HOW REMARKABLE WOMEN LEAD
The Breakthrough Model for Work and Life

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What causes some women to rise to the top?

From The Centered Leadership Project
Remarkable women helped shape Centered Leadership

- 200+ in depth interviews
- Review of academic research
- Quantitative research
- Field tested programs
- Ongoing refinement

What women taught us:
Meaning as the anchor, prevalence of emotion at work, importance of belonging and community, ownership, and the necessity of energy management

From The Centered Leadership Project
It starts within, through self-mastery ...

**Self:** core of self-mastery

**Others:** inspire & develop others

**Organization:** unleash full potential

From The Centered Leadership Project
... of five leadership capabilities

Preconditions
Desire to lead
Talent
Capacity for change

Outcomes
Leadership effectiveness
Sustained performance
Fulfillment

Meaning
Your context

Engaging
Self-awareness + choice + practice
transforms performance and impact

Energizing

Framing

Connecting
Global evidence for CL’s effectiveness

% Respondents with highest average scores in each outcome

**Performance**

<table>
<thead>
<tr>
<th></th>
<th>Leadership</th>
<th>Fulfillment</th>
<th>Equipped for major change</th>
</tr>
</thead>
<tbody>
<tr>
<td>“Masters”</td>
<td>79</td>
<td>83</td>
<td>92</td>
</tr>
<tr>
<td>Non-“Masters”</td>
<td>5</td>
<td>4</td>
<td>21</td>
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</tbody>
</table>

Global Centered Leadership Survey with 2,300+ respondents
Getting present

Today I am thinking or feeling…

What I most want to bring forth in my leadership is …

From The Centered Leadership Project
Meaning: Bring attention to what truly matters

Reflect on a high point over the past year that filled you with energy — going back to that moment …

What do you value about that activity?
(What really matters to me is…)

What do you value about yourself in this moment?
(My top strengths are …)

From The Centered Leadership Project
Framing: See yourself in a low point at work

Choose a moment where you were not at your best:

What are you doing – or not doing?

What is happening in your body?

What are you feeling (emotions)?

From The Centered Leadership Project
Pausing creates new possibilities

What helps me **PAUSE** in the moment of a trigger?

- Exhale deeply
- Feel my feet on the floor
- Separate facts from opinion

What **QUESTION** do I ask?

- What can I learn here?
- What do I want to create?
- What is my intention?

From The Centered Leadership Project
Connecting: Think of someone you do not trust. Why?

Why?

Does s/he fail to deliver?

Does s/he say one thing and do another?

Does s/he judge constantly?

Is s/he a ‘closed book’?
How you inspire others to trust you more

- **Reliability**: Don’t make promises you cannot keep…
- **Congruence**: Walk your talk…
- **Openness**: Be open, share your intentions with transparency…
- **Acceptance**: Withhold judgment…

From The Centered Leadership Project
Are you a mentor?

Very wise and experienced

From The Centered Leadership Project
Even better, are you a sponsor?

Willing to take a risk on you

From The Centered Leadership Project
Engaging: Balance fear with hope

From The Centered Leadership Project
Listen to your critic – who only wants to help –

My Critic

“No capes!”

From *The Incredibles*, Walt Disney Company 2004; The Centered Leadership Project
But listen to the other voices in you, too

My **Critic**

“No capes!”

My **Dreamer**

“Do not go where the path may lead. Go instead where there is no path and leave a trail.”

From *The Incredibles*, Walt Disney Company 2004; Ralph Waldo Emerson; The Centered Leadership Project
Energizing: How energized are you?

**Body**
How *active, healthy and rested* do I feel?

**Mind**
What is the *quality of my focus* at present?

**Heart**
To what extent am I experiencing positive *emotions / connections*?

**Spirit**
Am I spending my time and energy on *what really matters* to me?

From The Centered Leadership Project
Be in high performance more ...

From Jim Loehr & Tony Schwartz, *The Power of Full Engagement*
Be in high performance more ... through recovery

From Jim Loehr & Tony Schwartz, *The Power of Full Engagement*
What am I (re)learning about **myself**…?

... and what do I **choose** to do differently?

From The Centered Leadership Project
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