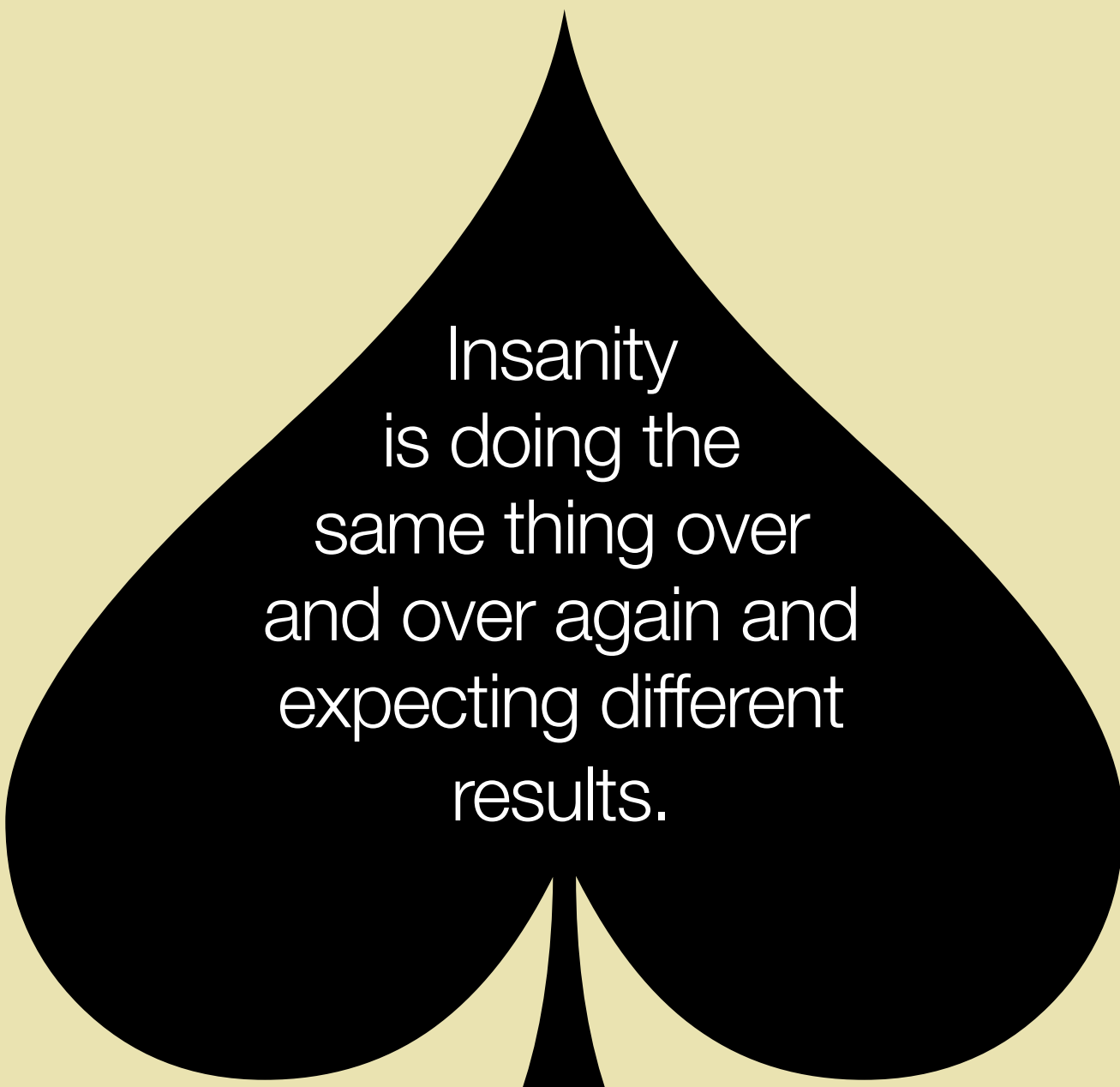


Women Leading with Purpose, Passion, and Presence

Get Real and Grow Your Tribe: An eBook Learning Program





Insanity
is doing the
same thing over
and over again and
expecting different
results.

Albert Einstein

Are you doing the same things, the same way, over and over again and expecting different results?



