

Leading with/ in tension

@OlafLewitz

<http://trusttemenos.com>



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INTO UNKNOWN AND DANGER

LEADING



INTENTION

LEADING WITH/IN TENSION

first,
you need to know
who you are
and
what you want.



TENSION



TENSION

J. Payà.6

JORDI PAYÀ CANALS - febrer de 2012

cc: Jordi Payà Canals - <https://www.flickr.com/photos/24630636@N03>



TENSION



DIFFERENCE

when you are
working at your best
that's like... What?

when you are
working at your best
that's like... What?



and what kind of “X”?
and is there anything else
about “X”?



DIVERSITY



DIVERSITY



A close-up photograph of a tiger's face, looking directly at the camera. The tiger has orange fur with black stripes and white underparts. Its eyes are yellow and focused. The background is a blurred green forest. The word "RESPECT" is overlaid in large, bold, white capital letters at the bottom of the image.

RESPECT



how is your
NEED for RESPECT
alive right now?



Drama Triangle

Stephen Karpman

I'm ok with what I

open mind  - don't understand

open heart  - don't like

open will  - don't want

Source: Theory U
Otto Scharmer

Leading in a Changing System

What can we build
and thrive on when
everything changes?

It's all about
Relationships



RELATIONSHIP



RELATIONSHIP



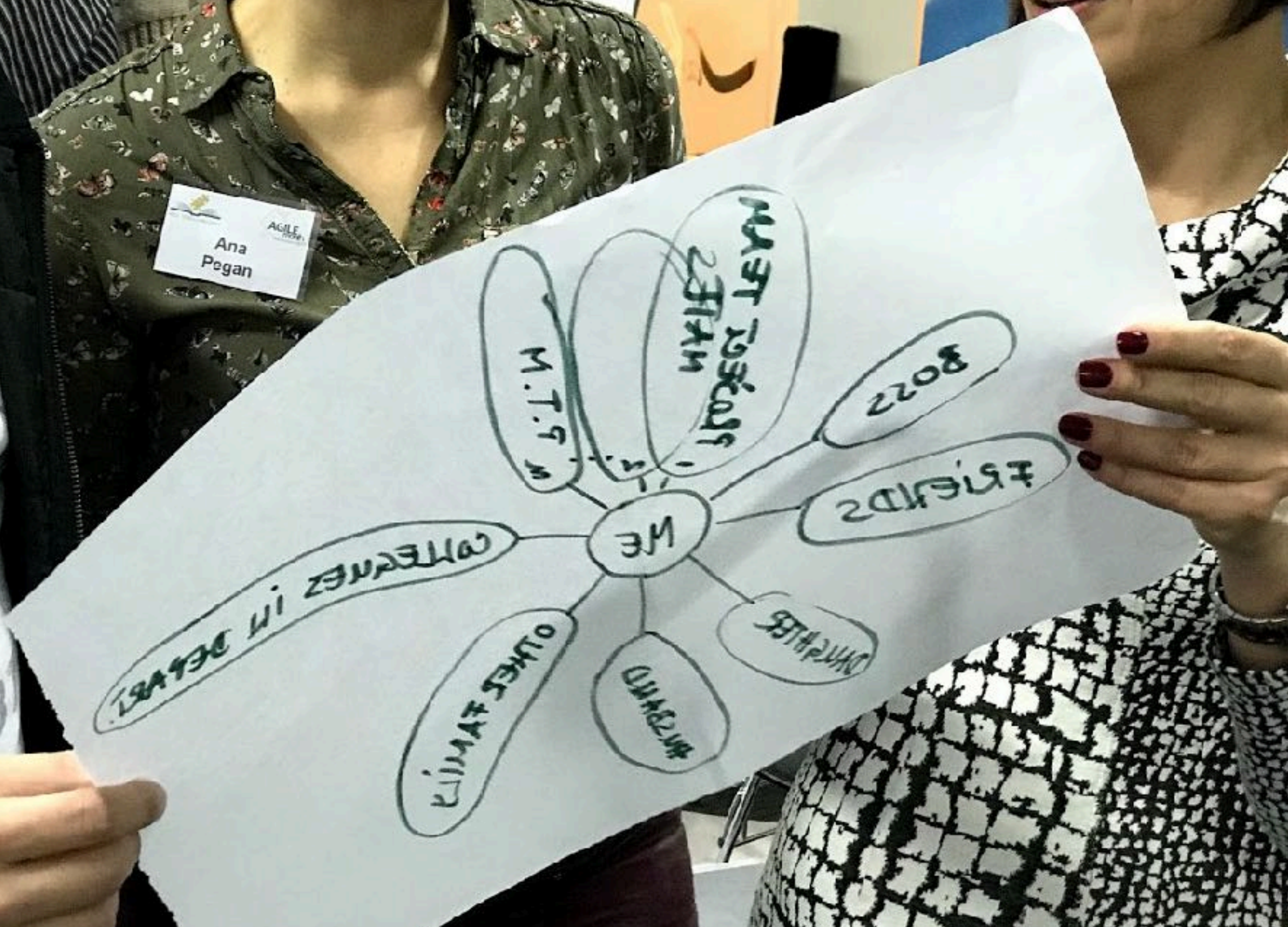
RELATIONSHIP



HARMONY

We need new Kinds
of Relationships

AGILE
Pagan
Ana Pagan





(NOW: RESPONSE TO)
CHANGE

- INFORMAL MEETINGS
- TALK ABOUT STRATEGIC TOPICS

COOPERATION
EXCHANGE INFO.
UNDERST

PEER

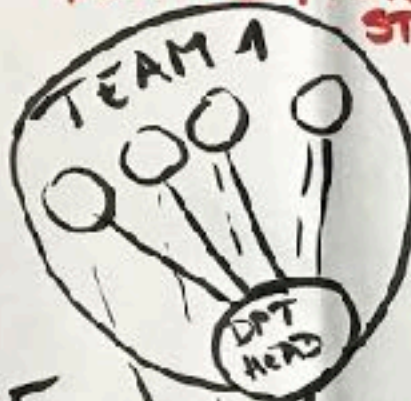
PEER

PEER

TIME

FRIENDS

INFRASTRUCTURE
FORMAL PROJECT
STATUS



APP



REGULAR
STATUS
OF
