

STEP UP

HOW TO LIVE WITH COURAGE
AND LEAD AUTHENTICALLY



#ashtag

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How are you feeling today?

"Pulled in too many directions"

"Overwhelmed - work, virtual school for kids - 24/7 mind exhaustion"

"Active, Happy and positive :)"

"Stressed"

"Tired"

"Maudlin"

"Distracted"

"Actually optimistic today!"

"Could have a nap."

"Tired"

"Tired just moved house in the middle of COVID!!!"

"Distracted, lacking focus"

"overwhelmed"

"okay"

"Frustrated by chasing so many follow-up items"

"Slow"

"Ugh!"

"Lacking inspiration"

"Thankful!"

"Peaceful"

"Struggling"

"yearning for the weekend but excited for this presentation!"

"ANXIOUS!!!"

"Defeated"

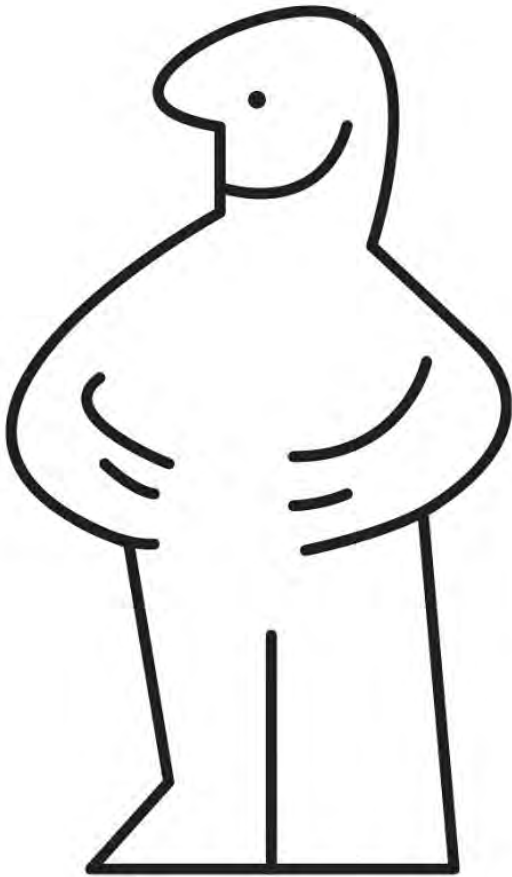
"Ready for the long weekend!!"

"Stressed but in control."

"Hopeful"

What is

AUTHENTICITY?



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What makes someone authentic?

"No BS or fakeness"

"Honest"

"Vulnerability"

"honesty with themselves and others"

"Being in touch with yourself"

"Being true to themselves"

"Listening to others presently"

"genuine"

"Transparency"

"Honesty, open"

"Being present & vulnerability"

"Living your truth"

"Feeling their honesty when they speak and act"

"Self acceptance"

"Just plain honesty"

"Transparency"

"Vulnerability"

"100% Me!"

"Real"

"Being your best self"

"Confidence in expressing who they are, no matter what the circumstances."

"Candor"

"Being intentional"

"Empathy"

"Honesty"

"Vulnerability"

"Being yourself."

"Connected"

"Truthful"

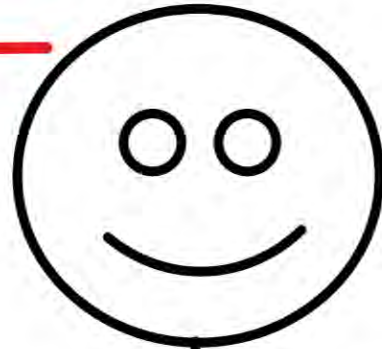
"Work/life harmony"

"Being 100"