I came across this poem, "There's A Hole In My Sidewalk," by Portia Nelson. The poem creates an analogy about how life can be like a journey down a sidewalk. This made me think about the choices we make in life. How many times do we keep making choices that only lead us into the same "hole in the sidewalk?"

The 'hole in the sidewalk' is a metaphor for life. To see our habits as our own may be the realization we need to make a change... and to find another way. We need not keep repeating that which holds us back.

There's A Hole In My Sidewalk:

An Autobiography in Five Very Short Chapters

by Portia Nelson

Chapter I

I walk down the street.
There is a deep hole in the sidewalk
I fall in.
I am lost...
I am hopeless.
It isn't my fault.
It takes forever to find a way out.

Chapter II

I walk down the same street.
There is a deep hole in the sidewalk.
I pretend I don't see it.
I fall in again.
I can't believe I'm in the same place.
But it isn't my fault.
It still takes a long time to get out.

Chapter III

I walk down the same street.
There is a deep hole in the sidewalk.
I see it is there.
I still fall in... It's a habit
My eyes are open; I know where I am;
It is my fault.
I get out immediately.

Chapter IV

I walk down the same street.
There is a deep hole in the sidewalk.
I walk around it.

Chapter V

I walk down another street.

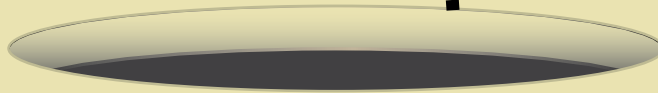
Is your dream to be the kind of leader who is vibrantly alive and connected to others; someone who looks ahead to see and act upon the future; and who brings their true self to every situation? With a leadership presence of this kind, a woman's personal and professional life flourishes, excellence follows, joy and creativity blossoms.

You've been working diligently to increase your skills and abilities as a leader in your

own life and in leading others. You are a competent and talented leader, a woman who wants to keep rising. Yet despite your best efforts you aren't feeling the confidence you need to express your leadership presence. You know it's time to close the competence and confidence gap but you don't know where to start.



Stop falling in the same hole...



For many, the concept of leadership presence is hard to nail down in words – yet you know it when you see it in others, but you’re unsure of how to get it for yourself. I define leadership presence as “Your Way of Being”. Leadership presence is your brand.

In this e-book, I invite you to explore and work on two key aspects of your life that will springboard you to confidently lead your life and others with purpose, passion, and presence.

To gain the full benefit of the opportunities presented in this e-book, I suggest you set aside two, 2½ hour sessions plus 1 additional hour of quiet time, so that you can learn how to get closer to your authentic you; how to build meaningful connections by growing your tribe; and then how to bring those two things together in a way that boosts your leadership presence.

Change Starts With YOU!

Influencing to inspire change requires you to consider two audiences: you and everyone else. It starts with you thinking about how to change yourself – that's why you're reading this. If you never act on what I'm about to share with you here, this will be one more e-book you've read and have forgotten about.

It's one thing to find new and interesting things to consider, it's quite another to take consistent actions that leads to sustainable change. The first step of embracing and managing change in yourself is critical and, for many, the hardest to take.

The second step is to consider how to help others create change for themselves. If you want the kind of leadership presence that impacts and influences others then it all starts with changing yourself. Why? Well it turns out that there is a universal human response to change: What makes it difficult for you to change is the same thing that makes it difficult for your audience to change.

In other words, you need to lead yourself through change before you can lead others through their change. That is where your leadership presence comes from. From within yourself.

Time to explore two themes to confidently lead your life and others with purpose, passion, and presence.



THEME 1

Being Authentically You

The goal here is to get you on a more authentic path. A path to greater self-awareness, prioritized and more aligned values to live by, a vision for the future, and greater belief in yourself. This means that your daily actions are in concert with your deeply held values and beliefs.

Being more “authentically you” will result in a leadership presence that exudes:

- Energy and Passion
- Inner wellbeing
- Confidence
- Engagement

What is Authenticity and Why It Matters

If you are concerned that having leadership presence means faking it, and relying **only** on external symbols of success like high-end cars, who you know and designer

clothing, consider yourself reassured. The kind of presence that attracts people to you; makes people want to work with you; makes your team want to move mountains for you; propels you ahead; and is the opposite of fake. Your presence is pure authenticity – being more of the person you already are, without the mental and emotional machinations of being something you’re not!

