Resonant Leadership
From The Inside Out

Dr. Doug DeVore
Brandman University
Fall Immersion 2019
Today’s Session

☑ Explore characteristics of leaders
Leading From The Inside Out (Kevin Cashman)

☑ Becoming a Resonant Leader

☑ Your Opportunity
Let’s talk about great leaders in our personal and/or professional life!
Making The Connection

EMOTIONAL INTELLIGENCE 2.0
TRAVIS BRADBERRY & JEAN GREAVES
THE DALAI LAMA

LEAD FROM THE HEART
MARK C. CROWLEY

BECOMING A RESONANT LEADER
DEVELOP Your Emotional Intelligence
RENEW Your Relationships
SUSTAIN Your Effectiveness

BEYOND CHANGE MANAGEMENT
DEAN ANDERSON & LINDA ACKERMAN ANDERSON

LEADERSHIP FROM THE INSIDE OUT
KEVIN CASHMAN
AUTHOR OF AWAKENING THE LEADER WITHIN
Cashman* tells us that effective, result producing leaders tend to be:

- **Authentic:**
  Well-developed self-awareness.

- **Influencers:**
  Meaningful communication that reminds self and others what is genuinely important.

- **Creators of value:**
  Passion and aspiration to serve multiple constituencies – self, team, organization, world, family, community.

*Leading From The Inside Out* by Cashman, 2017
Leadership from The Inside Out

The Journey

Leadership From The Inside Out

Seven Mastery Areas

- Action Mastery
- Personal Mastery
- Being Mastery
- Purpose Mastery
- Resilience Mastery
- Inter-Personal Mastery
- Change Mastery

Leadership From The Inside Out by Kevin Cashman (2017)
Leading through Authentic Self-Expression is:

- Life long commitment to self discovery and self-observation.

- Understanding leaders either shed light or cast shadows on everything they do.

- Knowing character is the essence of leadership – leading from the essence of who we are.

What lies behind us and what lies ahead of us are tiny matters compared to what lives within us.

Henry David Thoreau

Cashman, 2017
Leading on Purpose is:

The secret of success is constancy of purpose.

-Benjamin Disraeli
Leading with agility is

- Understanding positive change means letting go of old patterns.

- Valuing that when something new is created, something old is destroyed.

- Focusing on inside out approaches for successful change!

_Whatever is flexible and flowing will tend to grow; whatever is rigid and blocked will wither and die._

- Tao Te Ching
Leading through Synergy and Service is:

- Balancing your courageous influence, your voice, with human connection.

- Avoiding the Ten Bob Trap.

*Letting the self emerge is the essential task of leaders.*

- Warren Bennis
**Leading with Energy is:**

- Shifting from managing time to supporting & managing energy.

- Manage energy in all domains – physical, mental, emotional & spiritual. Seek balance!

*Resilient people share three traits: acceptance of reality; a deep belief that life is meaningful; and an uncanny ability to improvise.*

- Diane Coutu, Harvard Business Review

Cashman, 2017
1. Reflect on each quadrant of the medicine wheel regarding your current state and desired future state.

2. Share with the person next to you your insight from this brief compare/contrast reflection.

Leading with Presence is:

- Connecting with the silence and peace of the innermost depth of one’s character.

- A state of alertness where the mind is fully awake in its own nature and the body is deeply rested.

- Practicing Pause Principle – you do not have to react!

*No amount of human having or human doing can make up for a deficit in human being.*

- John Adams

Cashman, 2017
Leading through Coaching is:

- Training Your Mind, Changing Your Brain (Begley).
- Coaching ourselves and others - is a two way deal.
- Actualized thorough awareness, commitment and practice.

*I know of no more encouraging fact than the unquestionable ability of man to elevate his life by conscious endeavor.*

-- Mother Teresa

Cashman, 2017
Becoming a Resonant Leader

Develop Your Emotional Intelligence
Renew Your Relationships
Sustain Your Effectiveness

Annie McKee  Richard Boyatzis  Frances Johnston
## Resonant Leaders Are Made - Not Born

Common Myths and The Truth!

<table>
<thead>
<tr>
<th>Myth</th>
<th>The Truth</th>
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<tbody>
<tr>
<td>Smart is good enough</td>
<td>IQ is baseline, EQ makes the difference!</td>
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<tr>
<td>Your mood does not matter</td>
<td>Emotions are contagious!</td>
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<td>Great leaders thrive on constant pressure</td>
<td>Transformational leaders manage pressure adopting practices of renewal!</td>
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Your Journey: Becoming A Resonant Leader

Resonant leaders . . .

- Embrace today’s challenges and tomorrow’s promise.
- Live and lead with hope and optimism.
- Energized by changing environment and create conditions in which people can be their best.
Reasonant Leader
Conquers Fear
Resonant Leaders Practice
Intentional Change

My Ideal Self: Personal Vision
Module I

My Real Self
Module II

My Agenda for Learning
Module IV

A step towards your Resonant Leadership Vision (1.3)

Experimentation & Practice

Chapter 1, pgs. 7-10
Resonant Leaders Practice Mindfulness
There is a difference between “Mind Full” and ”Mindfulness”
Mind Full

TIME...MONEY WORK...
SCOFF SCOFF
MORE BAD NEWS
As You Start Your Doctoral Journey
Move From Mind Full to Mindfulness

Chapter 3, pgs. 47-63
Your commitment and involvement in this program is your opportunity to:

- Actively engage in the journey to become a Resonant Leader.
- Embrace the act of intentional change.
- Be open to discover your wake up call.
Will You Use This Doctoral Experience to Hear Your Wake Up Call?

Remember - wake up calls can be:

- Big and negative
- Big and positive
- Most are subtle and hard to hear

Chapter 3, pgs. 63-67
Caveats for Resonant Leaders

- Resonant leaders work hard but make it look easy!

- There are no leaders without followers!

- The way you see people is the way you treat them, and the way you treat them is what they become. (Johann Wolfgang von Goethe; Zig Zigler)

- Become a Good Finder.
References