Culture of

#AUTHENTICITY

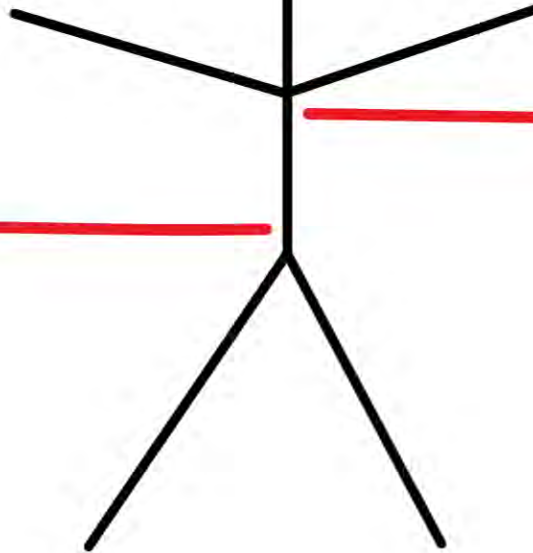
Head



Core



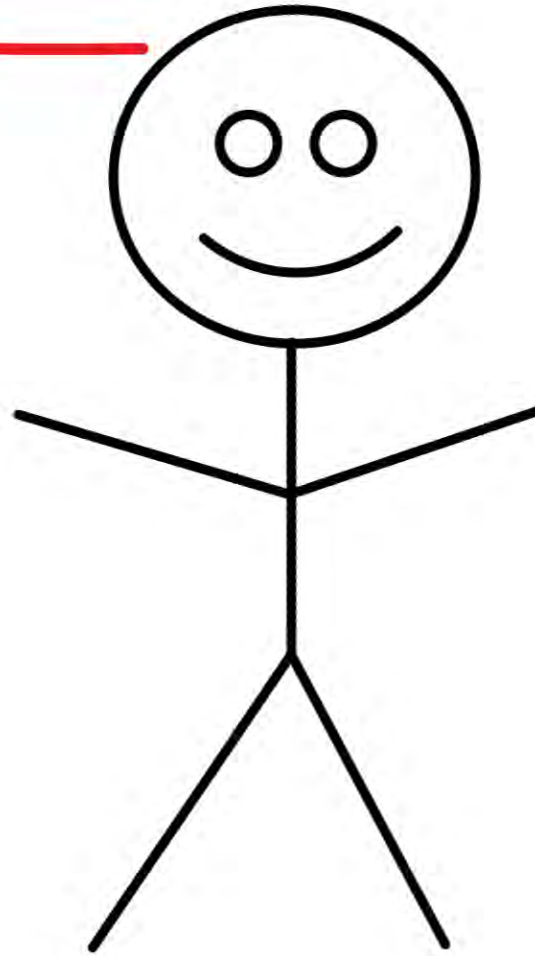
Heart

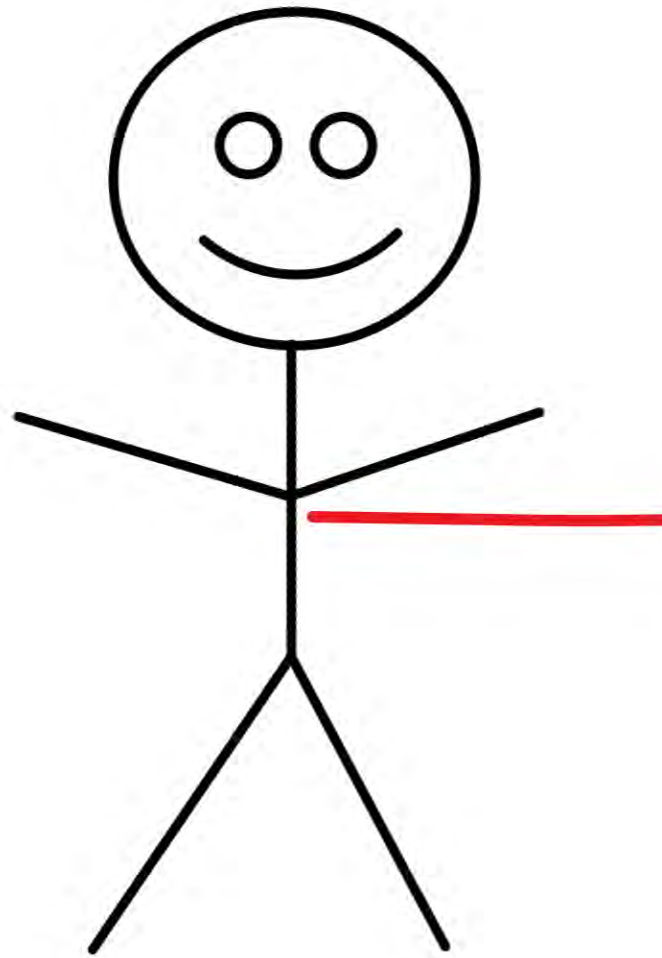


Head



I think...

