Leading *With* and Leading from *Within*

What are the conditions we need to nurture leadership, attunement, and collaboration in ourselves, our colleagues, and those we serve?
Principles of Emergent Strategy
(Emergent Strategy, adrienne maree brown)

★ Small is good, small is all (the large is a reflection of the small.)

★ Change is constant (be like water)

★ There is a conversation in the room that only these people at this moment can have. Find it.

★ Never a failure, always a lesson.

★ Trust the People. (if you trust the people, they become trustworthy).

★ Move at the speed of trust. Focus on critical connections more than critical mass—build the resilience by building the relationships.

★ Less prep, more presence.

★ What you pay attention to grows.
Four Types of Work

According to the wonderful research of Allen Fahden and Marie West, most project-oriented work breaks down into four categories. (The One Minute Millionaire: The Enlightened Way to Wealth. Mark Victor hansen & Robert G. Allen)

- **Solutions**- Brainstorming Options and ideas to solve problems and take advantage of opportunities

- **Strategies**- Picking the highest priority ideas and making a plan of action

- **Analysis**- Figuring out what can go wrong with your solutions

- **Results**- Converting the plan of action into a concrete system. Then getting it done.
Four Types of Workers

**Hares**- Idea people who think randomly. They love to come up with ideas. They usually get bored with the idea once they’ve thought through. They’re creative. Others may complain they don’t have a lot of follow through.
Owls- These people love to prioritize and plan a strategy for success. When you tell them an idea, they instantly tell you their next steps to make it happen. They are go-getters who like to make connections and create action plans.
Turtle- These people believe that slow and steady wins the race. They are naysayers, who are suspicious of new ideas. They believe in tradition, proven solutions, and not doing anything risky. They are good at pointing out problems and seeing around corners to know what might go wrong. They allow the team to simulate most failure at the concept stage, thus saving time and money.
Squirrels- These detail oriented people are great at step by step work. They think and act in a methodical, logical way. They keep things organized and running smoothly. Give them their exact steps and expectations and they perform beautifully.
I Attract My Dream Team

T
Together
To become successful, I attract the perfect Dream Team. With the right dream and the right team, I know I can accomplish miracles.

E
Everyone
I know where I am weak and where I’m unique. I attract people who are unique where I am weak. My Dream Team is composed of individuals who are dedicated to the same goals. We are like-minded. We respect, depend on, and trust one another.

A
Accomplishes
My Dream Team has access to all the resources we need: the capital, the information, the insights, and the contacts. We work together seamlessly with effortless effort.
Miracles
I am Supported

I feel supported from the top down and inside out.
Because I positively and correctly support myself and others, all others lovingly, correctly, and completely support me. My life works. It’s full of miracles.
I am reverse paranoid: I expect everyone to benefit me. I savor my relationships, friendships, and family.
I just keep getting better all the time.