Purpose-Driven Leadership Training
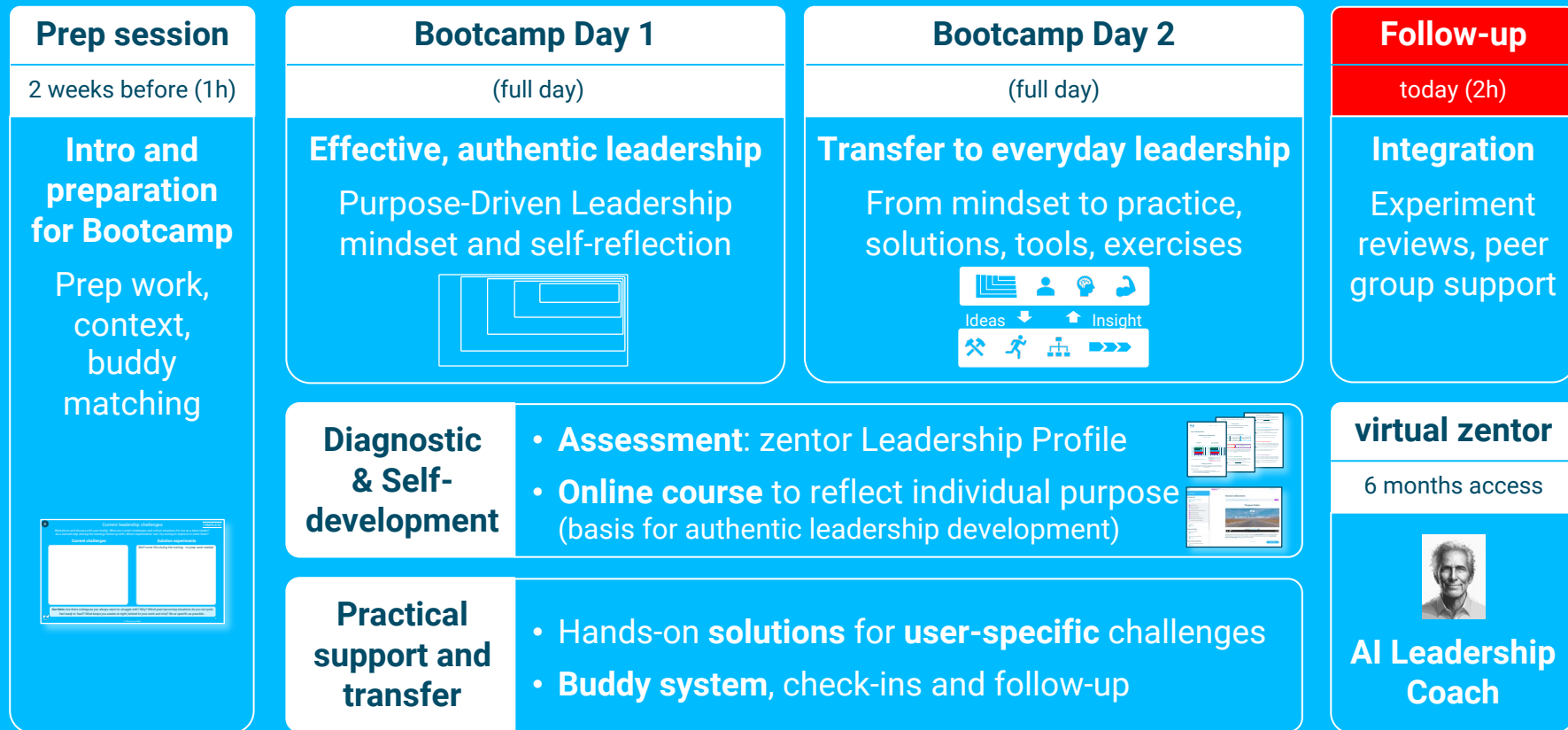