



Leading for Vitality

Liberto Pereda

The Leadership Circle

Thank you!

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Biti menadžer više nije dovoljno – **trebamo lidera!**



10. 12. 2020.

Think again about you as a leader and the team you lead...

- *What is needed?*
- *What if the challenges we face were there not for us to solve but for us to evolve?*
- *What's the conversation that we never had before, one that has the power to create something new into our world?*

Tapping into the power of collective leadership

- A challenge or opportunity
- People come together, not roles
- Focus on What is needed (vs. What I need)
- Involve all stakeholders
- Authentic Relations, instant feedback and reflection
- Use the resources you have at hand
- Skateboard approach (MVP)
- Egos put aside





Enabling Context,
starting with Purpose


Feedback

Support

Self
Responsability

Agreements

Trust

A vibrant, lush green forest scene. The ground is covered in moss and ferns, with large rocks scattered throughout. Tall trees with dense foliage form a canopy overhead. The overall atmosphere is serene and natural.

Think of a team that...
Think of your team...

"THERE IS NOTHING I CAN NOT CHANGE
WHEN IT IS NEEDED."



How to ignite higher vitality in teams and organizations?

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Six Conditions for Scaling Conscious Leadership

- High Creative (Integral) Leadership
- Deep Relationship
- Radical Humanity
- Higher Purpose
- Systematize Development
- Generative Tension



The Cancelling Effect

Are You Cancelling Yourself Out?

REACTIVE	THEMATIC STRENGTHS	THEMATIC LIABILITY	REACTIVE
61	Passion & Drive	Ineffective Interaction Style	63
54	Visionary	Not a Team Player	42
41	Strong Networker	Team Not Fully Developed	36
38	Domain/Technical Knowledge	Over Demanding	36
30	Results Focused	Micromanages	33
29	Intelligent/Brilliant	Team Not Held Accountable	29
28	Strong People Skills	Inattentive/Poor Listener	26
25	Creative/Innovative	Too Self Centric	25
20	Personable/Approachable	Lacks Emotional Control	25
20	Positive Attitude	Impatient	22
AVG 34.6			AVG 33.7

High-Reactive strengths are **1.0 times** liabilities – essentially equal/offsetting



Leader Liabilities

Most Reactive versus Most Creative



High-Reactive leaders endorsed **6.5 times** more often than High-Creative leaders



