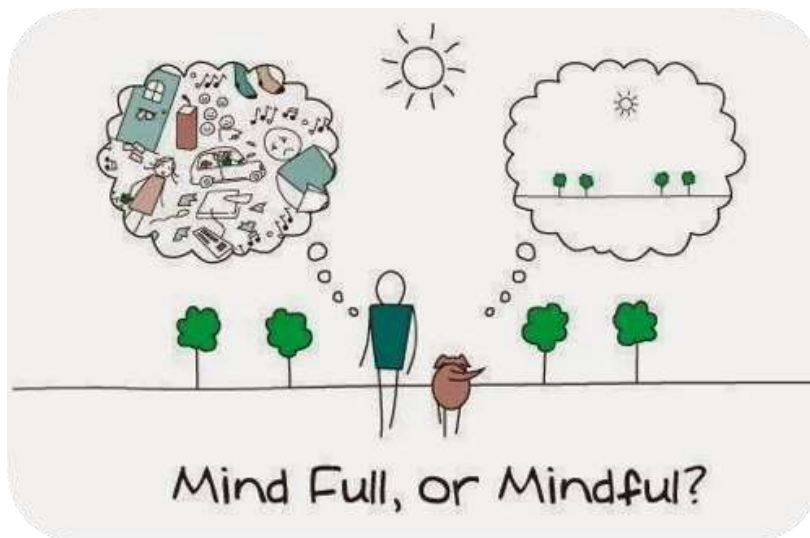
- In-the-moment thinking and reasoning
- Stored knowledge and experience
- In-the-moment intuitions



## 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



## 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

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## Appreciative Inquiry

**Generating a new  
understanding of what is  
possible...while building  
on your history**

# Blueprint for Positive Leadership

## Positive Leadership Program Blueprint

 <b>What is current state? (Impact)</b>	 <b>What programs do we have to draw from?</b>	 <b>Who will sponsor us?</b>	 <b>What are 3 actions? (Action Plan)</b>	 <b>Who will benefit and how?</b>
	 <b>What are the organizational strengths/weakness?</b>	 <b>Where can we start? (Pilot)</b>		
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



## 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

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# Bringing it all together

## Positive Leadership Program Blueprint

 What is current state? (Impact)	 What programs do we have to draw from?	 Who will sponsor us?	 What are 3 actions? (Action Plan)	 Who will benefit and how?
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 How will we measure success?			 Update on Program Progress, Changes?	



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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