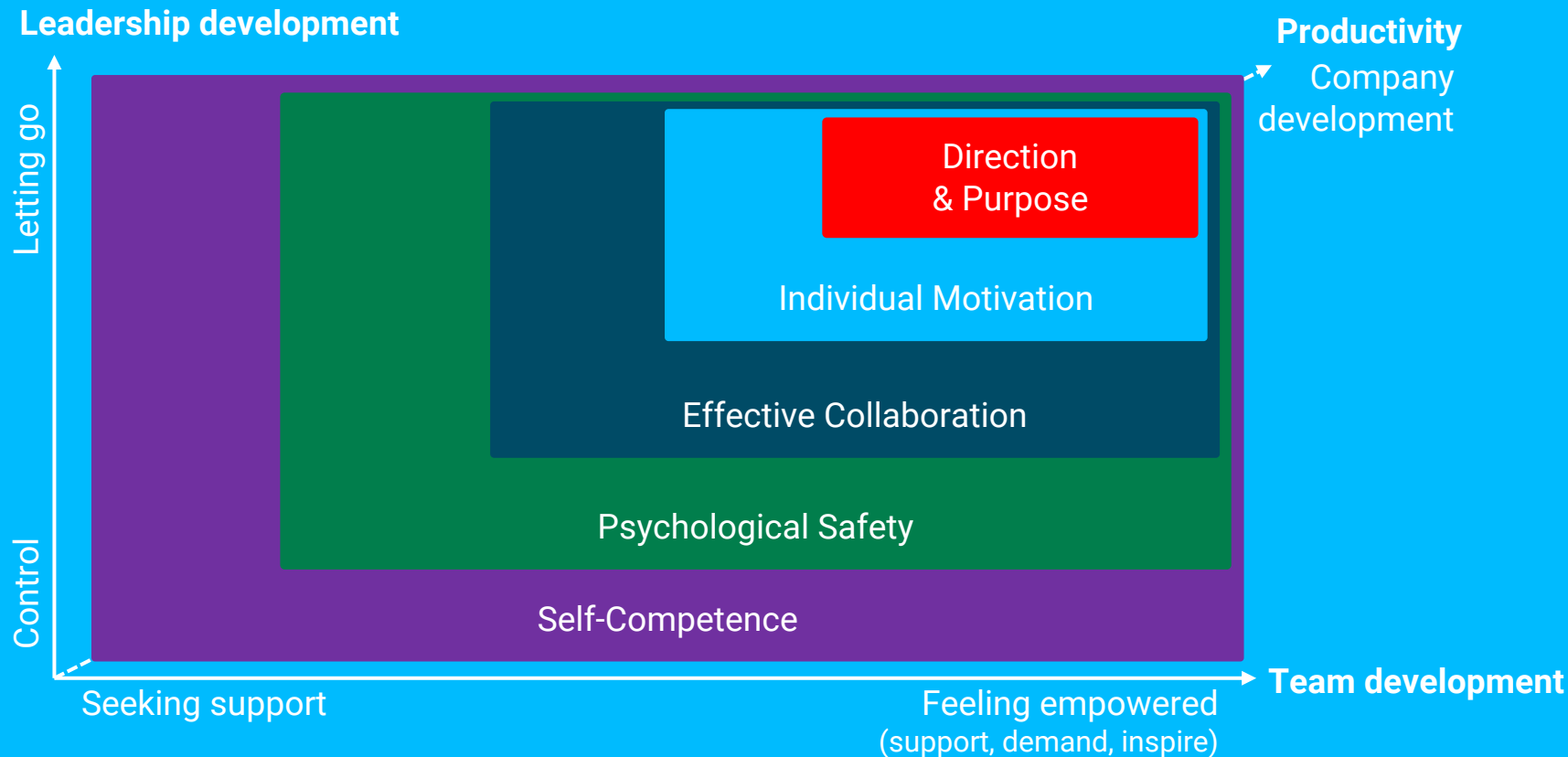