PROJECTS



NOW:
OPERATIONAL
DAILY EXCHANGE
INFO

TODD: BRING BACK
REGULAR
STATUS MEETING
WITH ALL
TEAM LEADS

FAMILY

TRANSPARENCY

COMPANY
MANAGEMENT

COMPANY
MANAGEMENT

BOSS

REGULAR STATUS
OF TEAM WORK
IN STRUCTURED WAY

Connection
empathy

We

be weak

trust

passion

ask for help

feel

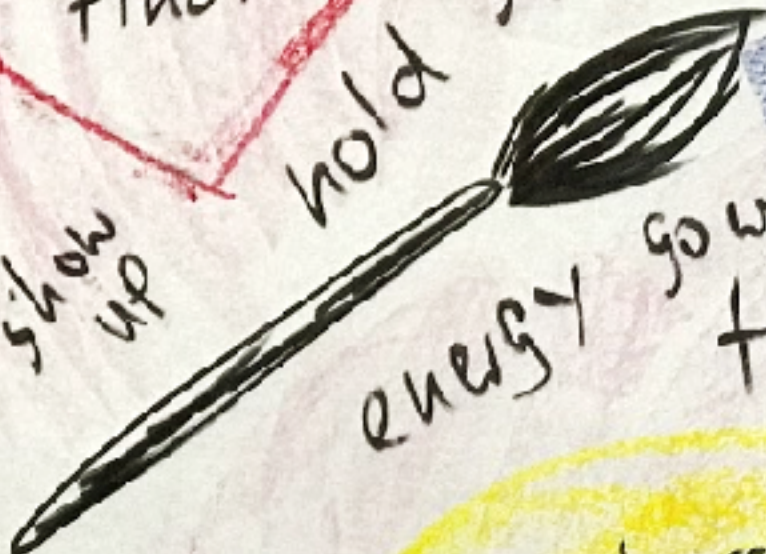
supplication

let go

tenacious

hold space

show up



energy go with flow

self-reflection

focus

awareness

attention

breathing

integrate

experiment

humor

creativity

challenge

energy

courage

model

Deliver

control Discipline

A small finish
step

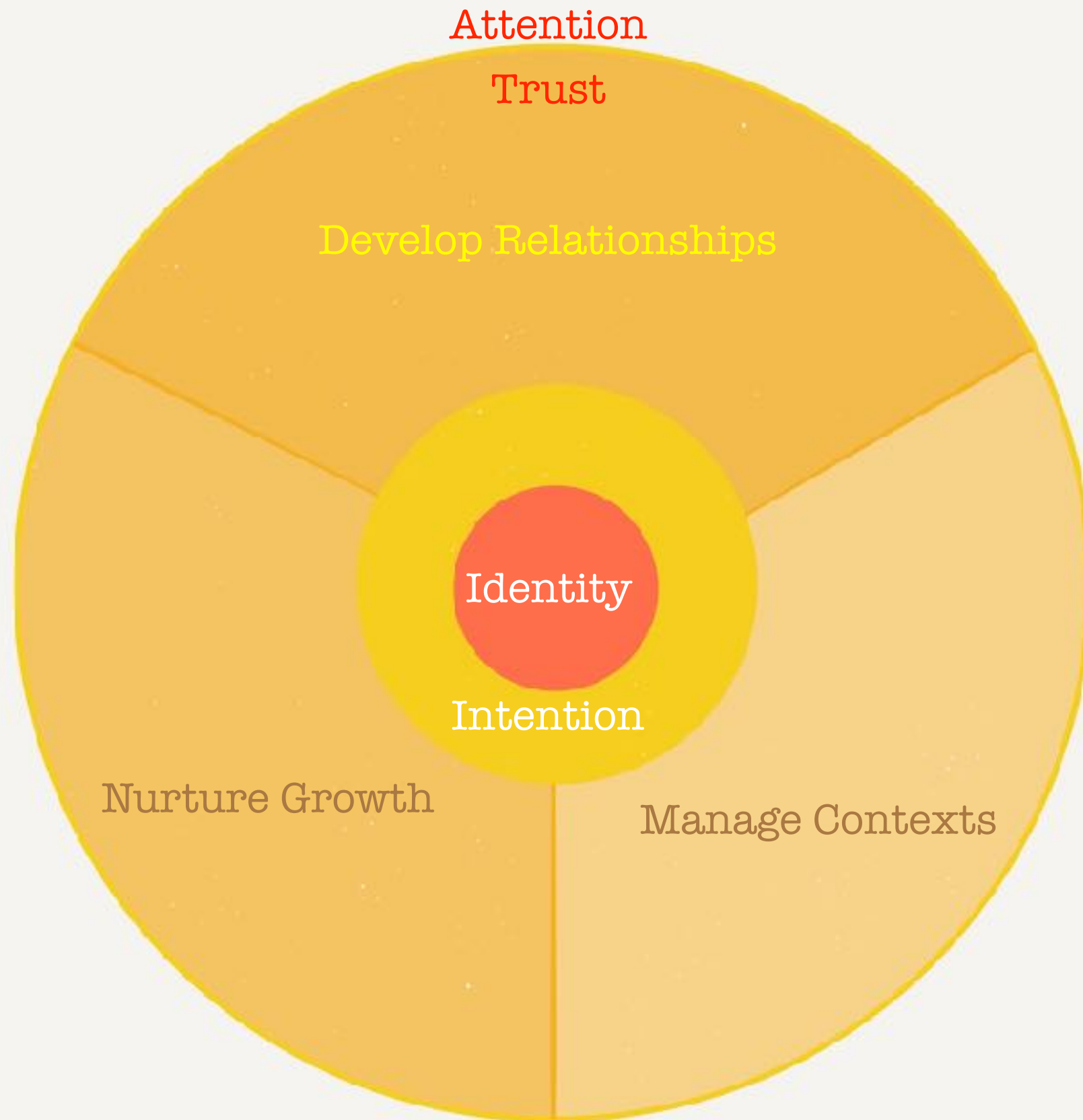


We want productive
Relationships
with

Trust - Help - Co-Creation

Successful Leaders
go **first** in developing
these Relationships

How do you think
these new kinds of
Relationships
are unknown and scary?



