

colab

LEADERSHIP CAPACITIES



8 LEADERSHIP CAPACITIES

Working on complex challenges requires leaders to be self-aware, strategic thinkers with a unique capacity to engage others to discover meaningful solutions. They are deeply collaborative leaders who know that the old ways of command and control won't work.

These are 8 essential capacities for leading in complex and chaotic situations.

Staying Grounded



In order to contribute meaningfully to others, you must be fully aware and present in the moment; physically, mentally, emotionally and spiritually. When something throws you off your balance (scares you, saddens you, angers you, etc) how can you observe this, and find your sense of balance and ground again?

Listening



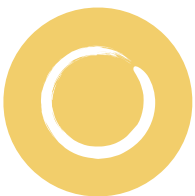
Leaders bring out the best in others. One essential way they do this is through active and deep listening. Simply listening has the effect of moving people to step into their own leadership capacity. Listening allows us to move past our own personal limitations as leaders and encourage new possibilities.

Asking Powerful Questions



Inquiry is a practice that allows us to lead from a place of curiosity and openness, rather than a place of assumptions and control. It is important to be guided by inquiry when we are working with others, especially on problems we don't know how to solve. Inquiry can uncover useful data, generate new insights, stimulate critical thinking, enhance empathic communication, and invite in many perspectives and voices. Having the bravery to ask a question that may disrupt a group, can have a powerful impact.

Compassion



Ability to reflect on oneself and others without judgement, but with recognition and trust that others are doing the best they can in any given situation. How can we invite in the whole human, and not just their role, job title, or label? Can we work with compassion to invite our own and each other's thoughts, emotions, and intuitions?

Voice & Space



Bring awareness to what is needed in a given situation. Take a moment to consider: When is my voice needed? When am I taking up too much space? What other voices need to be heard? Should I step in and offer my voice, or step back to make space and support others? How am I impacting others with the way I am showing up?

Awareness of Power



Notice and bring awareness to the power that exists in your relationships, in your understanding of issues, in the questions you ask, in the actions you take, and in the systems and structures you work within. This awareness and transparency with others is essential to working well with others, and keeping your work grounded in reality.

Zoom in Zoom Out



The ability to “zoom in” to be present in a task, working in the details of getting things done -- while also being able to “zoom out” to see how your actions are leading to a long term vision, are aligned with a larger purpose. What else am I noticing about the bigger picture and the patterns that are emerging?

Systems Awareness



Ability to see the bigger picture, to see the many relationships impacting the whole, and to see the interconnections within a system. Understanding that everything is interconnected within a system, allows you to make informed decisions.

We've developed these capacities from a variety of sources:

- ▶ our collective experience
- ▶ Art of Hosting practices and methods
- ▶ The Lotus Authentic Leadership Capacities
- ▶ The Shared Work Model

SELF-ASSESSMENT TOOL

The series of questions takes you through the capacities to self-identify where you are and what you want to work on.

For the Assessment category: On a scale of 1-10 how would you rate yourself:

1 - I don't practice this capacity or have any experience with this.

10 - I practice this daily and feel very confident in this capacity.

For the Priority category: On a scale of 1-10 how would you rate the importance of this capacity in your life?

1 - Not important to me in this time in my life

10 - Extremely important to me

ASSESSMENT
(1-10)

PRIORITY
(1-10)

What's one thing you want to work on
to support this capacity in yourself?

What supports do you need?

STAYING GROUNDED



LISTENING



ASKING POWERFUL
QUESTIONS



COMPASSION



VOICE & SPACE



AWARENESS OF POWER



ZOOM IN / ZOOM OUT



SYSTEMS AWARENESS