Follow-Up

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zentor's Purpose-Driven Leadership Training combines live/virtual and self-paced learning modules for effective learning and transfer into everyday practice

Prep session	Bootcamp Day 1	Bootcamp Day 2	Follow-up
2 weeks before (1h)	(full day)	(full day)	today (2h)
Intro and preparation for Bootcamp Prep work, context, buddy matching	**Effective, authentic leadership** Purpose-Driven Leadership mindset and self-reflection	**Transfer to everyday leadership** From mindset to practice, solutions, tools, exercises Ideas ↓ ↑ Insight	**Integration** Experiment reviews, peer group support

Diagnostic & Self-development
- **Assessment**: zentor Leadership Profile
- **Online course** to reflect individual purpose (basis for authentic leadership development)

Practical support and transfer
- Hands-on **solutions** for **user-specific** challenges
- **Buddy system**, check-ins and follow-up

virtual zentor
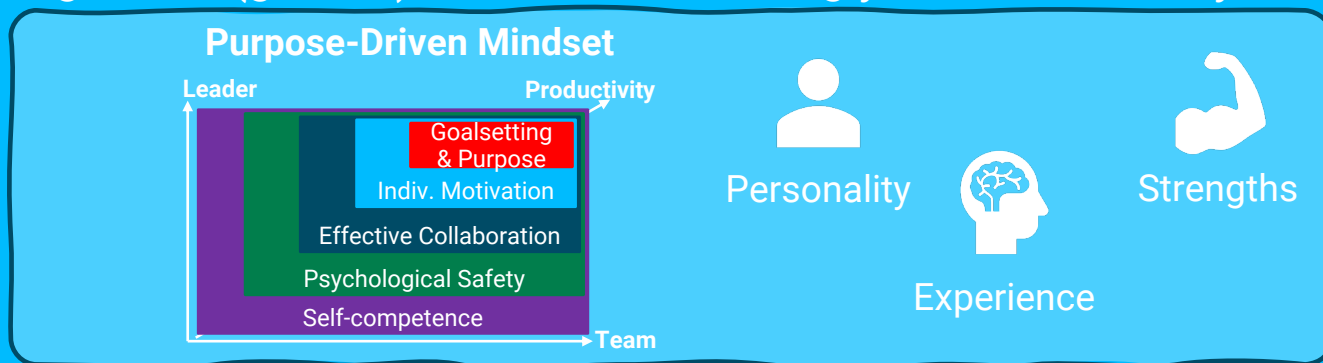6 months access

AI Leadership Coach

Recap: Effective leadership requires mutual development of yourself and the team along five key dimensions to foster sustainable company productivity

Leadership development

Productivity
Company development

Letting go

Control

Direction & Purpose

Individual Motivation

Effective Collaboration

Psychological Safety

Self-Competence

Seeking support

Feeling empowered
(support, demand, inspire)

Team development

zentor

Recap: Leadership is more than an accumulation of tools – it means life-long learning, using a PDL (growth) mindset and finding your authentic style