Authenticity matters to you and those around you. For you, feeling authentic builds energy and promotes learning and growth. The opposite creates inner conflict and turmoil. Perhaps you are; holding on to a long ignored dream, your dealing with a changing environment that no longer holds the same values as you do, hiding your feminine style by attempting to fit into a



male-oriented organization, or responding to a major life event?

It is hard to grow as a person or professionally if you are denying or hiding your true values, beliefs and desires. Authenticity promotes wellbeing; which is about being happy in life, the confidence you feel and how kind and accepting you are of yourself.

The need to be authentic and to live and work in authentic environments seems to be particularly significant for women. In a survey of senior women executives, the Conference Board of Canada (1998) found

that 33 percent of women regard the desire to be in a work environment with compatible values as a top factor motivating women to leave their current jobs. In another study of women entrepreneurs, researchers Moore and Buttner (1997) also found that lack of compatibility between personal and organizational values motivated women managers to leave organizations to start their own business. Wanting to work, driven by my own deeply held values, was certainly a factor for me becoming an entrepreneur.



Developing Your Authentic You – Knowing Yourself and Getting Real

Use the tree metaphor to illustrate the visible and invisible aspects of our lives.

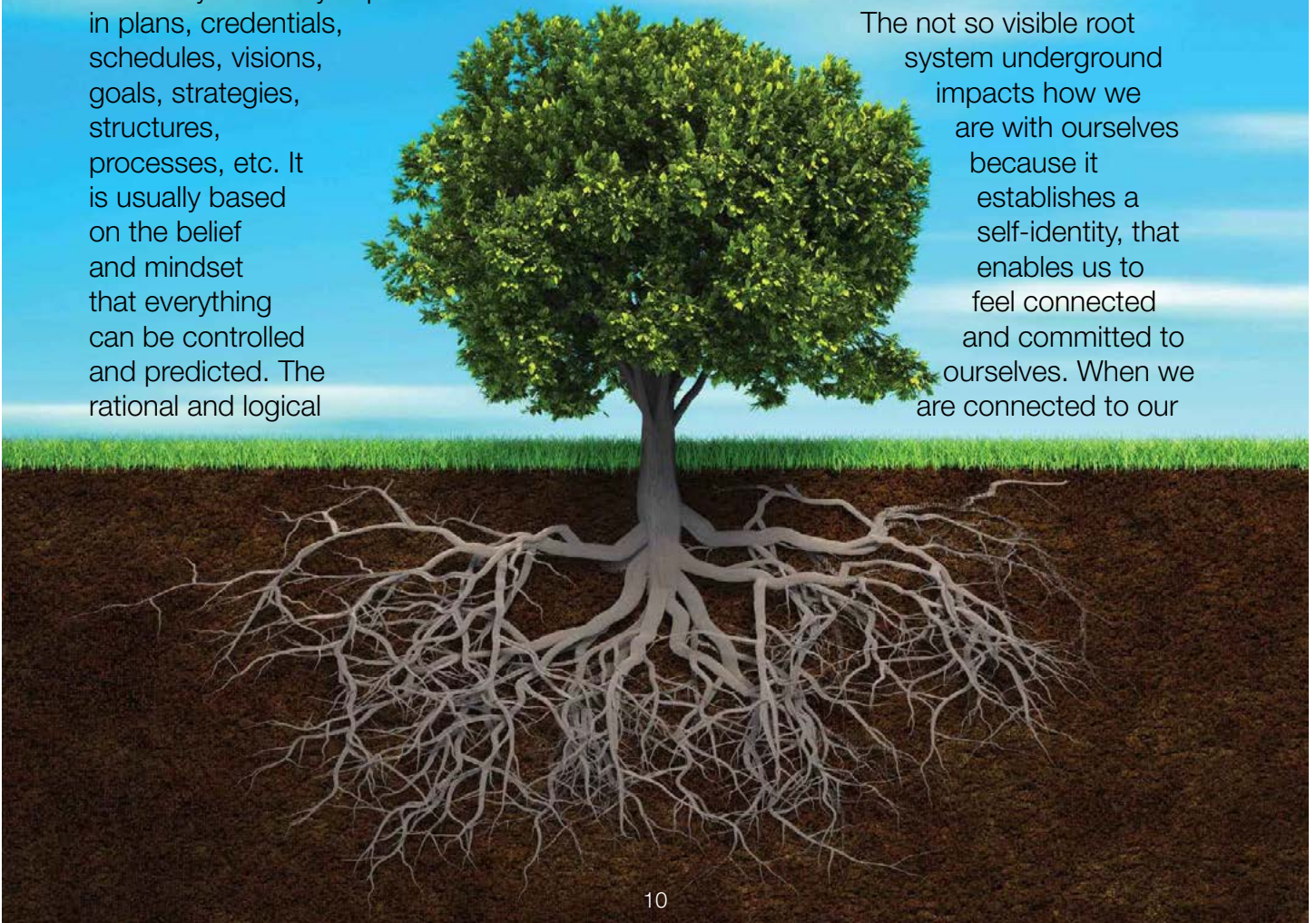
For each of us our reality consists of a part that is visible to others and also a part that is not. Often, the invisible side of life is a very large part of what we believe in, what brings us inner harmony, how we see and how we are in the world. This is true in our personal and professional lives.