TrustTemenos Leadership Wheel

improving
with intention



improving
with intention

making a difference
with intention

Leadership

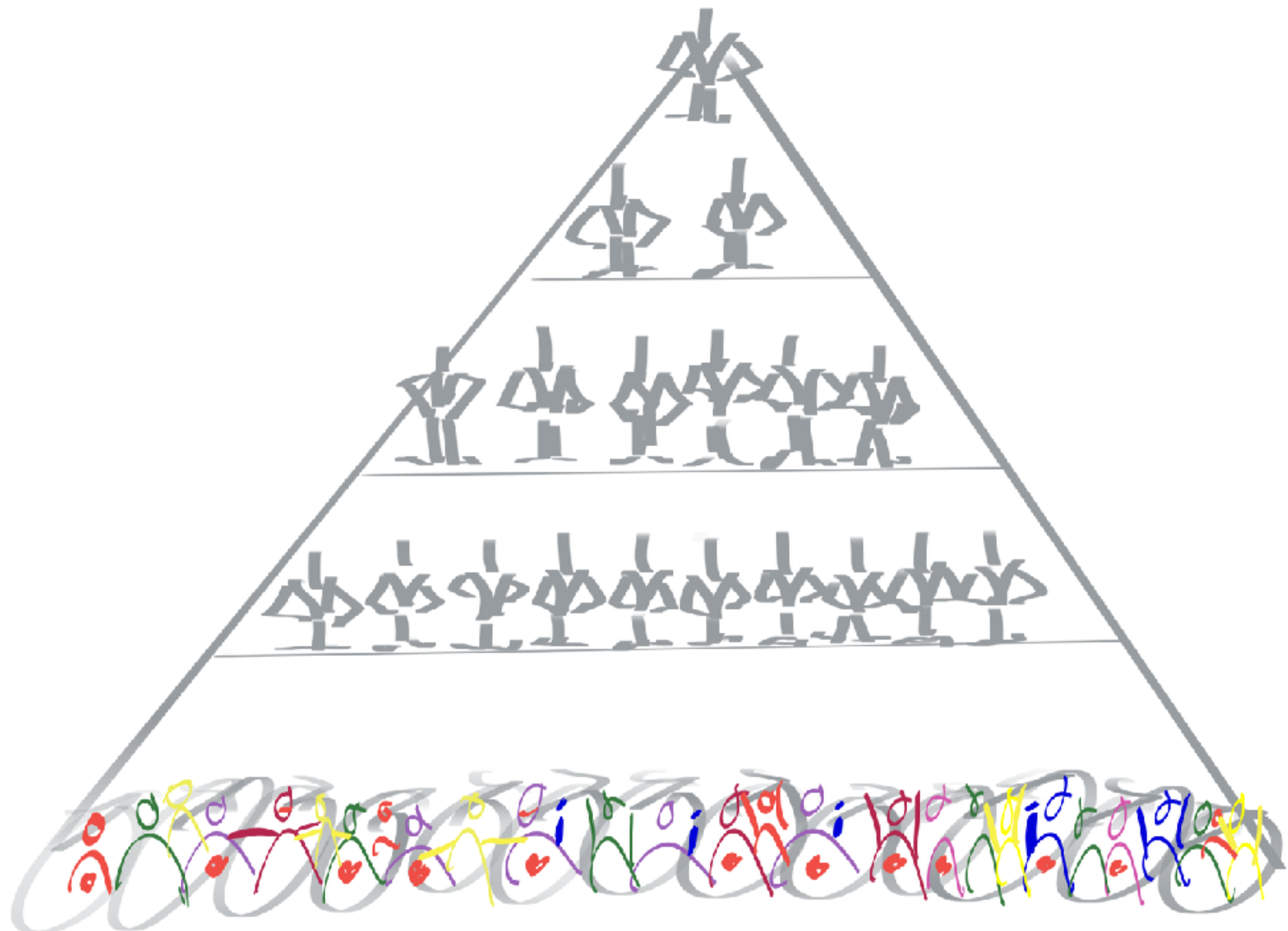
making a difference
with intention

CPA

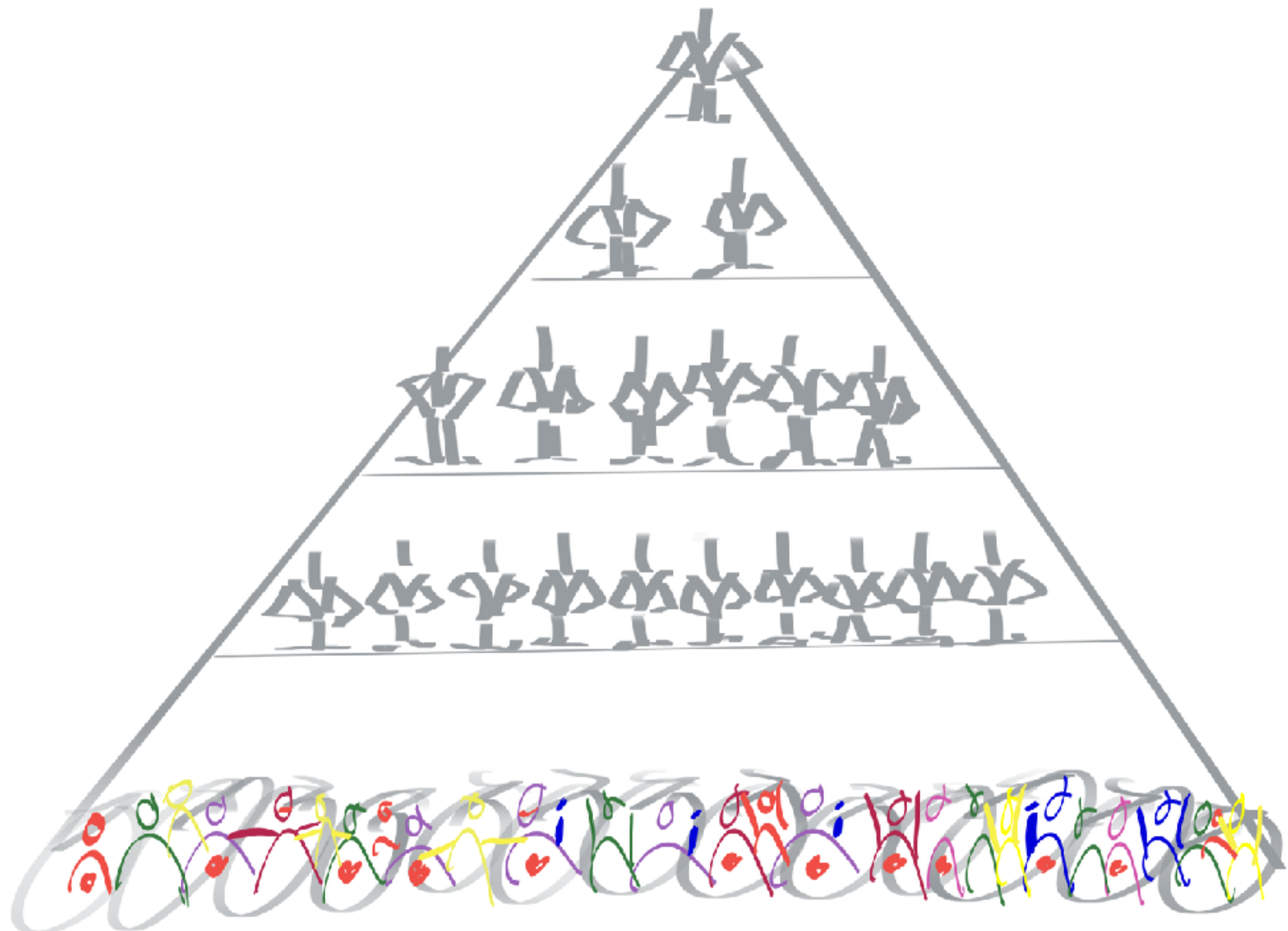
improving
making a difference
with intention