Mindset & Identity

Purpose-Driven Mindset

Leader

Productivity

Goalsetting & Purpose

Indiv. Motivation

Effective Collaboration

Psychological Safety

Self-competence

Team

Personality

Experience

Strengths

Iterative process

Ideas

Insights

Experiments

Tools

Routines

Structure

Process

...
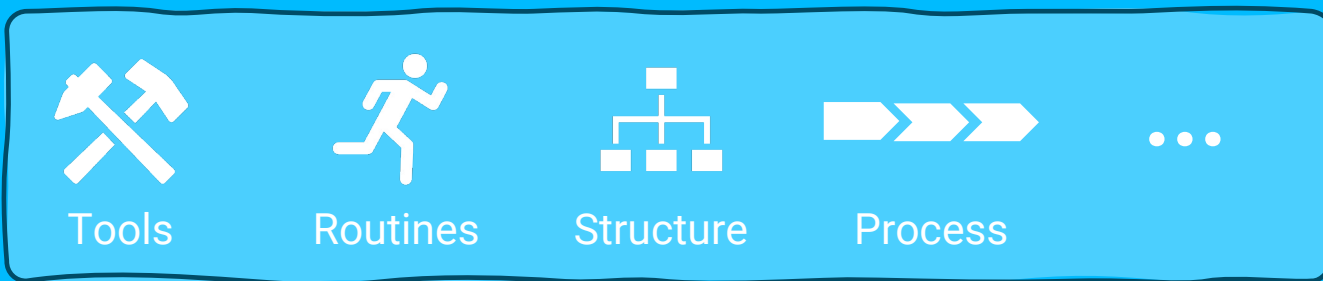
Leadership means life-long learning

However, you are not alone – exchange ideas with your peers and help them find their way by sharing your experiences. They might be facing the same challenges
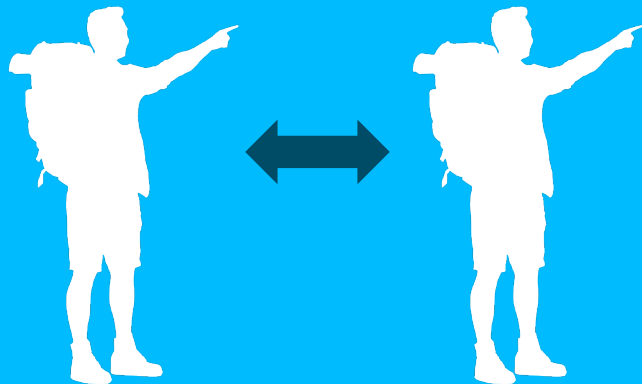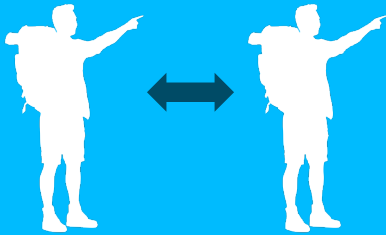
Check-in with your buddy/peers regularly
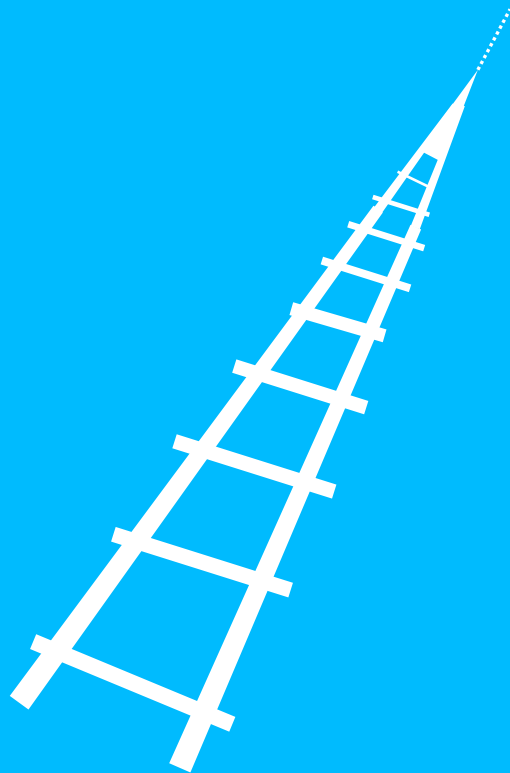
Check-in leadership experiments

- Which goal did you aim for?

- What did you experiment with and how did it feel?

- What was the reaction of your team/others?

- Key insight: What will you do differently next time?

Check-in on leadership experiments

Reflecting teams

Wrap-up

Let me help you get out of the water, or you will drown!

… said the monkey and placed the fish safely next to him on a tree.
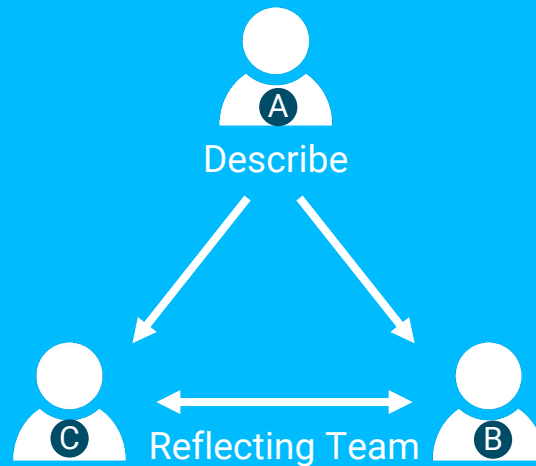
Exercise: Reflecting Teams

Roles

- A describes challenge
- B and C listen, ask, discuss solutions

Process

1. A describes a challenge (2 minutes)
2. B and C ask questions (5 mins)
3. A turns away and stays silent
4. B and C recap and discuss solutions (5 mins)
5. A reflects key insights/actions (3 mins)

A
Describe

C   B
Reflecting Team

Example questions: Not all fit to a case - pick and choose wisely

Understanding

- **Why**….why….why… is this challenge important to you (and the organization)?

- Does a story / **specific situation** for this challenge come to mind?

- How **important** will the issue feel in 20 years?

- Which **emotions/motives** play a key role?

- Is the problem being **solved** elsewhere?

- How would this problem become **bigger**?

- What could client/team/boss do to **worsen**?

- How would you know the challenge is **solved**?

Context

- Who **contributes** to the **issue**? How?

- Who should be **included** in a **solution**? How?

- What **have you tried** thus far to address it?

Actions and solutions

- If you had **magic wand** to turn back time, what would you change? Can you still do it?

- If everything you did thus far would "burn down", what parts would you **rebuild**?

- What's the most important **next step**?

- Which actions do you wish to **undo** (or **redo**)?

- How would '**experts**' approach the problem?

