



My Leadership Journey



Leadership is a journey, not a destination.

It is a marathon, not a sprint.

It is a process, not an outcome.

(John Donahoe)

*Authentic leadership is the full expression of
"me" for the benefit of "we".*

(Henna Inam)

This book was created for the LIND project to support learning.

LIND stands for Leadership Intelligence Diversity. The project consists of the following partners:

- ALP activating leadership potential, a network of professionals who are passionate about leadership and learning. ALP's members combine academic and practitioners backgrounds and experiences in the field of education, personal and organisational development from all over the world (<http://www.alp-network.org/>)
- Institute for Physical Education and Sport of the University of Malta (<http://www.um.edu.mt/ipess>)
- Kamaleonte, organization expert in outdoor activities and experiential learning for personal and professional development (www.kamaleonte.org)
- Eolas Soileir is an Irish educational NGO/charity created to promote non-formal education and volunteering to tackle global inequality and promote critical thinking. (<http://eolassoileir.ie/>)

All details about the LIND-project can be found on the website: <http://www.leadership-intelligence-diversity.eu/>

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This communication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



This is me

Text:

Room for a picture, drawing or description

Name: _____

Country: _____

E-mail: _____

This is what I am learning currently: _____



"Energy follows attention" means that we need to shift our attention from what we are trying to avoid to what we want to bring into reality.
(Otto Scharmer)



Where do you want your energy to go?

My expectations

What do you want to happen on this training?

What do you fear?

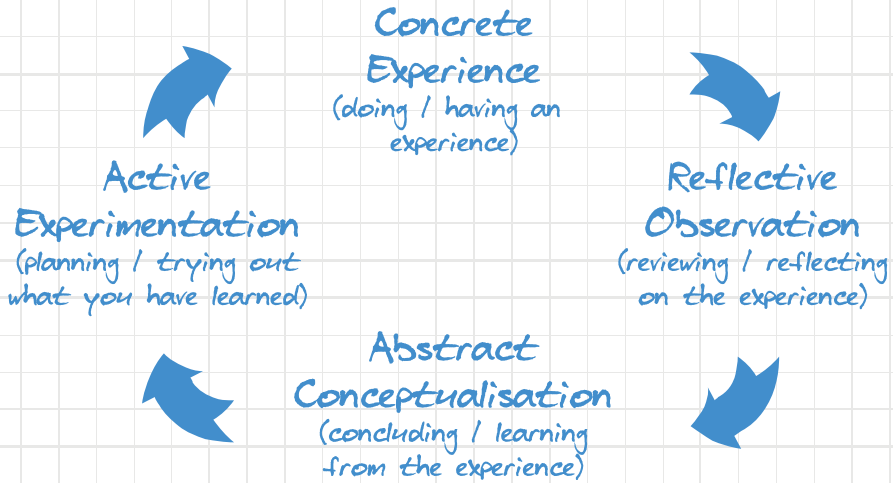
What do you want to take home?

My expectations:

Start of my development journey to my authentic and inclusive leadership.

Experiential Learning Cycle

David Kolb sees effective learning when a person progresses through a cycle of four stages. He views learning as an integrated process with each stage being mutually supportive of and feeding into the next. It is possible to enter the cycle at any stage and follow it through its logical sequence.



"Learning is the process whereby knowledge is created through the transformation of experience" (David Kolb, 1984)

Being a leader

To what extent am I inclusive in my Leadership practices?
To what extent am I authentic in my Leadership practices?
Think about examples in your own life.

Being a leader:

Our Leadership approach

We think that the world needs leaders who are able to see the benefit of differences and are respectful and inclusive in their approach.

We believe that leadership starts with yourself. It is a journey that embodies first of all self awareness and personal development. This is what pushed the partners to build a training frame for a personal journey where, by combining

- different methodological approaches (experiential learning, reflective practices, mindfulness practices) and
- theories (Multiple intelligences of Howard Gardner, Theory U of Otto Scharmer)

leaders can walk their way to authenticity and inclusion.

The partners do not see leadership as a matter of power, nor the success of one single visionary individual. It is more about tapping in the collective intelligence of humanity. This kind of leadership shifts the attention from the ego to the eco-system. This means that leadership has a larger perspective, that takes into account the effects it produces throughout its actions on a larger scale.

If leaders want to face the nowadays challenges they are required to research and practice their authentic leadership, as well as acknowledge the authentic potential of the others in order to value the different talents and lead with a positive and appreciative approach. This sustainable leadership respects the human nature and the environment in its entirety and in this perspective it becomes a human based attitude, that promotes actions devoted to win-win solutions for the challenges that our times deliver us.

