

Your Leadership Equation

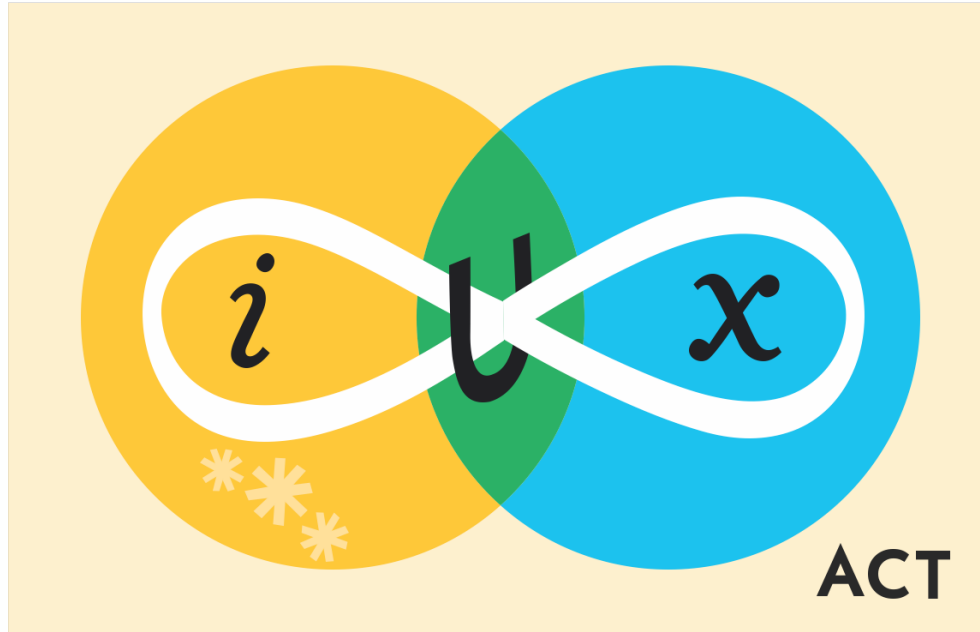
BY MIKE HUTCHINS

act

Session Objectives

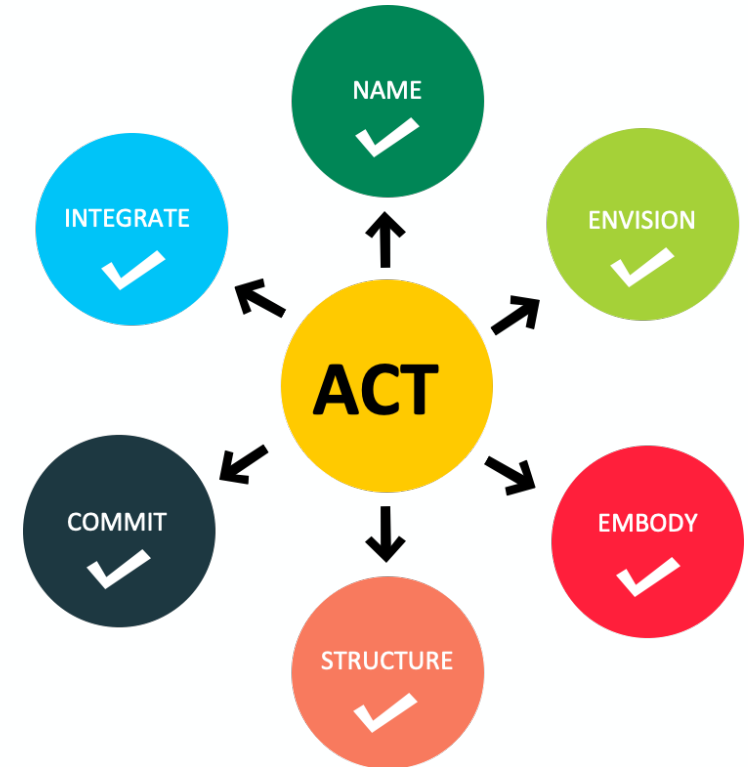
1

$L_p =$



3

2



Your Leadership Equation

$$Lp = \text{Leadership} = \text{Performance}$$

Inside Outside

Your Leadership Equation

$$Lp = i \times$$

ACT

Your Leadership Equation

ACT

Your Leadership Equation

Awareness

ACT

Your Leadership Equation

Awareness

ACT

Your Leadership Equation

Awareness

Choice

ACT

Your Leadership Equation

Awareness

Choice

ACT

Your Leadership Equation

Awareness

Choice

Transformation

ACT

Your Leadership Equation

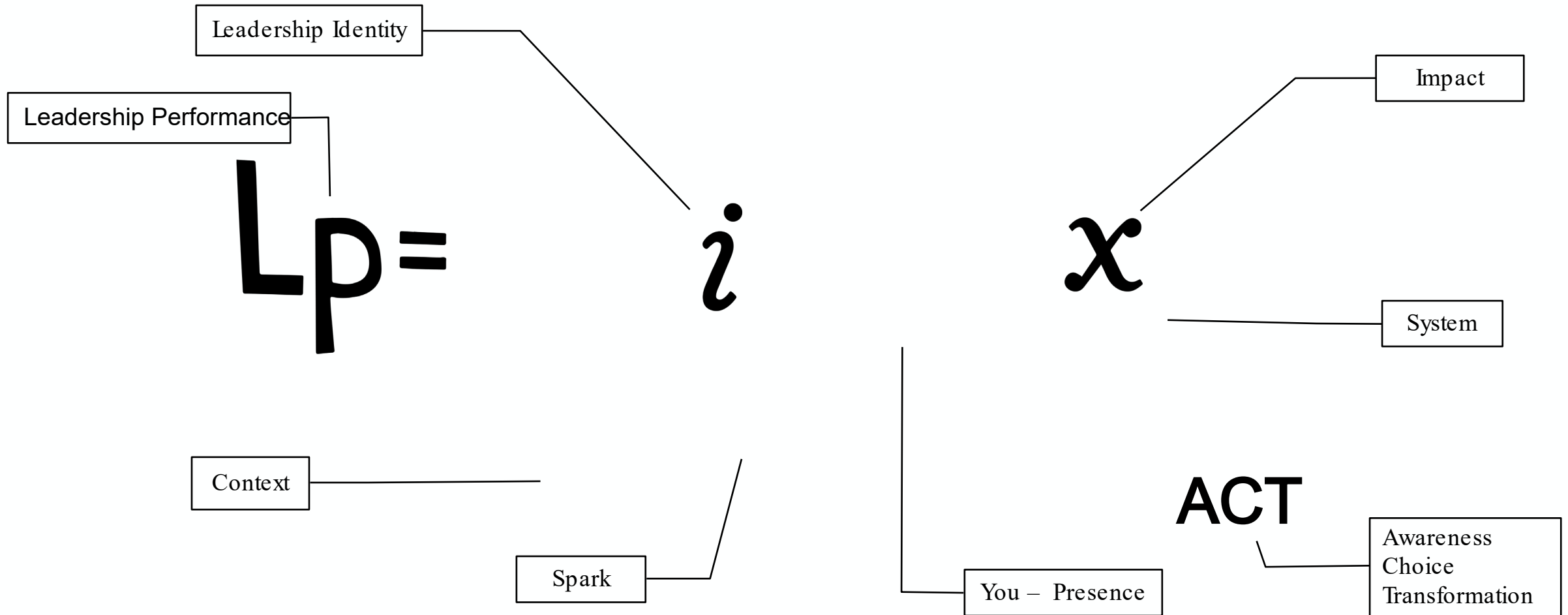