Check-in on leadership experiments

Reflecting teams

Wrap-up

Our recommended follow-ups to develop your Purpose-Driven Leadership

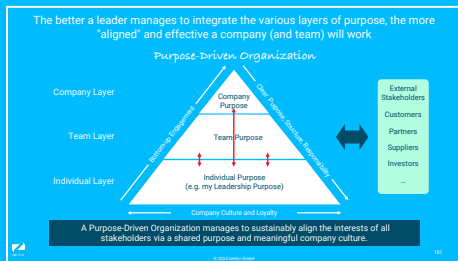## Find your purpose (and your team's purpose)

- Continue the **online course** "Finding Purpose"
- Conduct a **Team Purpose Workshop**
- **Connect your individual/ purpose** with your team's and the company purpose

Do experiments

- Be aware of your **leadership challenges** and situations
- Run **experiments** to hone your authentic leadership
- Leverage your **strengths** and use a **Purpose-Driven Leadership mindset** as compass

Check-in with your buddy

- What challenging leadership situations?
- How are your **leadership experiments** going?
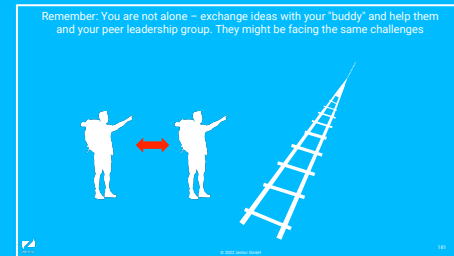- What are **lessons learned you can share** with your buddy?

Recommended viewing & reading

TED Talks

- https://www.ted.com/talks/brene_brown_the_power_of_vulnerability
- www.ted.com/talks/tim_urban_inside_the_mind_of_a_master_procrastinator
- www.ted.com/talks/shawn_achor_the_happy_secret_to_better_work
- https://www.ted.com/talks/bill_burnett_5_steps_to_designing_the_life_you_want
- www.ted.com/talks/robert_waldinger_what_makes_a_good_life_lessons_from_the_longest_study_on_happiness
- www.ted.com/talks/dan_buettner_how_to_live_to_be_100
- https://www.youtube.com/watch?v=LhoLuui9gX8

Books

- Brene Brown: Dare to Lead
- John Strelecky: Big 5 for Life
- Sinek, Mead, Docker: Find you Why
- Bass, Riggio: Transformational Leadership
- Daniel Gilbert: Stumbling on Happiness
- Martin Seligman: Authentic Happiness
- Evans, Burnett: Designing your life
- Mo Gawdat: Solve for Happy
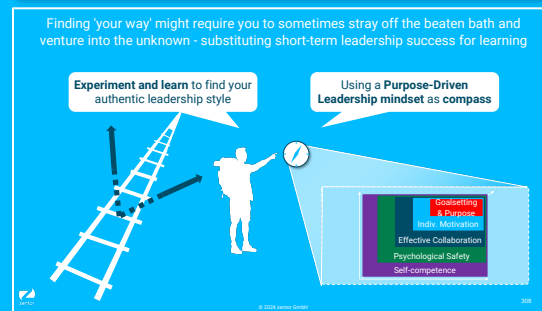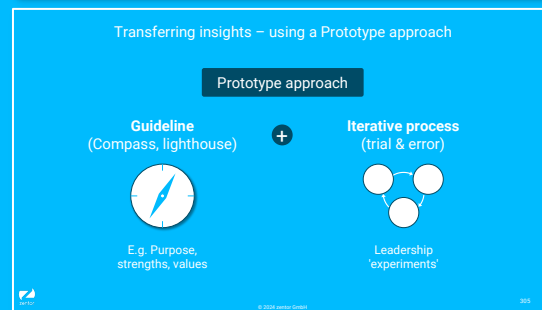- Yuval Harari: Homo Deus

Key takeaways: Purpose Driven Leadership

- **Different** styles of leadership

- Leading means **aligning** needs with the ultimate goal to become **'redundant'**

- Aim: Develop **own style** through experimentation and learning

- **Knowing** and **leading** yourself (with purpose) as **basis for development**