Authentic and Inclusive Leadership Approach



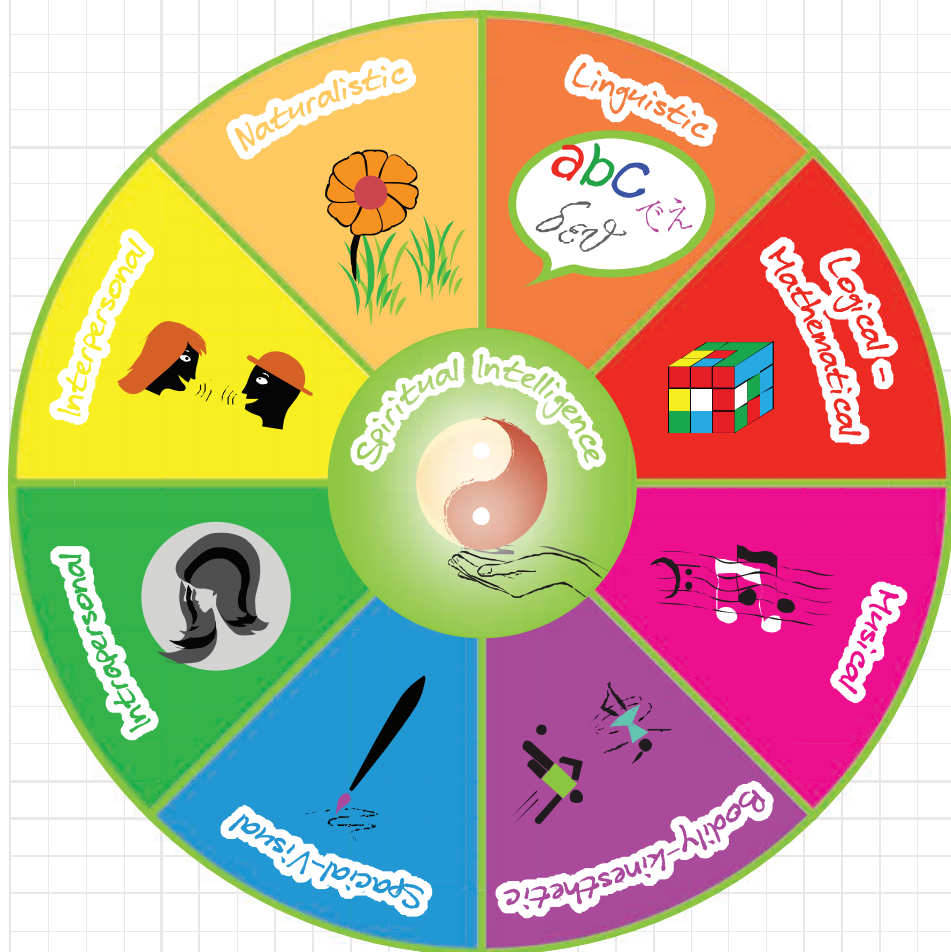
Self Creating Lifewide Learning Journey

Reflection

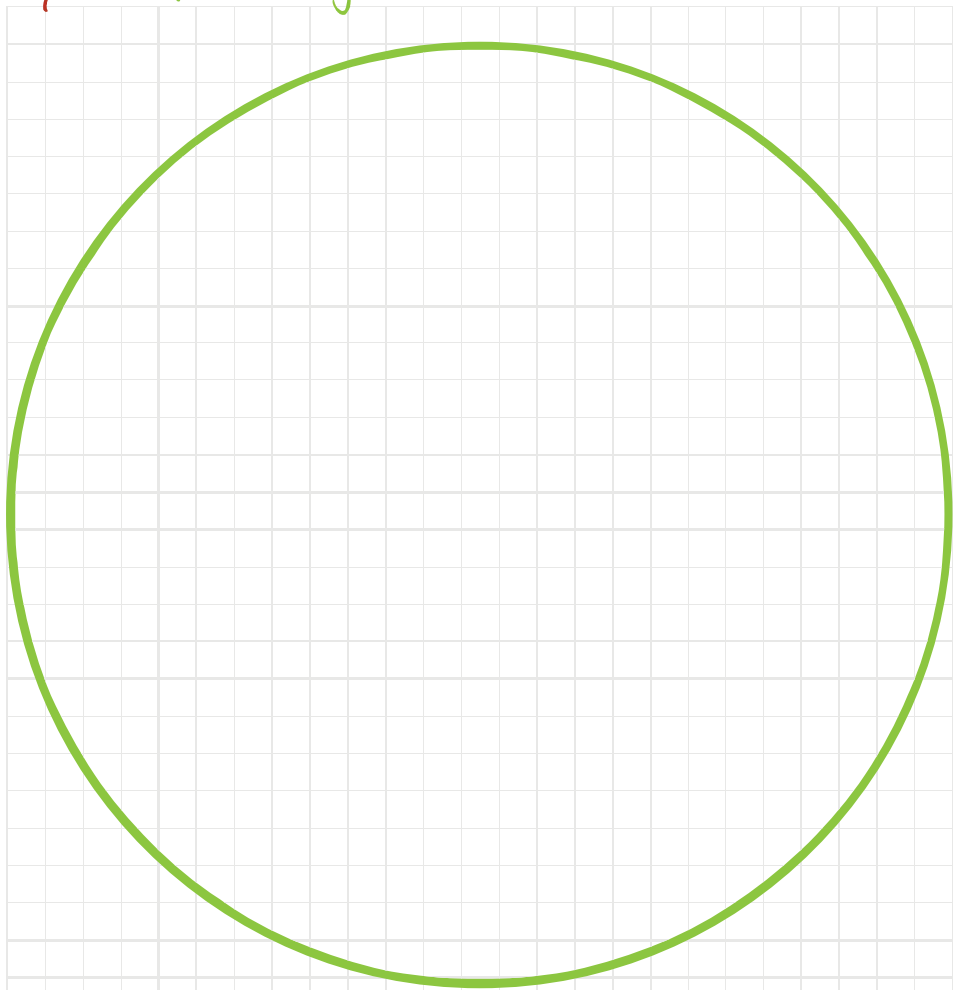
I am taking from today ...