Awareness

Choice

Transformation

ACT

Lp: Seeing The Whole Picture

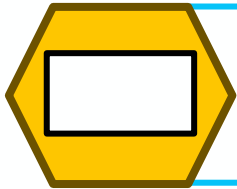


Client Check-in



STRUCTURE

My client has a clear map of their leadership— what drives them, their presence and how they show up.



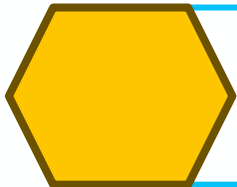
CONTEXT

My client can see how their leadership fits— or clashes— with the context they're in or moving into.



IMPACT

My client sees the difference between their intent and impact.



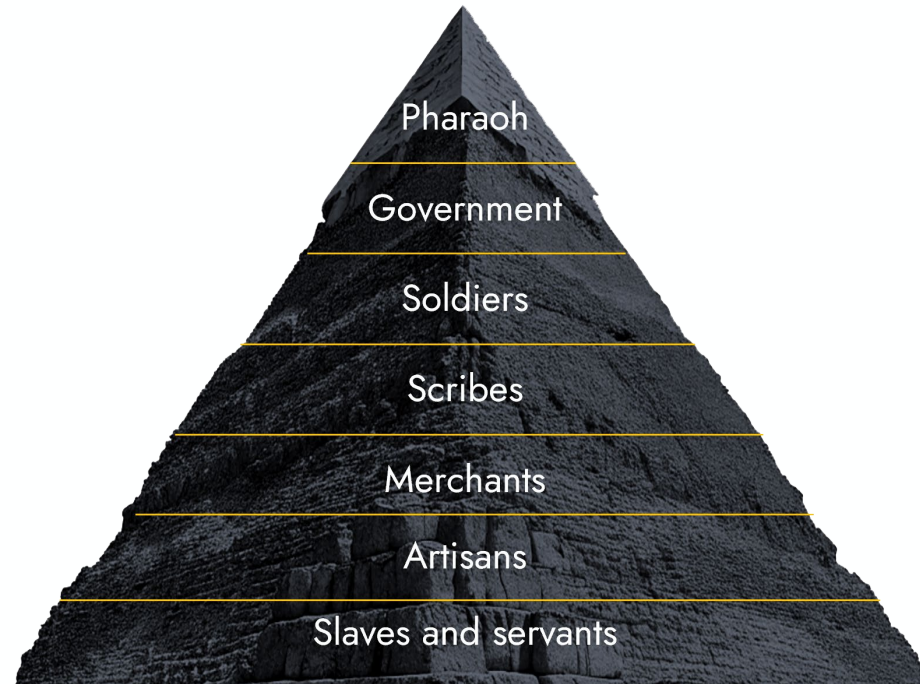
TRANSFORMATION

My client has a vision for scaling their personal transformation into their team and organization.