Leadership

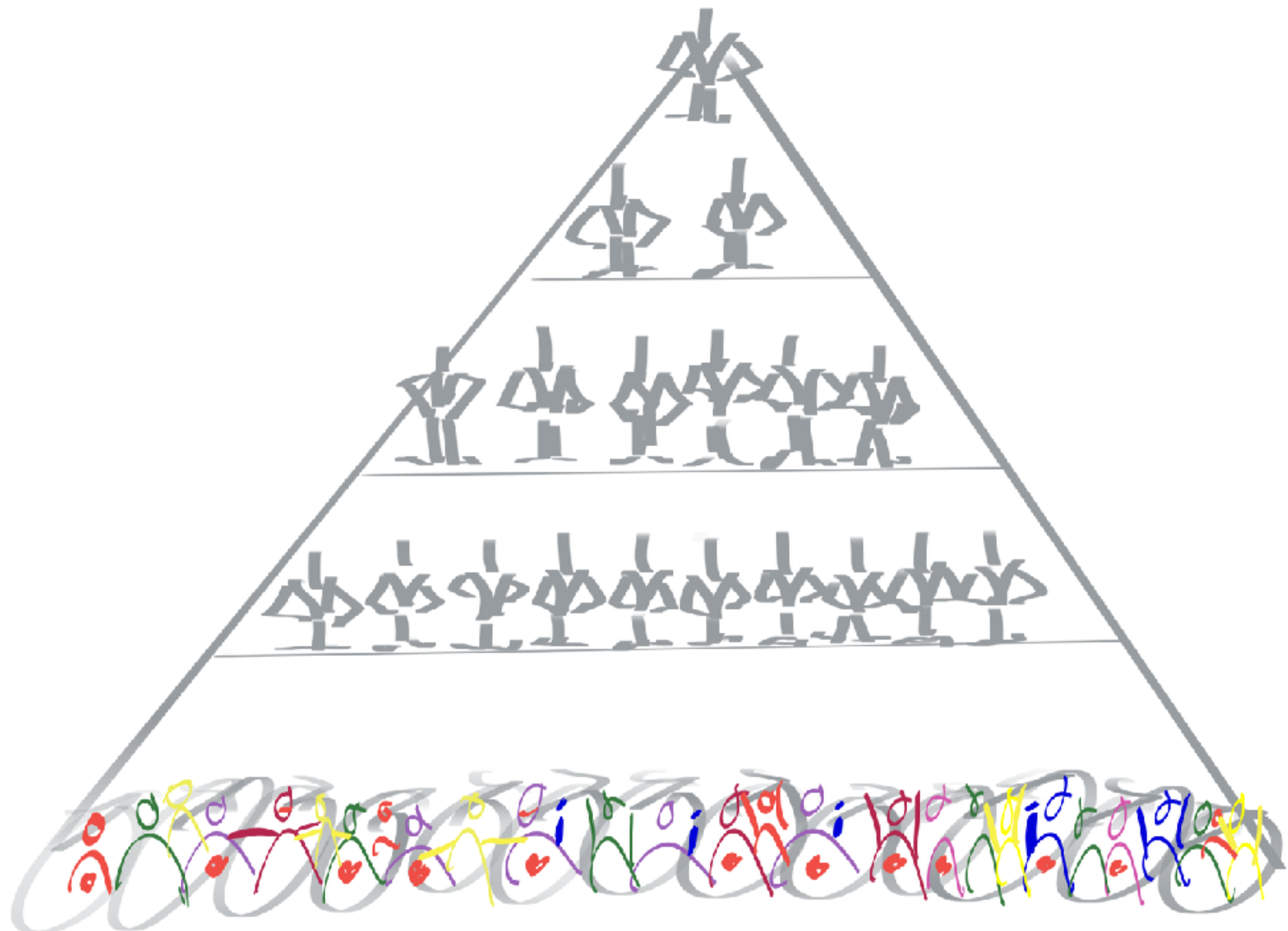
improving
making a difference
with intention