If we use the tree metaphor to illustrate the reality of our lives, it could look like this; above the surface you have the rational and logical world. This world is looked upon as predictable and sequential. This part of our reality is usually expressed in plans, credentials, schedules, visions, goals, strategies, structures, processes, etc. It is usually based on the belief and mindset that everything can be controlled and predicted. The rational and logical

arenas are where we, in the western, world spend most of our time.

Below the surface (your root system) are the things you don't see but still exist, like your emotions, heart, and spirit. We usually talk about them as habits, traditions, attitudes, prejudices, patterns, feelings, beliefs, values, fears, etc. This part of our reality is something that we all know is there, but it is very difficult to predict and to manage, and we tend to not spend much time attending to this part of our reality. The noisy-ness of our world easily drowns out this part of who we are.

The not so visible root system underground impacts how we are with ourselves because it establishes a self-identity, that enables us to feel connected and committed to ourselves. When we are connected to our



root system it provides the basis for making the right decisions and taking the right actions based on knowing who we are.

One could ask what is it that makes a tree grow strong, beautiful, full and viable? The healthiness and strength of the “roots” below the surface is a prerequisite for the “foliage” above the surface to flourish, grow flowers and fruits. You might say a tree needs to be well grounded in order to stand strong and grow during the changing seasons.

It is the same with us humans, we need to be well connected to our inner life, our “below ground” in order to stand strong in both good and difficult times. Whatever

logical strategy (above ground) you may come up with, you will not succeed with it unless you align it to your spirit, heart, and emotions (underground). It is from this “underground” work that our authentic leadership presence emanates.

Sorting through issues of authenticity begins with developing a keen self-awareness of your values and priorities. In order to be authentic you need to get really solid about what you care about most.

Getting intimate with your root system will brand your leadership presence. A value sort exercise can be very useful in determining what you care most about.



