Leading and Inspiring Through Uncertain Times

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Powerful Virtual Leadership: A Webinar
with John Bates & Executive Speaking Success

Leading and Inspiring Through Uncertain Times

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L = F (C)

Leadership is a function of Communication!
Communicating with Human Beings Is not Logical...
Communicating with Human Beings Is not Logical…

It’s BIO-logical!

-John Bates
It’s BIOLOGICAL!

- Neocortex
- Midbrain
- Brain Stem
The **tough** part, first...
The **tough** part, first...

Build your mental and emotional resilience.
The **tough** part, first...

Build your mental and emotional resilience.

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You must never confuse faith that you will prevail in the end — which you can never afford to lose — with the discipline to confront the most brutal facts of your current reality, whatever they might be.

*James Stockdale*
3 Views:

- NOW
- The Near Future
- The Distant Future
Authentic, Honest, Vulnerable and Connected LEADERSHIP is more important now, than perhaps ever before in our lifetimes.
NOW

Authentic, Honest, Vulnerable and Connected LEADERSHIP is more important now, than perhaps ever in our lifetimes.

- Human Connection
Authentic, Honest, Vulnerable and Connected LEADERSHIP is more important now, than perhaps ever in our lifetimes.

- Human Connection
- Brave Looks Different
NOW

Authentic, Honest, Vulnerable and Connected LEADERSHIP is more important now, than perhaps ever in our lifetimes.

- Human Connection
- Brave Looks Different
- Insightful Vulnerability
Leaders -
Your **Number One** Job is:
Leaders -
Your Number One Job is:

To continuously set, and then remind people of, the **EMPOWERING CONTEXT** for what you are doing!

NOW
The Near Future

Your **Leadership Presence** is now **all about your tele-presence!**
The Near Future

Your Leadership Presence is now all about your telepresence!

How do you show up online?

3 Things to Consider.
Your Leadership Presence is now **all** about your telepresence!

How do you show up online?

3 Things to Consider.

- **Background**
The Near Future

Your Leadership Presence is now all about your tele-presence!

How do you show up online?

3 Things to Consider.

- Background
- Lighting
The Near Future

Your Leadership Presence is now all about your telepresence!

How do you show up online?

3 Things to Consider.

• Background
• Lighting
• Sound
Your Leadership Presence is now all about your tele-presence!

How do you show up online?

3 Things to Consider.

- Background
- Lighting
- Sound

(and show up on video!)
The Near Future
The Near Future

In the *Distributed/Virtual work* world Your *Employees are a lot like Volunteers!*
In the Distributed/Virtual work world Your Employees are a lot like Volunteers!

How will you keep them motivated and productive?
The Near Future

People want “agency, emotion, and immediate feedback” so they can: “feel better, reach their goals, connect with others, and live with meaning.”

- Jane McGonigal:
The Near Future

People Want:
The Near Future

People Want:
• Meaningful Work
The Near Future

People Want:

• Meaningful Work
• With people they care about
The Near Future

People Want:
• Meaningful Work
• With people they care about
• To feel valued.
The Near Future

People Want:
• Meaningful Work
• With people they care about
• To feel valued.
• To be growing; be challenged; be cultivated. (We’re made for struggle! Embrace that!)
The Near Future

People Want:

- Meaningful Work
- With people they care about
- To feel valued.
- To be growing; be challenged; be cultivated. (We’re made for struggle! Embrace that!)
- **Immediate feedback… 1:1 meetings weekly and team meetings daily isn’t too much right now.**
The Near Future

• JnJ China
The Near Future

- JnJ China
- *Play the Long Game as a Leader*
The Near Future

• JnJ China
• Play the Long Game as a Leader
• Doing the Right Thing
The Near Future

- JnJ China
- Play the Long Game as a Leader
- Doing the Right Thing
- We will all remember Who We Were Being and who others were being.
The Near Future

• JnJ China
• Play the Long Game as a Leader
• Doing the Right Thing
• We will all remember Who We Were Being and who others were being.
• Virtual Happy Hours
The Near Future

- JnJ China
- Play the Long Game as a Leader
- Doing the Right Thing
- We will all remember Who We Were Being and who others were being.
- Virtual Happy Hours
- Track Your Stories – Story Catcher
The Distant Future
The Distant Future

*I don’t know...*
The Distant Future

I don’t know… No One Knows.
The Distant Future

I don’t know… No One Knows.

This is **unprecedented** in our lifetimes.
The Distant Future

I don’t know… No One Knows.

This is unprecedented in our lifetimes.

Many things that have changed will remain changed.
The Distant Future

I don’t know… No One Knows.

This is unprecedented in our lifetimes.

Many things that have changed will remain changed.

I believe that together we can emerge better.
The Distant Future

*To make it to that distant and unknown future:*
The Distant Future

To make it to that distant and unknown future:

IQ
The Distant Future

To make it to that distant and unknown future:

IQ - EQ
The Distant Future

To make it to that distant and unknown future:

*IQ - EQ - LQ*
The Distant Future

To make it to that distant and unknown future:

IQ - EQ - LQ

Love and support yourself…
So you can love and support others.
The Distant Future

Thank you for your work.
Thank you for your work.
What you are doing is important.
Thank you for your work. What you are doing is important. I acknowledge you for everything you do, much of which no one knows about, to make a difference.
USEFUL Reminders:

- What is the environment you want to create right now? **Model that.**
- **Courage**, it is *not* about *fearlessness*.
- Connection -> Vulnerability with *insight* -> connect via your mess, then lead by sharing your insights.
- Connection -> clients, partners, family, suppliers, stakeholders -> online and?
- Tell *meaningful stories*.
- Never tell a story without a point and never make a point without a story!
- Be honest, even if it’s difficult. People can tell when you are not and **trust is key**.
- Keep everyone present to the *empowering context*. Daily is not too much.
- Set up a **Story Catcher** and track your stories.
- **Leadership presence is tele-presence** – consider how you show up.
- Great book for workplace culture: **GUNG HO!**
- **IQ – EQ – LQ** – Put on your *own* oxygen mask *first*.
- “Don’t be nervous, be at their service.” – Snoop Dogg
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