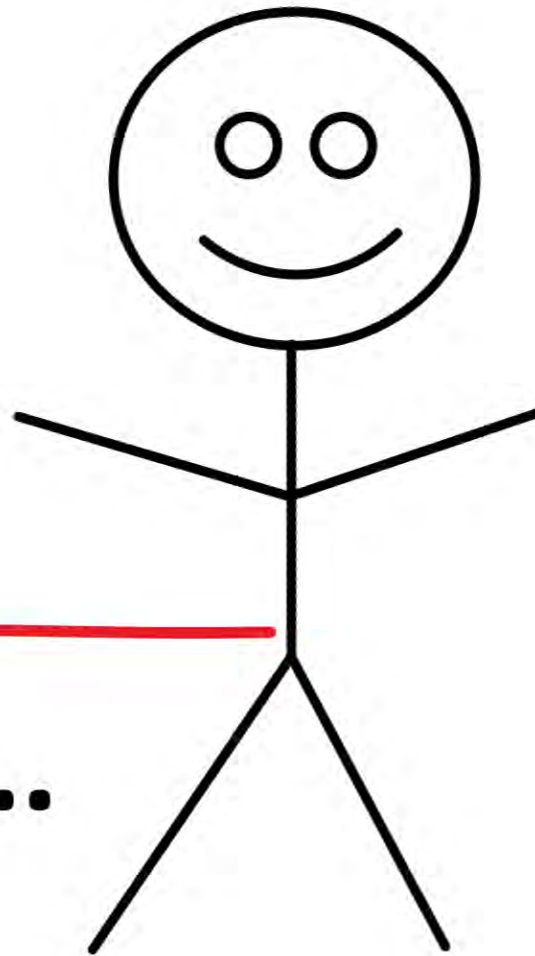




Heart
I feel...

Core

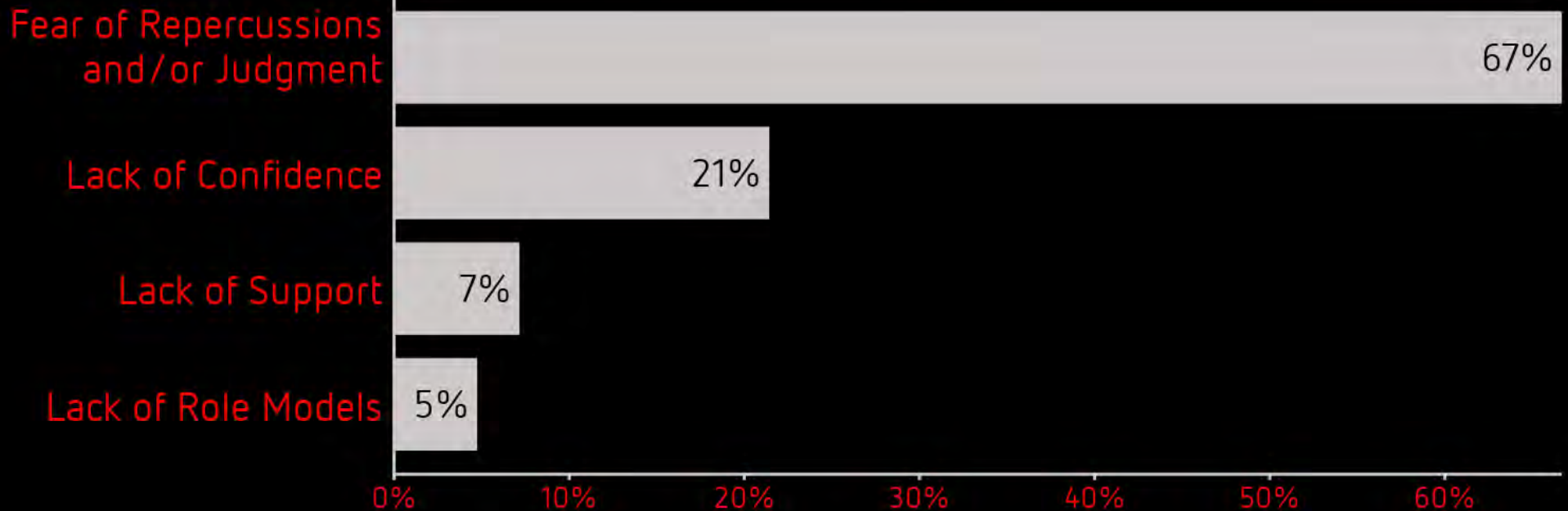
I want...