- 5 Dimensions of good leadership:
  - Self-Competence
  - Psychological Safety
  - Effective Collaboration
  - Individual Motivation
  - Direction and Purpose
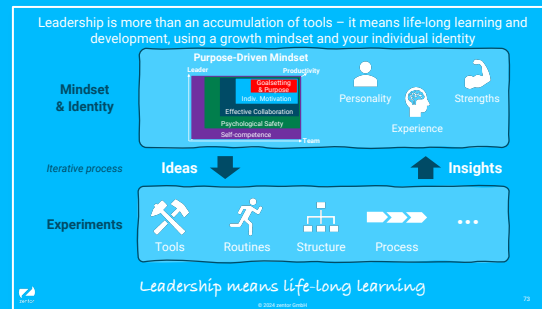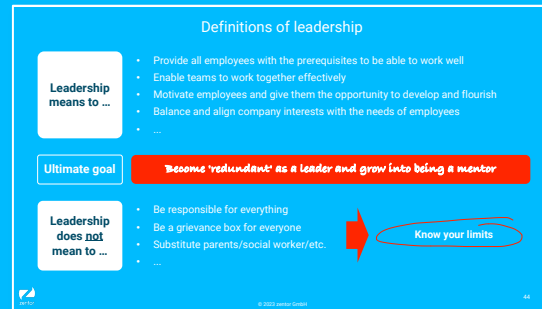
Key takeaways: Developing your authentic leadership style

- Your Purpose derives from your unique **strengths, values &** impact
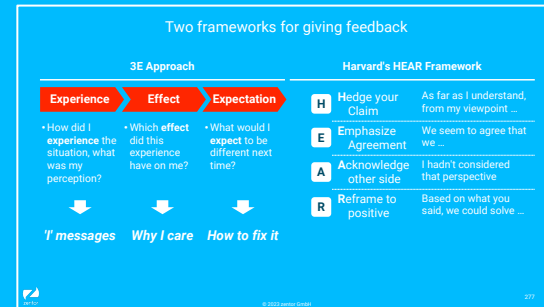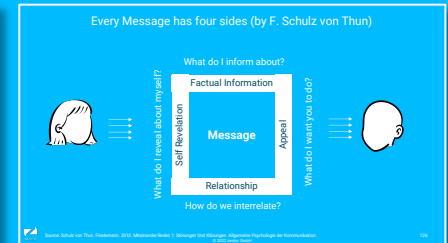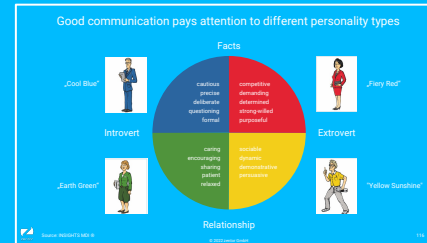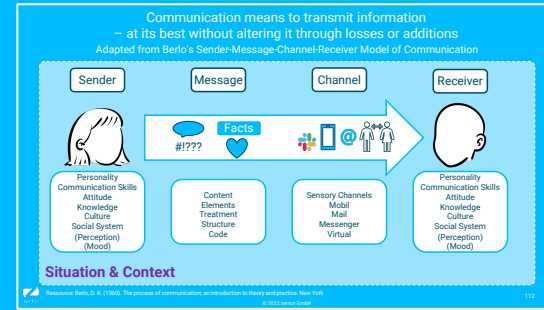
- Purpose helps **aligns individual/ team/company needs**

- To **develop** your leadership style, we recommend prototyping it – using a **'compass'** and iterative **experiments**

- Finding **your authentic style** may require **to stray** from known paths and **take risks** – focus on **learning**!

- Leverage your buddy and peer group to share experiments and ideas

A working definition of purpose

Purpose = Unique Identity + Greater Good

Unique Identity: Values, Strengths, Character, Patterns

Greater Good: Contribution to others, Higher goal, Deeper understanding

Transferring insights – using a Prototype approach

Prototype approach

Guideline (Compass, lighthouse) + Iterative process (trial & error)

E.g. Purpose, strengths, values

Leadership 'experiments'

Finding 'your way' might require you to sometimes stray off the beaten bath and venture into the unknown - substituting short-term leadership success for learning

Experiment and learn to find your authentic leadership style

Using a **Purpose-Driven Leadership mindset** as **compass**

Goalsetting & Purpose
Indiv. Motivation
Effective Collaboration
Psychological Safety
Self-competence

Key takeaways: Communication and giving critical feedback

- Communicating means to **transmit information**, ideally without loss

- Watch out for **personality** differences and multiple **'ears'** of communication

- The **first few seconds matter most**, when giving critical feedback!

- Good **feedback** is well prepared and leverages **tools such as 3E or HEAR**

"You can't not communicate."

Paul Watzlawick

Communication means to transmit information – at its best without altering it through losses or additions. Adapted from Berlo's Sender-Message-Channel-Receiver Model of Communication

Good communication pays attention to different personality types

Every Message has four sides (by F. Schulz von Thun)

Two frameworks for giving feedback