CONTROL Was King

SURVIVE

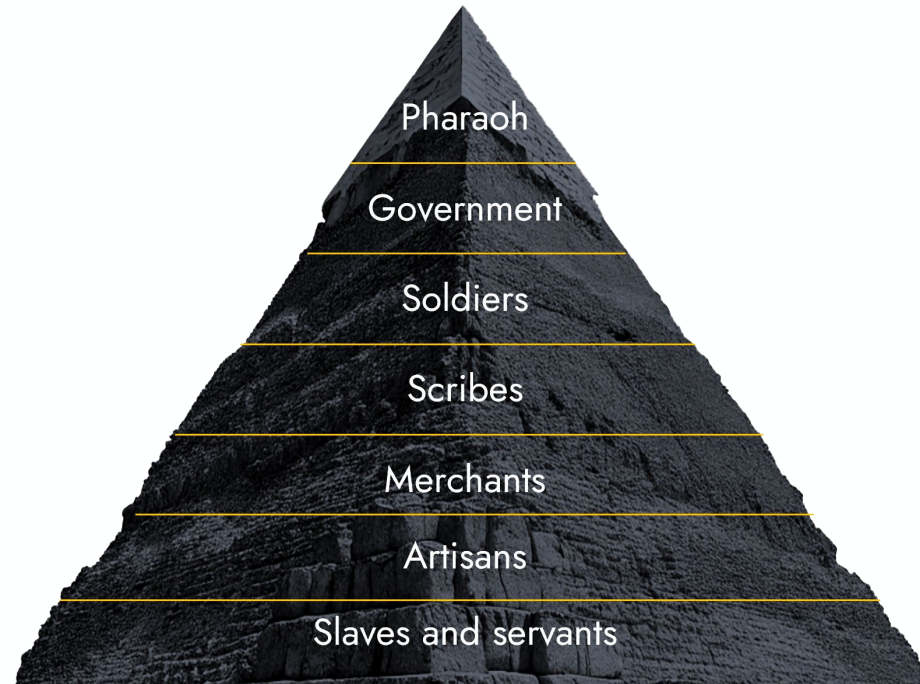
CONTROL Was King



SURVIVE

RULE

CONTROL Was King



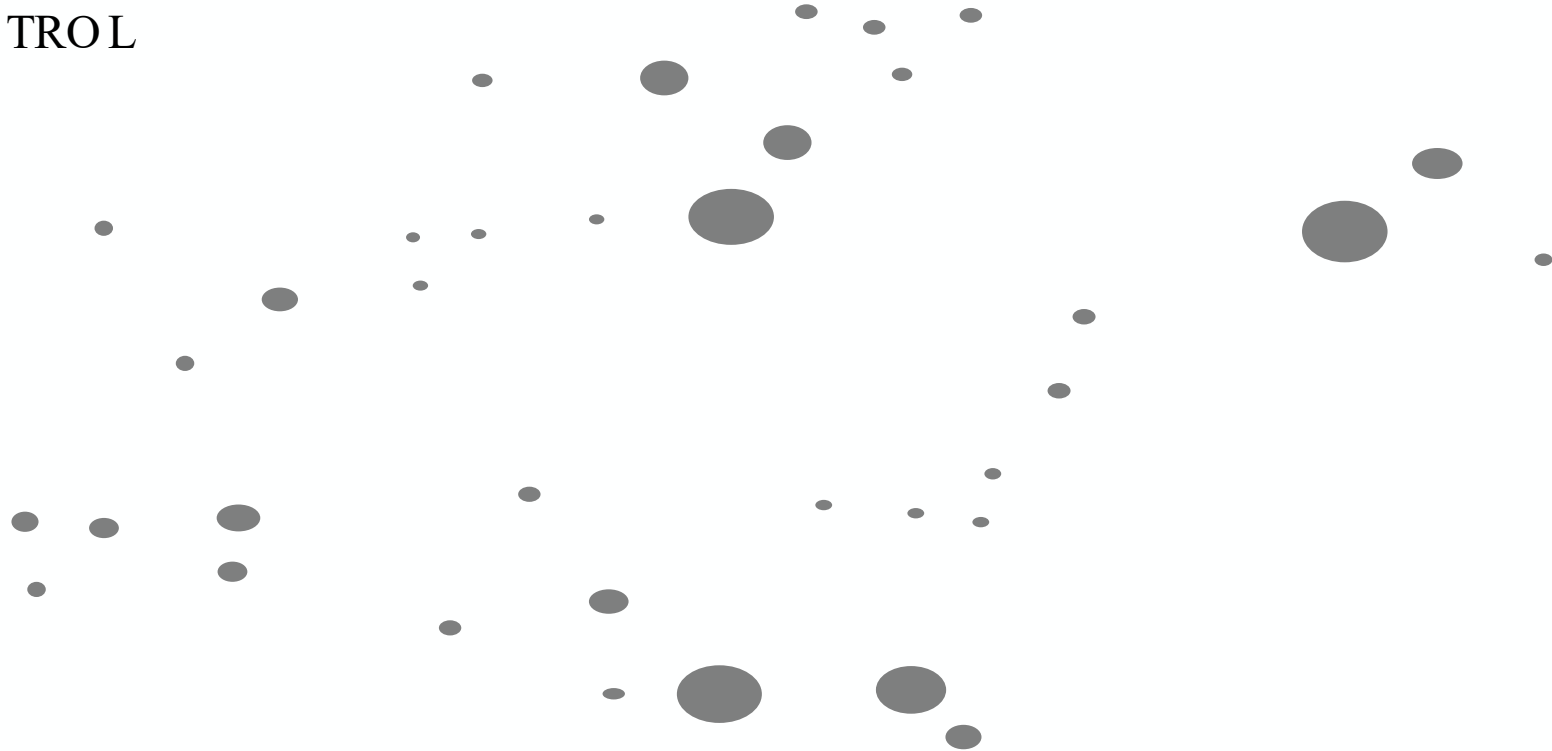
SURVIVE

RULE

MANAGE

Until It Clashed With Complexity

CONTROL



Until It Clashed With Complexity

CONTROL