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What is the main reason that people do not show up to work "authentically"?



Topic –

**Create content for my team around
the importance of an inclusive
workplace.**

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Come up with a topic for yourself - decision to make, content to create, purpose to extract?

"Seeking purpose"

"With a new CEO, how will I define my role in the future?"

"what's my next chapter?"

"How do I engage my management in my D&I journey, so they don't treat it as a hobby."

"Determine what i truly want."

"How to create an environment where pronoun sensitivity is a priority"

"Leading with a pro diversity/inclusion/equity culture proactively, and not just after an unfortunate event"

"How do I be a leader for my team & handle team dynamics?"

"What do I want to do when I "grow up"?"

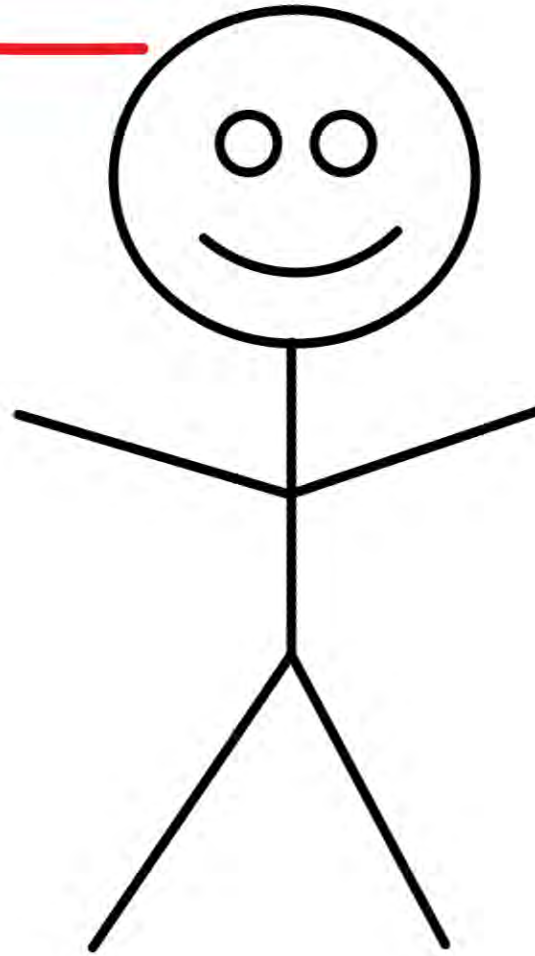
"How can I make a difference, what do I bring to the table? How can I help others?"

"Work/Life balance while not overcommitting"

Head



I think...



