

A Leader's Rite of Passage

20 April 2021

1. 21st century leadership, is about helping people THRIVE

- Part of what it takes to thrive is a sense of belonging and to be part of a community
- Create an environment where people feel comfortable enough to be vulnerable

2. The Importance of Rites Of Passage

- Sharing stories, creating challenges for people you work with
- Create a vision of the future
- Celebrate each person's inner gift

3. The sharing of stories

- Builds community and provides the opportunity for passing on wisdom and knowledge
- Get in touch with your own story and create opportunities for your team to safely share their stories

4. Recognising that challenges also create opportunities

- Certainty is the enemy of growth.
- Only when you embrace uncertainty do you grow

5. Transition Moments; you know you're ready to move to the next step when you feel a sense of inner agitation

- You solve it by moving to the next step. It's important to mark and acknowledge these transition moments
- Problems happen when you get stuck on a step

6. There is a difference between Responsibility and Fault

- Fault (which is in the past) and responsibility (which is in the future)

7. As a Leader, vulnerability is your strength

- It builds empathy, makes others feel supported and allows you to authentically connect
- Show up as your whole self – you're worth more than the sum of your parts

8. Leadership doesn't come from a job title

- It comes from within you and every experience you've had up until this point

9. Your legacy is who you are

- Not what you do

10. The rose, the thorn and the banana peel

- A great, quick check in
- What's good in your life, what's difficult and what's funny/quirky

11. Tackle your second mountain

- Questioning what success/failure looks like to you post-COVID?
- What's really important in your life now?
- Read The Second Mountain, David Brooks

12. Dealing with Imposter Syndrome

- Name your imposter gremlin and put him/her in the corner, out of your way