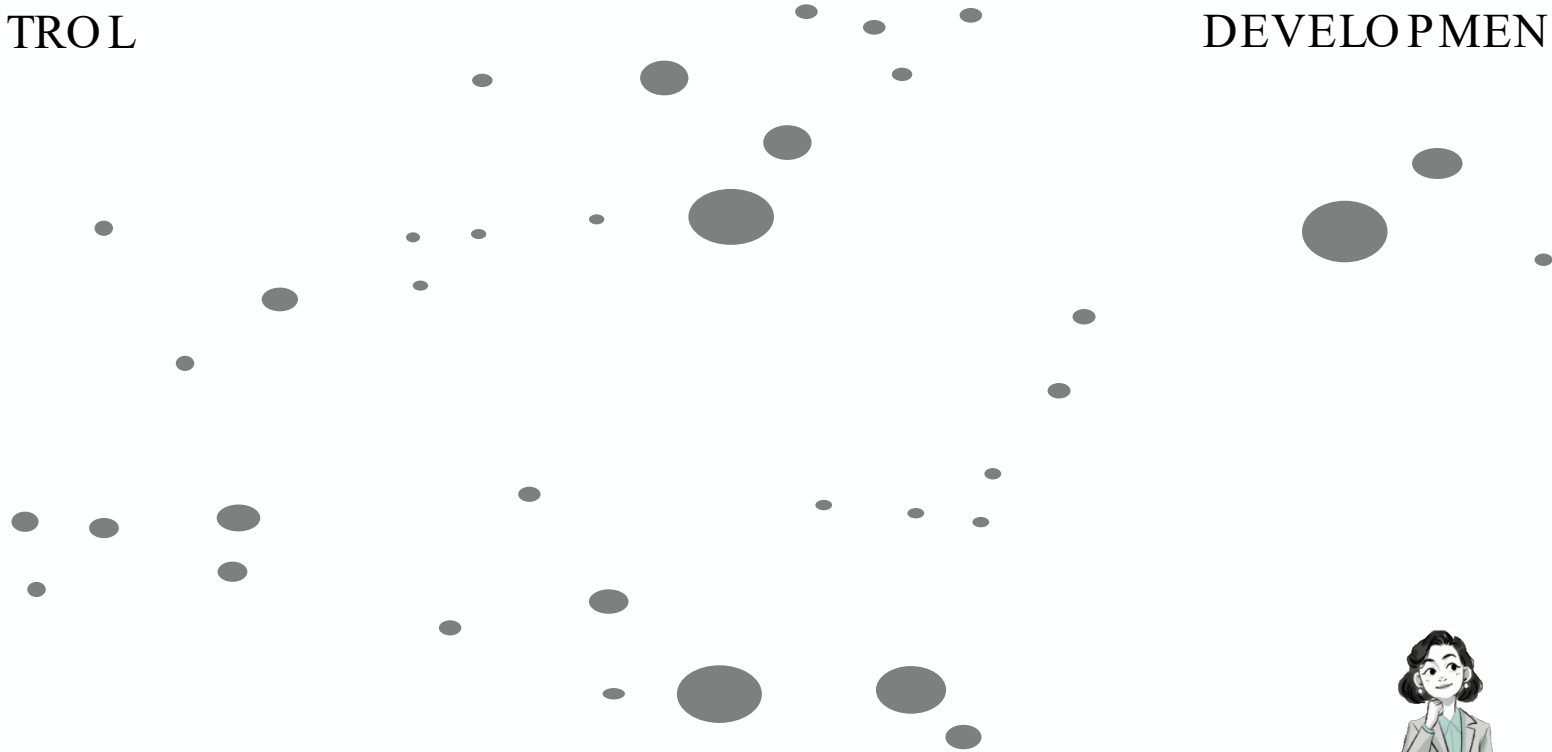


DEVELOPMENTAL

Until It Clashed With Complexity

CONTROL

DEVELOPMENTAL



Meet Sarah

The Leadership
Performance
Equation (LPE)

Self Reflection



Feedback

Coaching

Leadership Identity

The Leadership
Performance
Equation (LPE)



$L_p =$



LPE Statement:

When pressure is high, I fall back on what's familiar

I **step in** because I want
people to feel supported



Wired



Pattern



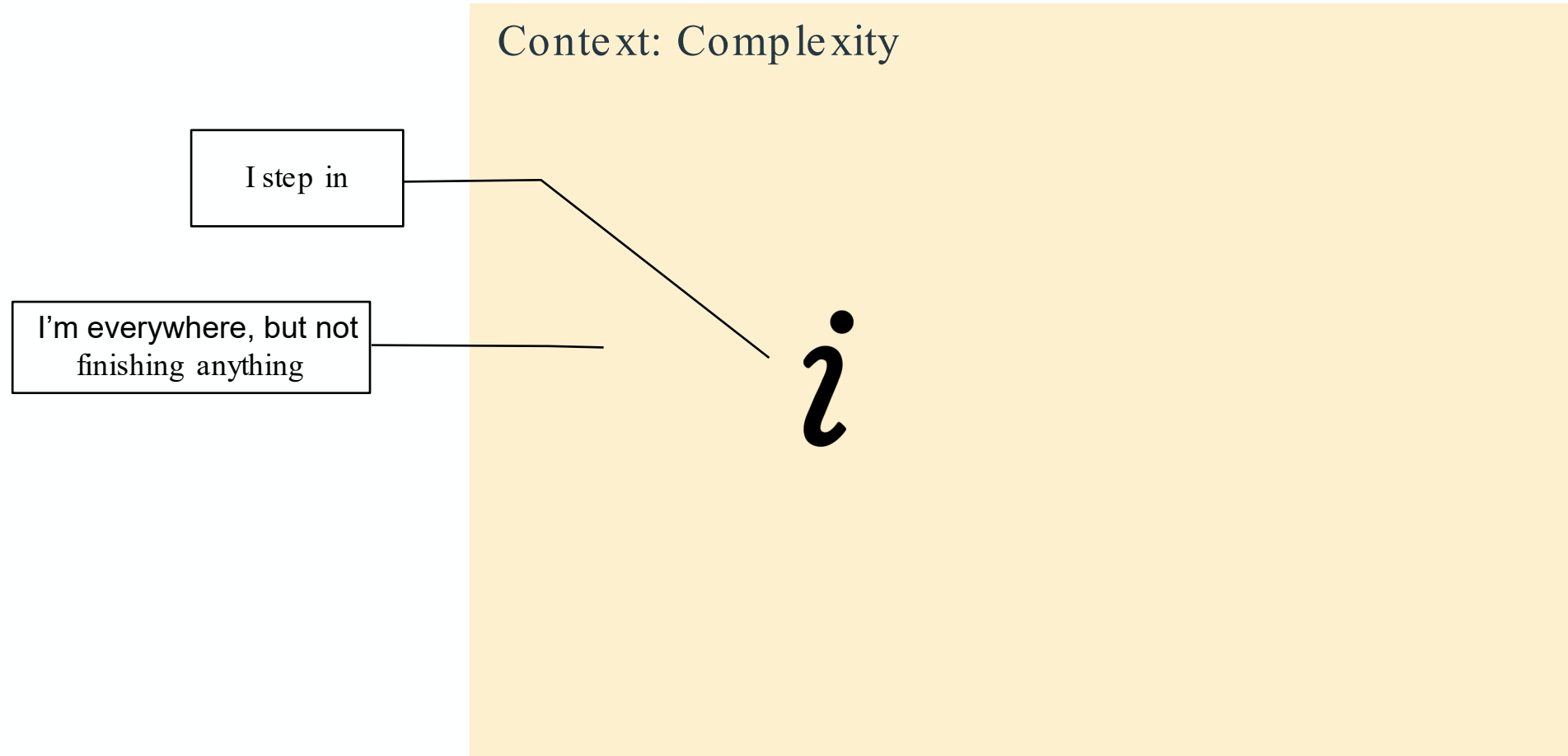
Shaped



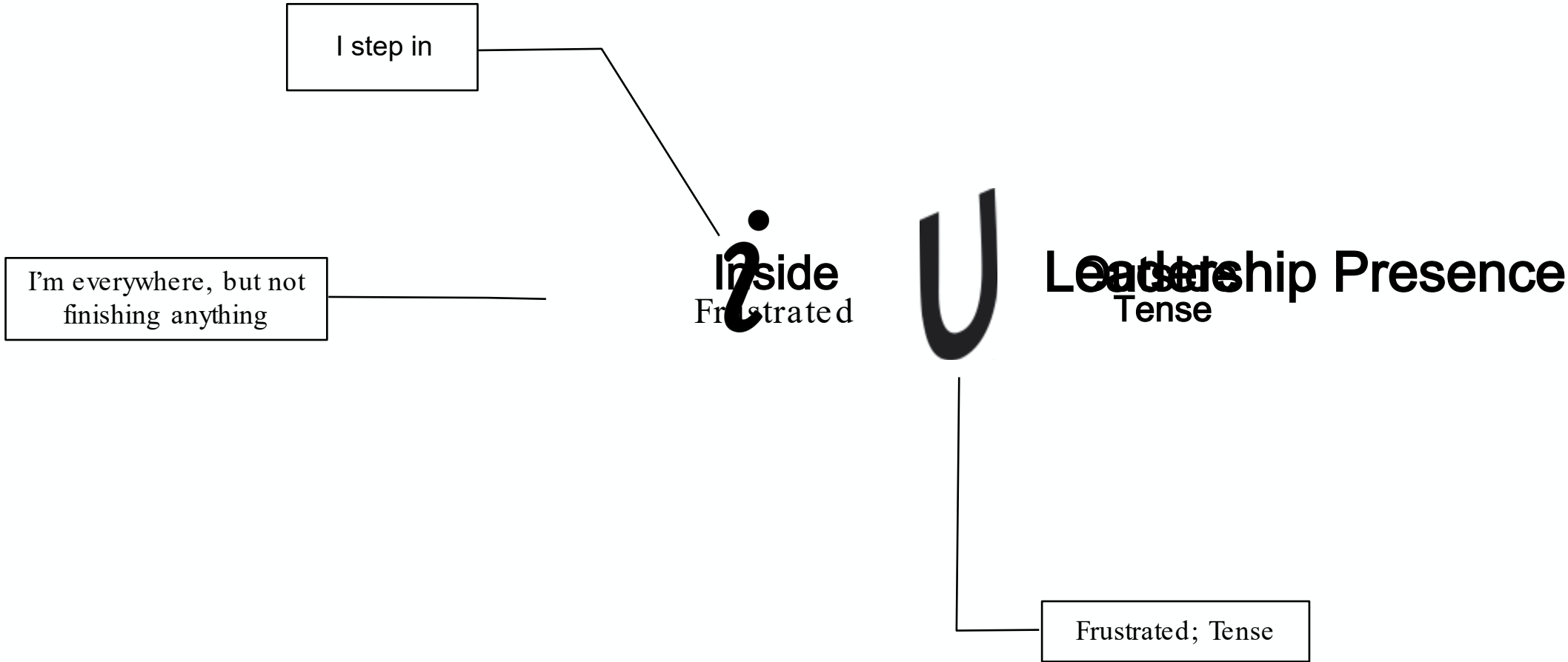
i

Leadership Identity

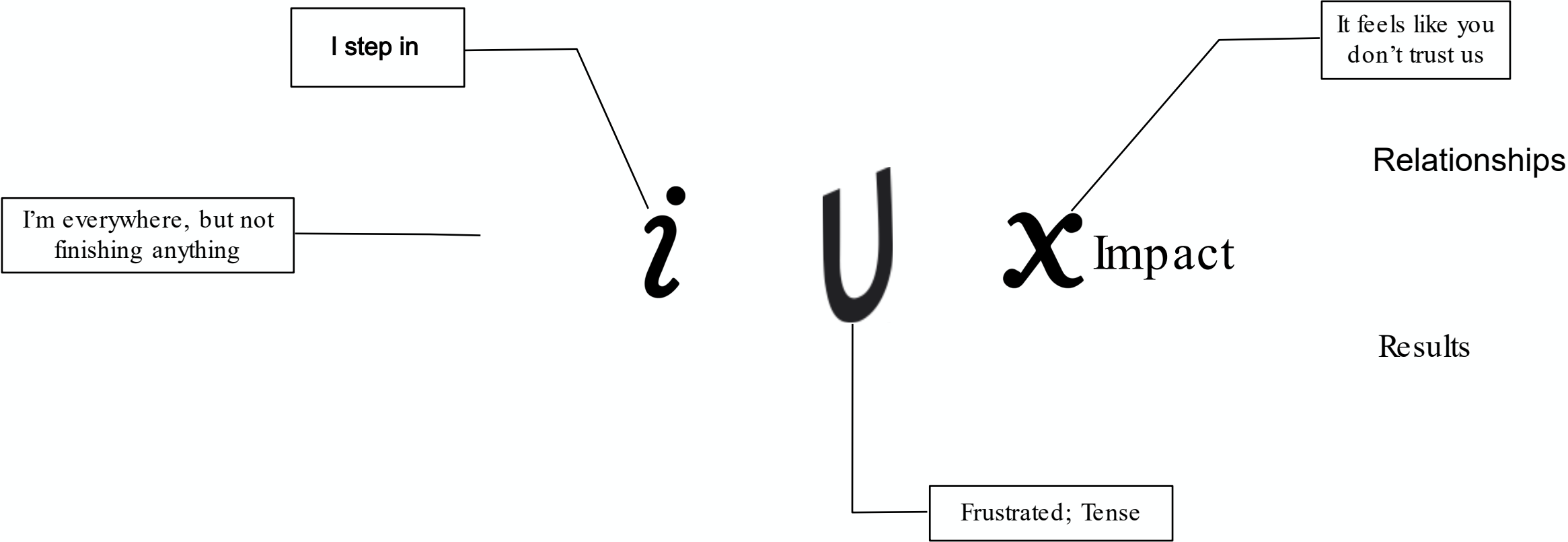
Context



Leadership Presence



Impact



Awareness