**Ethnically
Diverse**

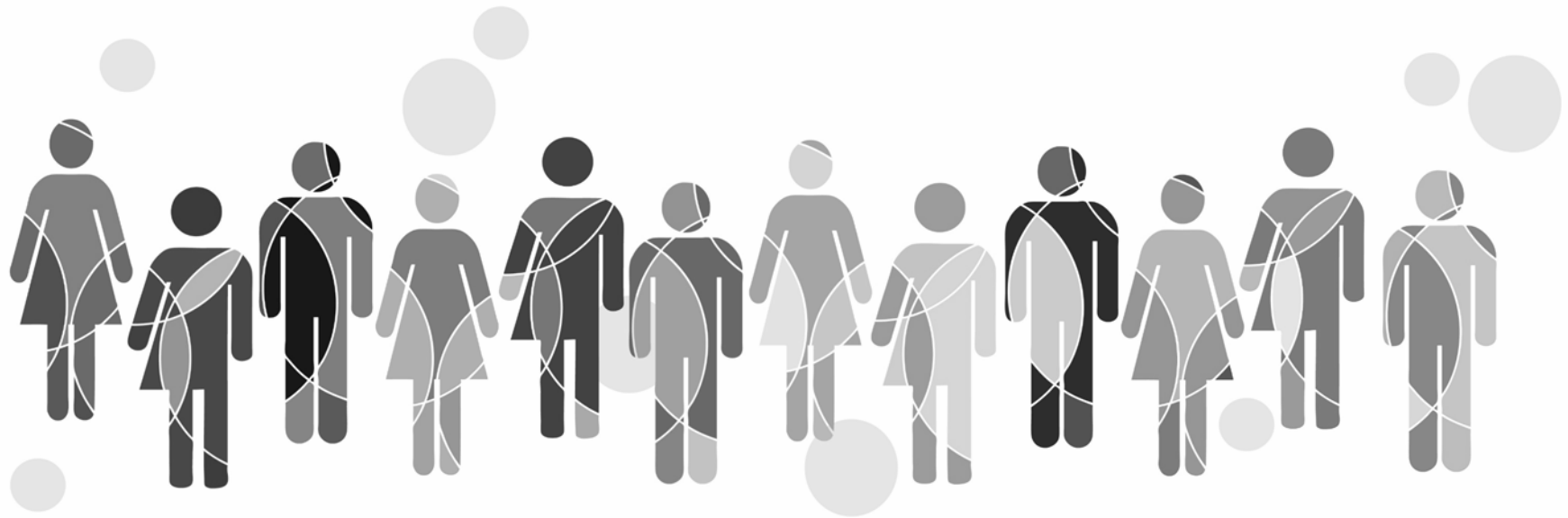
companies

35%

more likely to outperform
their respective national
industry medians.

- McKinsey





**Gender
Diverse**
companies

15%

more likely to outperform
their respective national
industry medians.

- McKinsey

60 seconds each...

Go!

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3 minutes...



Person 1

Person 2

Person 3

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Share what your "I think" statements were.

"I think you can connect from anywhere"

"A"

"I think children learn from their parents who lead by example."

"Engagement is important"

"I think I lead with capability not capacity"

"Leaders are human,
too"

"Diversity is there but the inclusion is not."

"Facts about who I am - mom, wife, etc"

"I need to get engaged at a new facility without being allowed in the building"

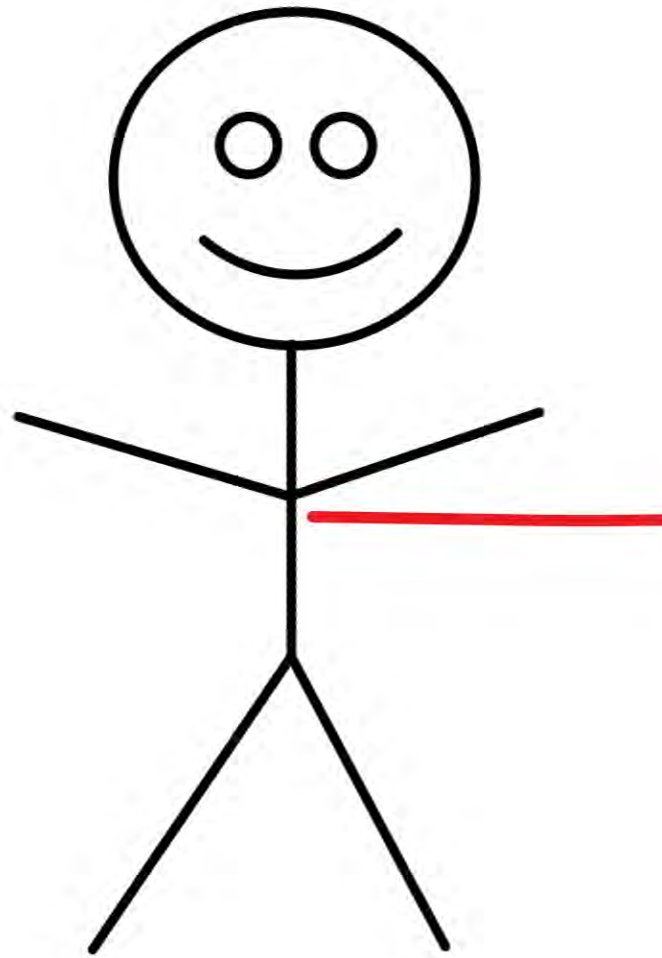
"I think I am responsible for whether my team feels included"

"Education is essential to live in a better world"

"Leadership is learned"

"I think my full team does not feel included"

"Need to change careers, follow my passion, reinvent myself"



Heart
I feel...



2 minutes each...

Go!

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6 minutes...



Person 1

Person 2

Person 3

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Share what your "I feel" statements were.