List of Values

- | | | |
|--|--|---|
| <input type="checkbox"/> accountability | <input type="checkbox"/> fairness | <input type="checkbox"/> perseverance |
| <input type="checkbox"/> achievement | <input type="checkbox"/> humility | <input type="checkbox"/> personal fulfillment |
| <input type="checkbox"/> activity | <input type="checkbox"/> humor/fun | <input type="checkbox"/> personal growth |
| <input type="checkbox"/> adaptability | <input type="checkbox"/> image | <input type="checkbox"/> philanthropy |
| <input type="checkbox"/> advancement | <input type="checkbox"/> fame | <input type="checkbox"/> physical fitness |
| <input type="checkbox"/> adventure | <input type="checkbox"/> family | <input type="checkbox"/> power |
| <input type="checkbox"/> affiliation | <input type="checkbox"/> financial stability | <input type="checkbox"/> pride |
| <input type="checkbox"/> authority | <input type="checkbox"/> forgiveness | <input type="checkbox"/> professional growth |
| <input type="checkbox"/> autonomy | <input type="checkbox"/> friendship | <input type="checkbox"/> quality |
| <input type="checkbox"/> balance | <input type="checkbox"/> future generations | <input type="checkbox"/> recognition |
| <input type="checkbox"/> being liked | <input type="checkbox"/> generosity | <input type="checkbox"/> reliability |
| <input type="checkbox"/> being the best | <input type="checkbox"/> health | <input type="checkbox"/> respect |
| <input type="checkbox"/> caring | <input type="checkbox"/> helping others | <input type="checkbox"/> responsibility |
| <input type="checkbox"/> caution | <input type="checkbox"/> honesty | <input type="checkbox"/> reward |
| <input type="checkbox"/> challenge | <input type="checkbox"/> independence | <input type="checkbox"/> risk-averse |
| <input type="checkbox"/> clarity | <input type="checkbox"/> influence | <input type="checkbox"/> risk-taking |
| <input type="checkbox"/> collaboration | <input type="checkbox"/> initiative | <input type="checkbox"/> safety |
| <input type="checkbox"/> commitment | <input type="checkbox"/> inner harmony | <input type="checkbox"/> self-discipline |
| <input type="checkbox"/> community involvement | <input type="checkbox"/> innovation | <input type="checkbox"/> self-respect |
| <input type="checkbox"/> compassion | <input type="checkbox"/> integrity | <input type="checkbox"/> spirit/spirituality |
| <input type="checkbox"/> competence | <input type="checkbox"/> interdependence | <input type="checkbox"/> status |
| <input type="checkbox"/> competition | <input type="checkbox"/> job security | <input type="checkbox"/> success |
| <input type="checkbox"/> conflict resolution | <input type="checkbox"/> justice | <input type="checkbox"/> trust |
| <input type="checkbox"/> continuous learning | <input type="checkbox"/> knowledge | <input type="checkbox"/> variety |
| <input type="checkbox"/> control | <input type="checkbox"/> listening | <input type="checkbox"/> vision |
| <input type="checkbox"/> cooperation | <input type="checkbox"/> location | <input type="checkbox"/> wealth |
| <input type="checkbox"/> courage | <input type="checkbox"/> logic | <input type="checkbox"/> wisdom |
| <input type="checkbox"/> creativity | <input type="checkbox"/> love | <input type="checkbox"/> work/life balance |
| <input type="checkbox"/> dialogue | <input type="checkbox"/> loyalty | |
| <input type="checkbox"/> diversity | <input type="checkbox"/> making a difference | |
| <input type="checkbox"/> ease with uncertainty | <input type="checkbox"/> mentoring | |
| <input type="checkbox"/> efficiency | <input type="checkbox"/> mission focus | |
| <input type="checkbox"/> enjoyment | <input type="checkbox"/> open communication | |
| <input type="checkbox"/> enthusiasm | <input type="checkbox"/> openness | |
| <input type="checkbox"/> environmental awareness | <input type="checkbox"/> optimism | |
| <input type="checkbox"/> ethics | <input type="checkbox"/> order | |
| <input type="checkbox"/> excellence | <input type="checkbox"/> patience | |
| <input type="checkbox"/> experience | <input type="checkbox"/> performance | |

If you cannot find your preferred values above, please list your own below:

- ☐ _____
- ☐ _____
- ☐ _____

STEP 2

Fine tuning Your Values List

Using the table below, sort your values list into the following five categories with no more than five values in the “Always-Valued” group. This might be hard to do, but the “Always-Valued” group will reflect your core authentic you! You might

want to make a few copies of the blank table below as you may need to move things around as you fine tune your values list.

Always Valued max. 5 values	Often Valued	Sometimes Valued	Seldom Valued	Never Valued



STEP 3

Getting you closer to authentic you!

Reflecting on your table of categorized values above, ask yourself:

- ❶ Does your daily life represent what you always value?
- ❷ Are you doing what you sometimes value or seldom value at the expense of what is more important to you?
- ❸ How much time and energy do you spend acting in accordance to your values? Do you wish it was more?

Notes:

Given your answers to your reflections above, what are 1 or 2 impactful changes you need to do so that you are living a life that is more congruent to being authentically you?

Notes:



THEME 2

Grow Your Tribe

According to research, an inner sense of connection to other people is the central organizing force in women's development. One of the key themes we cover in the program is the importance of building meaningful connections by growing your tribe. If you participate in the program, you will begin the work of building, maintaining, and nurturing important relationships as a source of joy, comfort, health, feedback and meaning.

Having strong and meaningful connections results in a leadership presence that exemplifies:

- Support
- Honest feedback
- Creativity
- Achievement
- Emotional, spiritual, mental and physical health

Building Meaningful Connections to Grow Your Tribe!