In a complex world

Lp=

i

When I step in

= I don't trust you

x

My tension

ACT

Spark

I step in
because I want
people to feel
supported

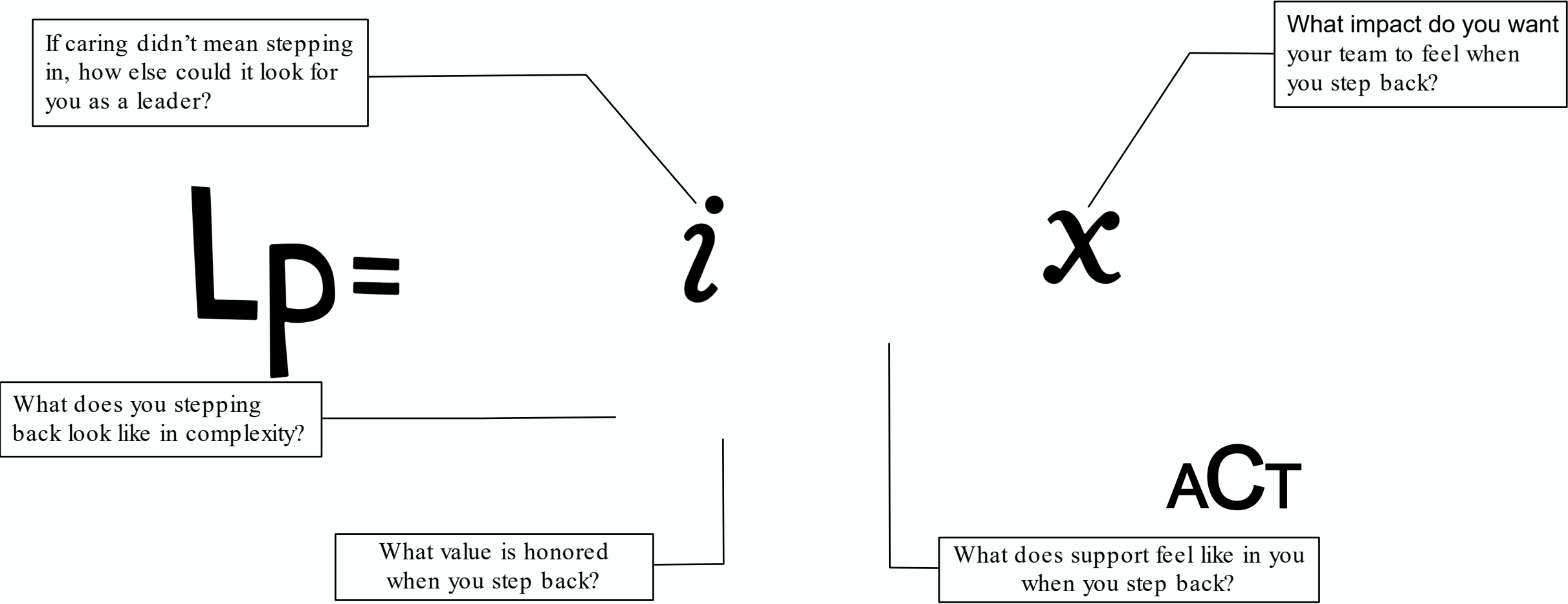
i

Spark

ACT

= CARE

Choice



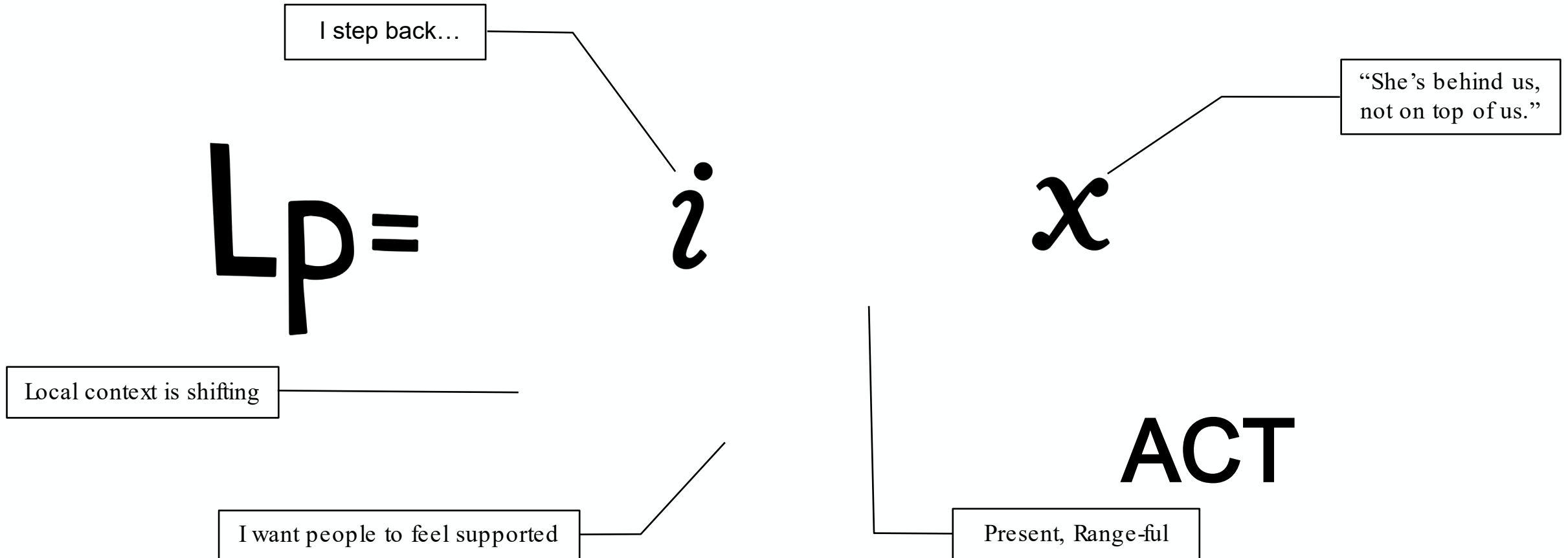
Making Choice Stick

ACT

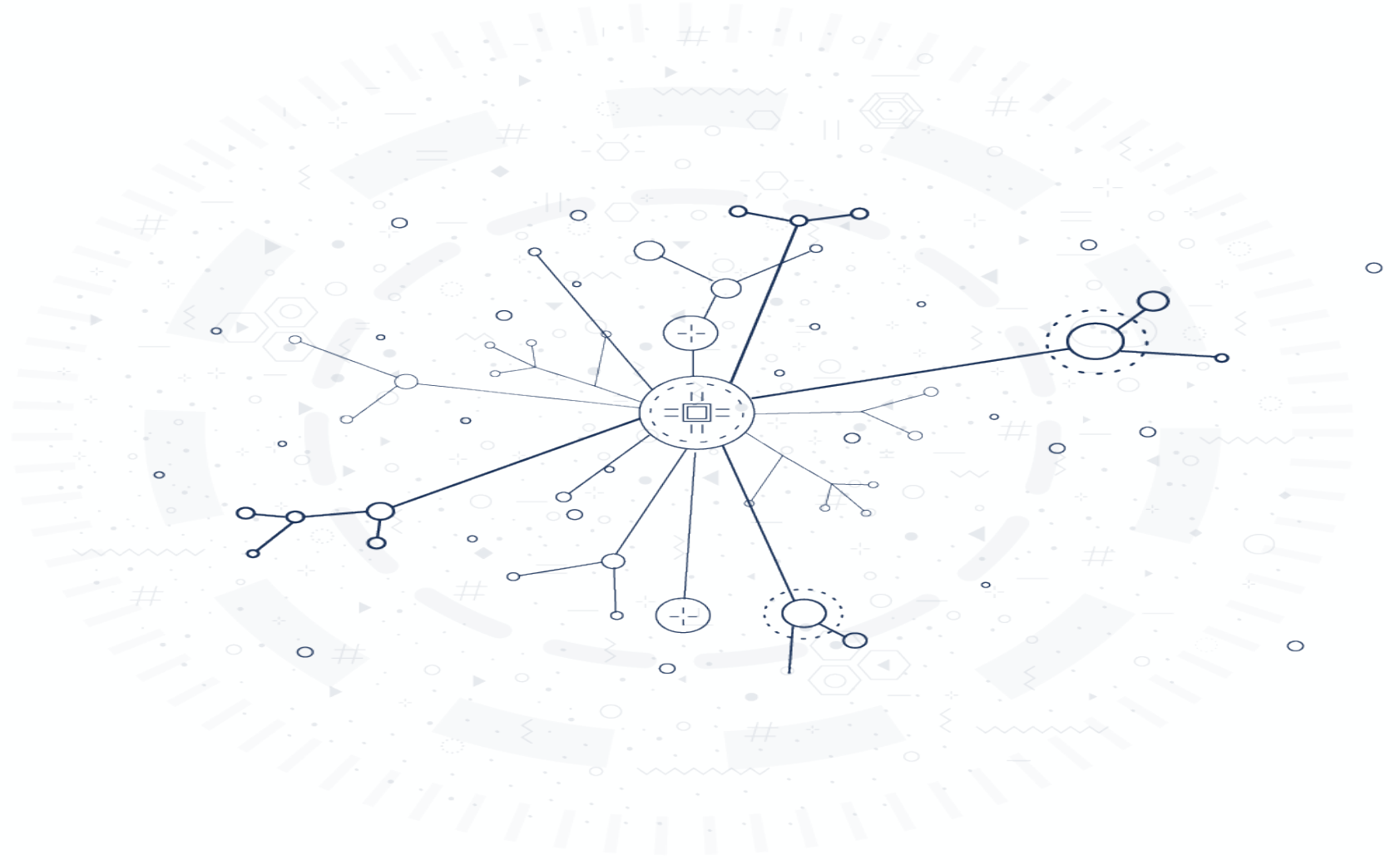
Choice → Transformation