"feeling both fear and excitement for a change"

"I feel a lack of effort"

"I am afraid that I will start loving it less if I do it all the time"

"I fear if I do not over commit I will become complacent"

"I feel scared."

"I feel financially comfortable, but sometimes passionless"

"I feel I am not doing enough"

"I feel like it's so critical for my team to feel included and valued"

"Frustrated"

"I feel so lucky to have a wife that supports me in my goals"

"Anxious!!!"

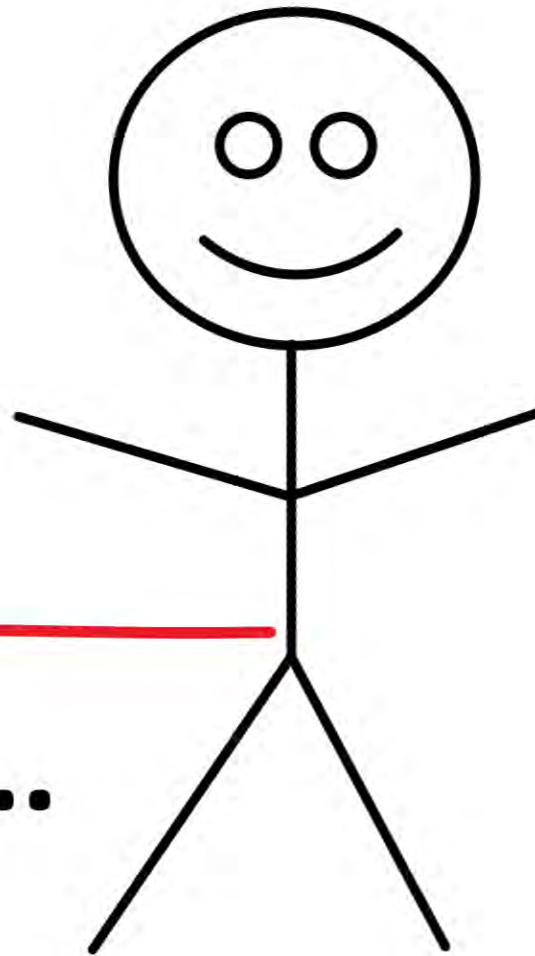
"I feel so uncertain about where I will be in a few months because of the pandemic, much less in a few years"

"I feel the feelings for my staff now more than ever"

"Frustrated but inspired to push for change."

Core

I want...



60 seconds each...

Go!

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3 minutes...



Person 1

Person 2

Person 3

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Share what your "I want" statements were.

"Word for word what you said :) Create more allies that will empower people to feel safe to bring their whole self to work"

"I want to be heard by upper management and valued."

"Opportunity to elevate my work"

"I want you to share your fears/apprehensions with me so I can empathize with you."

"I want to be able to work without having to explain myself or have to adjust who I am to for expectations of someone that doesn't take the time to know w"

"I want to add value!"

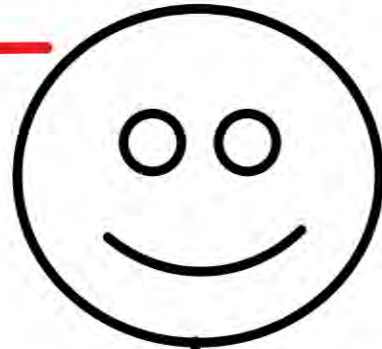
"I want to be more confident"

"I want to tune into what someone tells me without judgement and vice versa"

"I WANT To add value!!!"

"I want young people to have the opportunity to get involved in their future and share humanity with others."

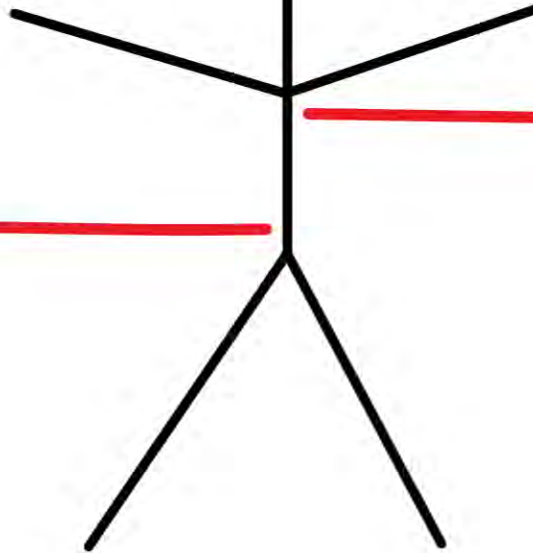
Head



Core



Heart





Practice, Practice
Practice... NOW!