In my *Purpose, Passion and Presence for Women Rising* coaching program, I work closely with women as their trusted coach and confidant. Together we work through and address five key themes for women that are essential to guiding their development in creating a signature leadership presence.

Here is one of the exercises from the program:

Grow Your Tribe Exercise

Research conducted by Rob Cross of the University of Virginia and Robert Thomas with the Accenture Institute for High Performance suggest that growing your tribe into a strong one will need you to have 2-3 people who can fulfill each of the following six needs for you:



1. Support
2. Expertise
3. Influence
4. Feedback
5. Validation
6. Energy

of course more if that works for you!
 Now with that in mind, think about all the people in your network currently; friends near and far, colleagues, acquaintances, mentors, coaches etc... Fill in the table below to answer each of the need related questions:

That means you will need something like twelve to eighteen people in your tribe. And

Needs	Already Have In Place	Potential People	Need to Find
1. Support Who supports me at work? At home?			
2. Expertise Who shares knowledge/ expertise with me?			
3. Influence Who can champion me and influence on my behalf?			
4. Feedback Who provides feedback and watches out for my career development? My personal development?			
5. Validation Who makes me feel good about my work? About me in general? Validates my values?			
6. Energy Who makes me feel ener- gized and alive?			

If there are gaps or imbalances in your list, think about where you need to devote your efforts in filling in and rounding out your tribe. Here are some questions to ask yourself and ideas to consider as you grow your tribe:

In your “Already have in place” column – do those people know that they serve a particular need? If not, it might be a good time to tell them what you are up to here and ask them if they would be comfortable filling that need for you. The more you tell them the better they will be at supporting you.

Notes:

For your “Potential People” column – this is where you will need to brainstorm about people you know or know of already. Think of these potentials as a means of really balancing out those that are already in your tribe. Are there people here that perhaps you don’t know well? This is a great opportunity to deepen your relationships with acquaintances. Once you’ve identified these potentials, think about and plan out how to approach them and what you might say. If they are in your area, reach out and have some face-to-face coffee time with them. If over a longer distance, set up a virtual coffee time with them! Using Skype or Facetime, you can arrange a time to speak to one another while having coffee. Setting up special time to meet is a great way to make a connection and start a

conversation about your tribe and what you’re up to.

Notes:

In the “Need to find” column – here is a wonderful opportunity to bring some real diversity to your tribe! For example, it is rare to find people who will give you honest feedback – perhaps there is someone out there that you know who has a reputation for “calling it as I see it”. These people can be invaluable to you in getting the feedback you need, especially about your leadership presence. While you are meeting with people you could ask them for people they know who could fill your dance card here. Ask for referrals or introductions through your networks like LinkedIn or Facebook for this purpose.

Notes:

Have fun with this and feel the love and generosity as you expand your network. At the same time it’s a wonderful opportunity to offer your support back in any way you can! Your tribe will “pay” you back big time if you are:

Likeable. Generous. Respectful.

Bringing It All Together

These two themes breathe life into each other. Reaching out to those who have also chosen to live their life more authentically will enrich the tribe of support you cultivate. Being around authentic people will help you feel more and more comfortable about honouring your own authenticity.

You may also find that as authenticity grows for you that there may be some relationships with others that are not serving you well. In this case, you have a couple of choices. You can invite others to grow the relationship into something more real, honest and perhaps opening up to each other's vulnerability. Some people will be receptive; others might not be so welcoming of this relationship shift. Depending on their receptivity, it is up to you decide how to proceed. You are in the driver's seat about your own destiny. A close friend of mine was in this very situation. Caroline had been a close friend with a woman since their university days together. Caroline began to follow a more authentic path and wanted to cultivate more honesty with her friend. Her friend was not open to this and became increasingly argumentative. Asking others to be more authentic can make some people feel very unsettled.

In honouring your authenticity and growing your tribe you will feel a shift in yourself

and how you are with others. As you bring attention *and intention* to these endeavors, others around you will sense the difference in you too. People will have a better sense of who you are, and what you believe in. This is the start of people feeling that they can trust you. When people trust you they will willingly follow you as their leader.

That's How Leadership Presence Works!

P.S. I would love to hear back from you on how you made out reading and doing the exercises in this e-book, please reach out at

P.P.S. If you would like to learn more about my premium coaching program, please check out my [website](#).