Reflection:

Multiple Intelligences



My Multiple Intelligences



Create your personal Multiple Intelligences Profile.

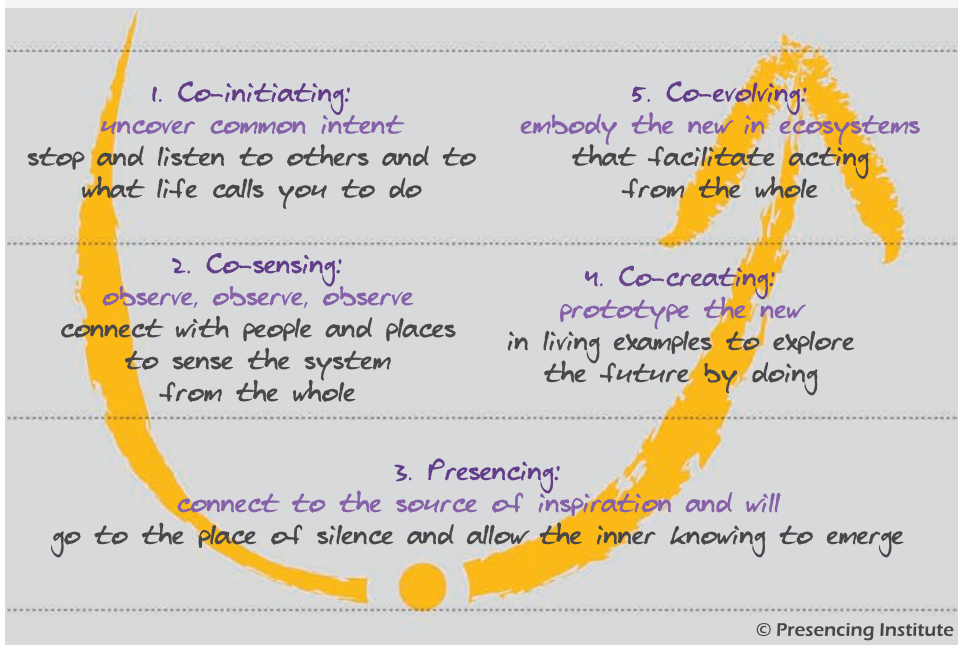
What are you taking home from today?

Reflection:

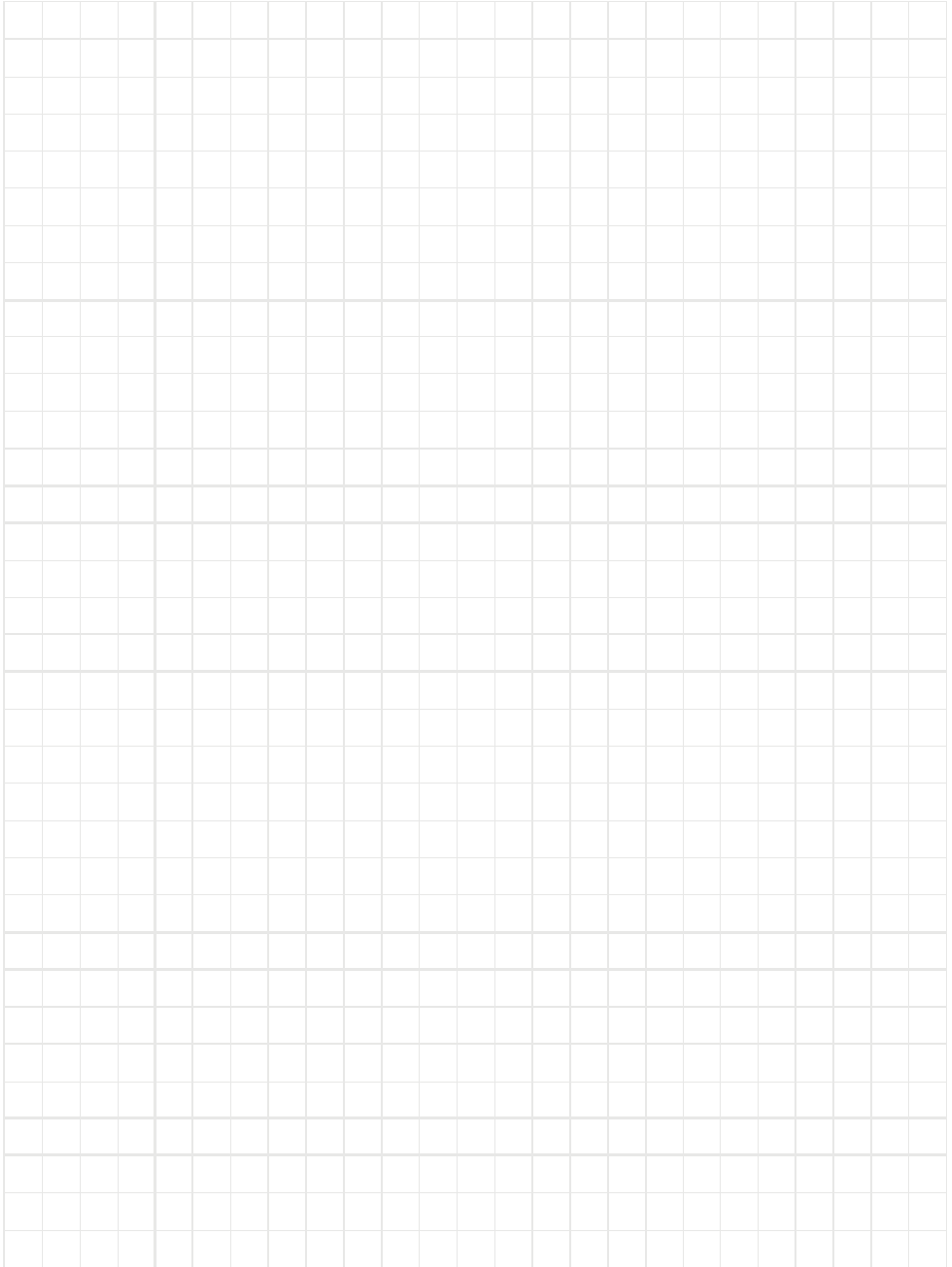
Theory U is a five-stage process for learning from the emerging future and growing the capacity for deep innovation and collaborative action. It is used for complex challenges at personal, organizational or societal level.

For Otto Scharmer, the leading theorist of the U Process, the word "leader" is making reference to all the individuals who engage in bringing about change or form their future regardless of their position.

U Process: 1 Process, 5 Stages



Presencing consists of the word **presence** and **sensing**. On that journey, at the bottom of the U, lies an inner gate that requires us to drop everything that isn't essential. This process of letting-go (of our old ego and self) and letting-come (our highest future possibility: our Self) establishes a subtle connection to a deeper source of knowing.



Reflection of Day 3

What have you experienced today?
Which voices do you have to let go?

Reflection of Day 3:

Solo moment

A Solo moment is a "spiritual" adventure, a process of going out into nature, with clear intention, and away from the distractions of everyday life, and being with the wonders of nature.

It is healing time of change, a passage into a new and often deeper level of one's awareness.

My intention for the solo moment is ...

My story

Everyone has a story to tell.

My story is ...

Today I have learned about myself ...

Reflection of Day 4

What has the day brought for you?

Paint a picture of the future, which is starting to emerge.

Reflection of Day 4:

What resonates in you in this current moment?

Prototyping the new:

What is about to be born?

What do you still need to let go in order to let the future emerge?

Empathy walk:

An Empathy walk is an activity, where pairs take a walk together ideally in the nature and support each other through listening and asking questions. The idea is to create a generative dialogue that allows for reflection, thinking together and some sparks of collective creativity to happen.

Stepping into the future

What would you like to make happen in the next 3 months?

What little steps are you going to take in the next 3 days?

Who is there with you?

Stepping into the future:

Reflection about the week

Read again what you wrote on the first day about the following questions:

To what extent am I inclusive in my Leadership practices?

To what extent am I authentic in my Leadership practices?

Reflect:

What are you taking home?

What did the seminar create in you in terms of authentic and inclusive leadership?

*Twenty years from now you will be more
disappointed by the things that you didn't do
than by the ones you did do, so throw off the
bowlines, sail away from safe harbor, catch the
trade winds in your sails. Explore. Dream.
Discover.
(Mark Twain)*