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60 seconds each...

Go!

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3 minutes...



Person 1

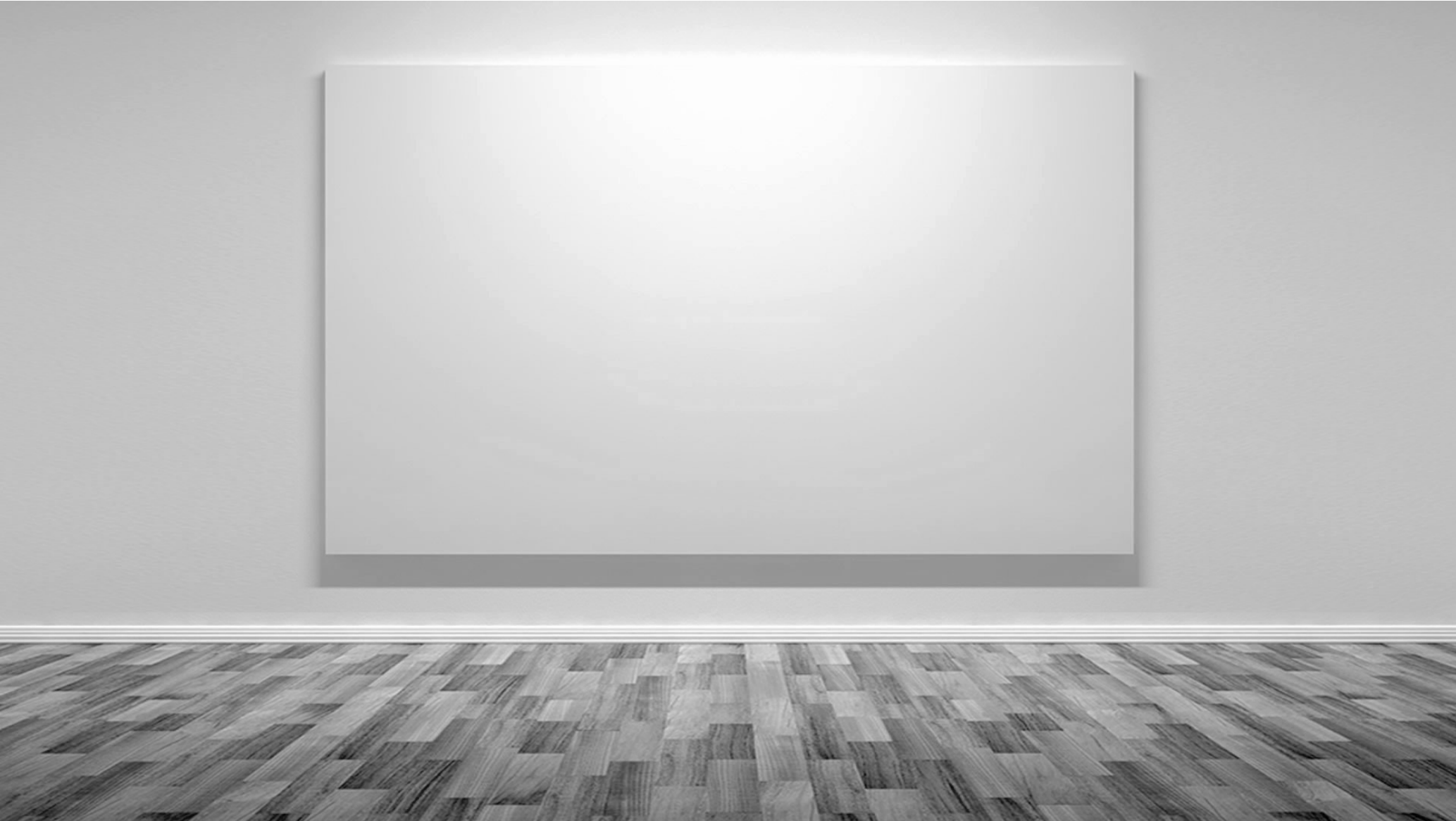
Person 2

Person 3

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Stay in Touch!