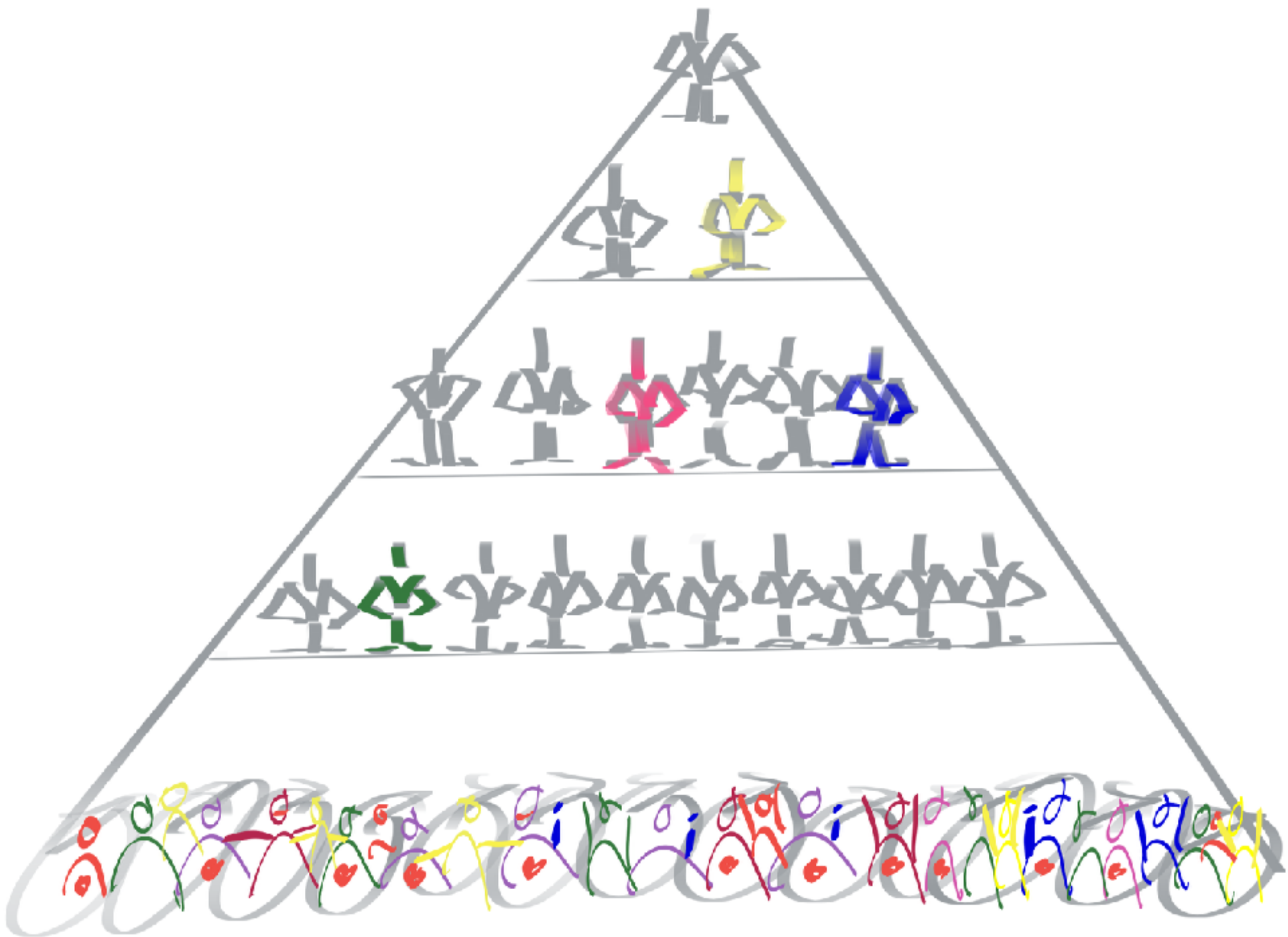


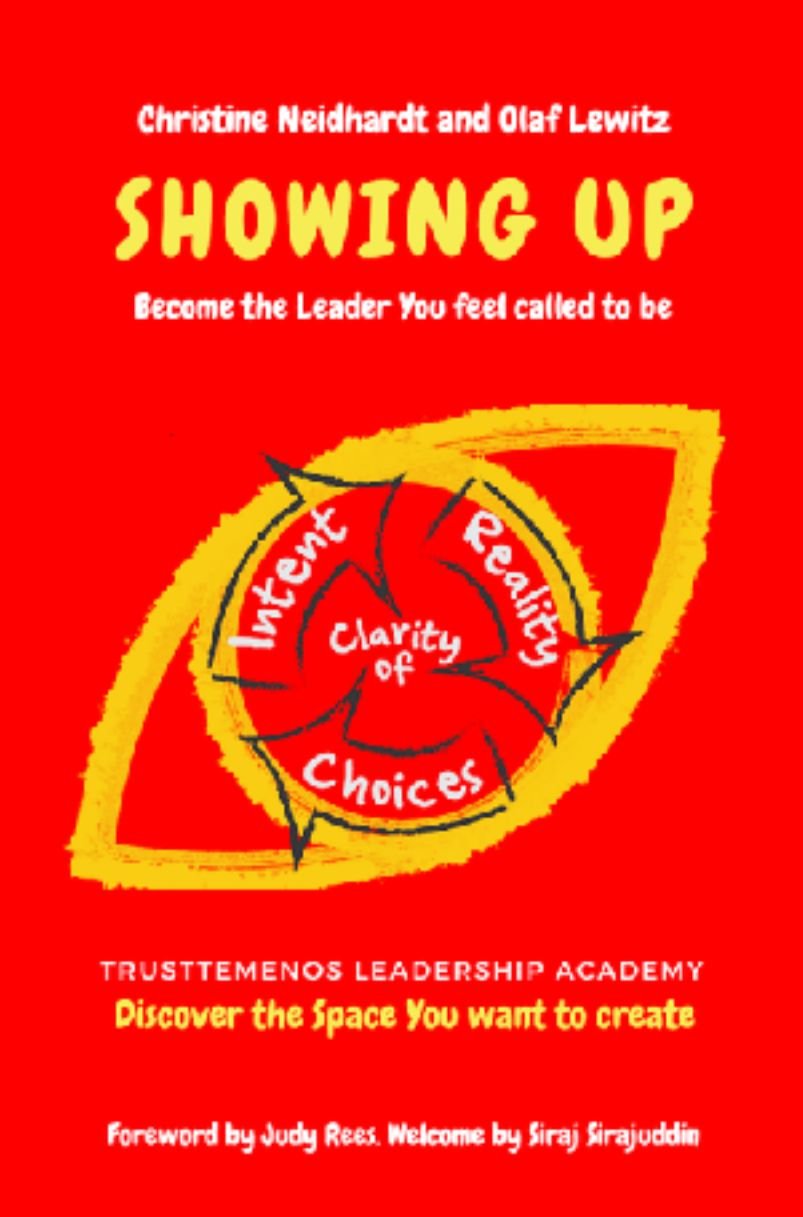












Books:

Leading with Intention
Leading with/in tension

<https://leanpub.com/leadingwithintention>

And above all,
watch with glittering eyes
the whole world around you
because the greatest secrets
are always hidden
in the most unlikely places.

Those who don't believe in magic
will never find it.

- Ronald Dahl

Safety
Community

Container



CONFIDENCE
courage
MAGIC

facing
Shadows

money
issues

Clean

State

talk about
what we don't
DARE to talk
about

TrustTemenos



www.TrustTemenos.com

- Books on leanpub: Showing Up – Leading with Intention
- Certified Agile Leadership Courses (CAL1 + CAL2)
- TrustTemenos Leadership Academy
- Coaching School of Witchcraft and Wizardry (COWW)
- Coaching & Mentoring