ACT

Transformation: Sarah's New Equation

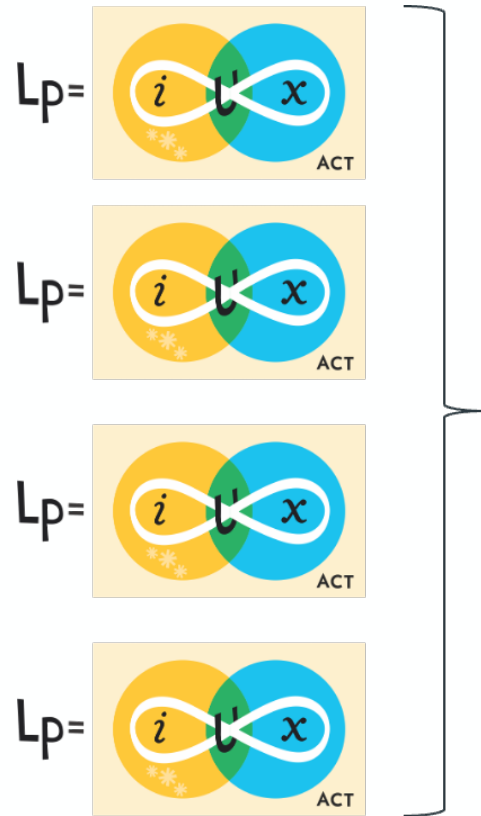


Sarah's Transformed, What Next?



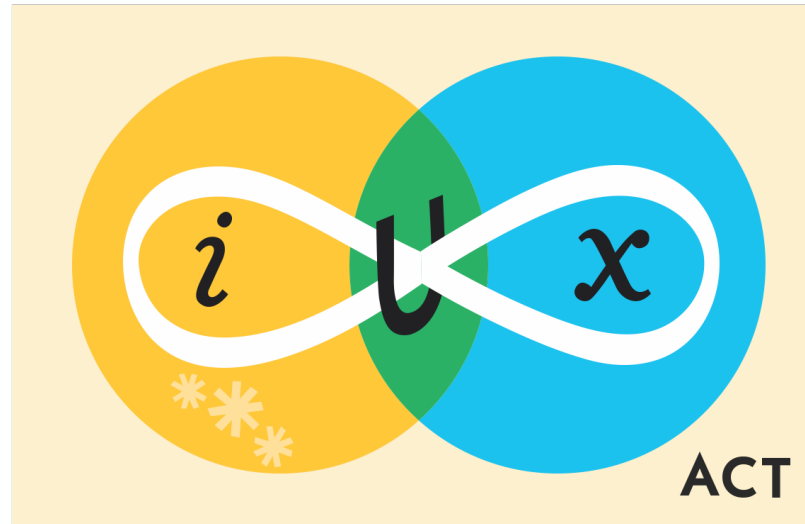
Team Coaching

1:1 Coaching



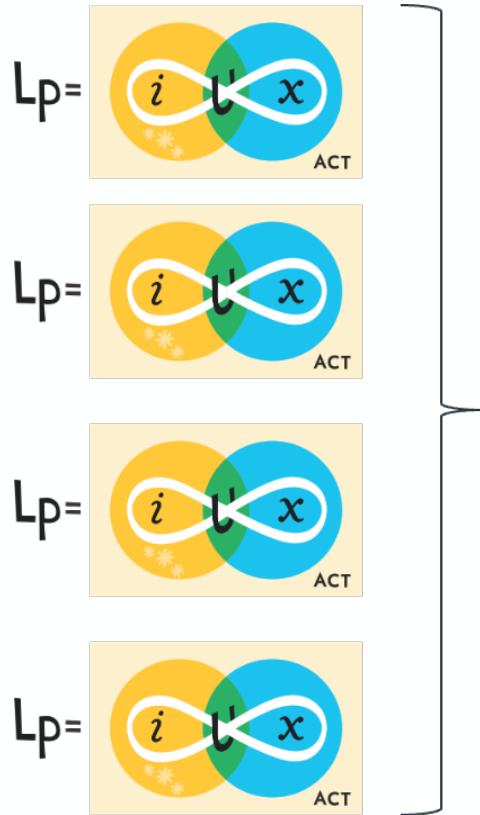
Team Coaching

$T_p =$



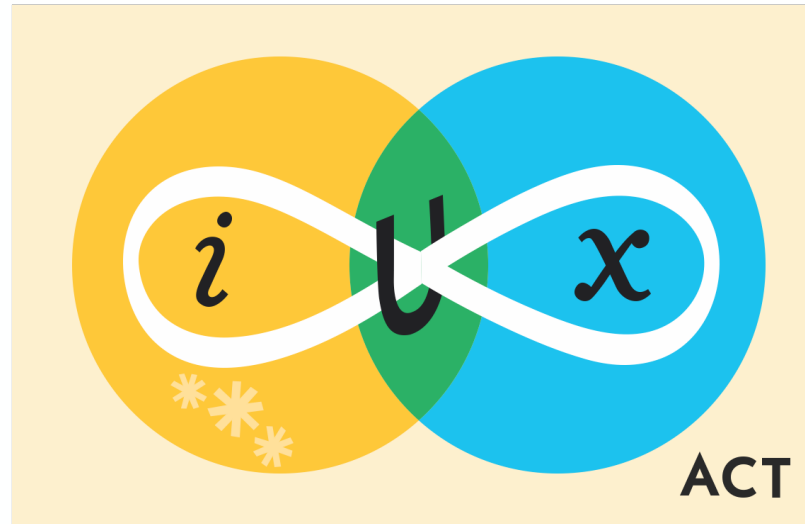
Team Coaching

1:1 Coaching



Team Coaching

$T_p =$



Developmental Organization

The Developmental Organization



LEADER AS:



Coach (Relationships)

Visionary (Alignment)



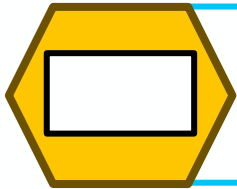
Architect (Structure)

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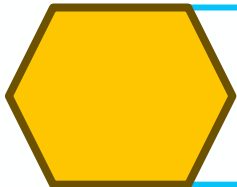
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