Reactive Leaders' Strengths: Non-Differentiating Strengths



Creative leaders endorsed **1.3 times** more often than Reactive leaders



Creative Leaders' Strengths

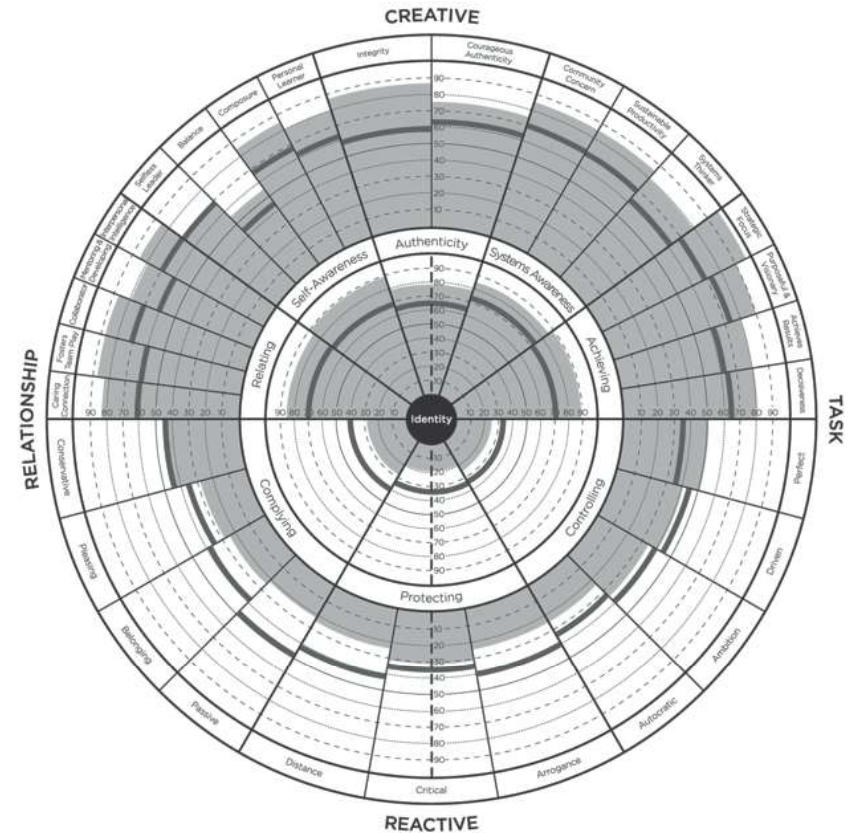
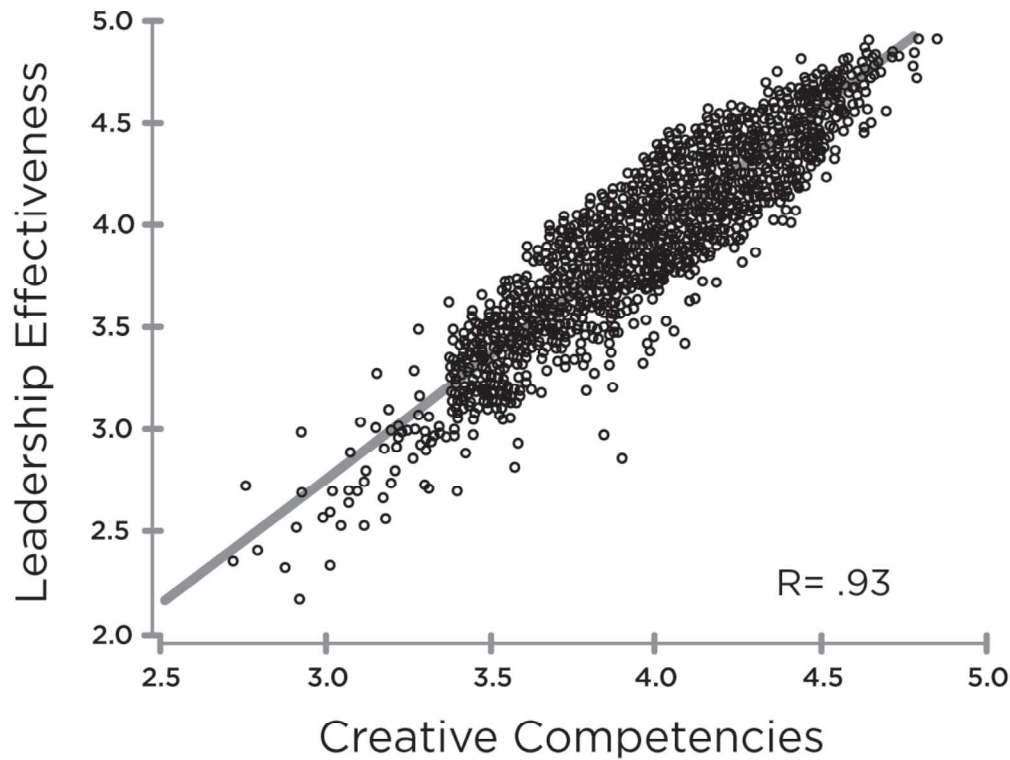
What Differentiates the Most Effective Leaders



Creative leaders endorsed **2.3 times** more often than Reactive leaders



High-Creative Leadership



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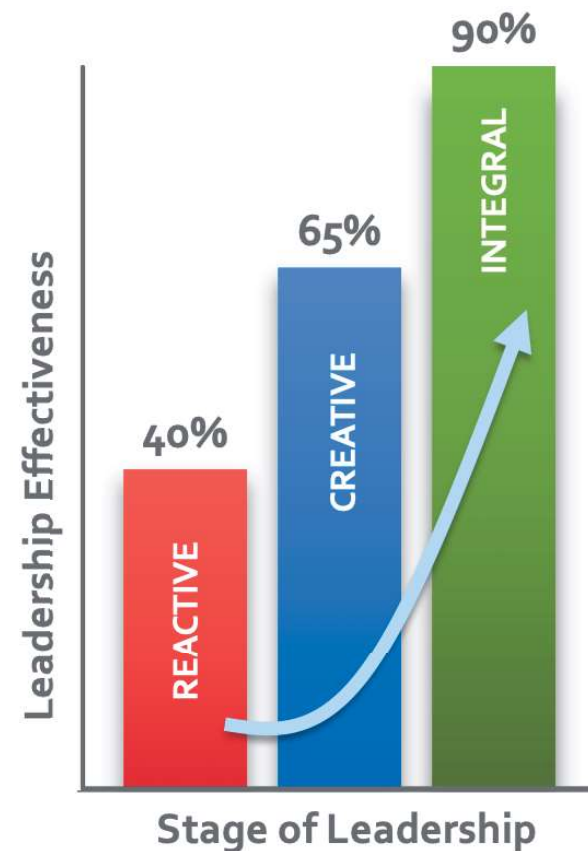
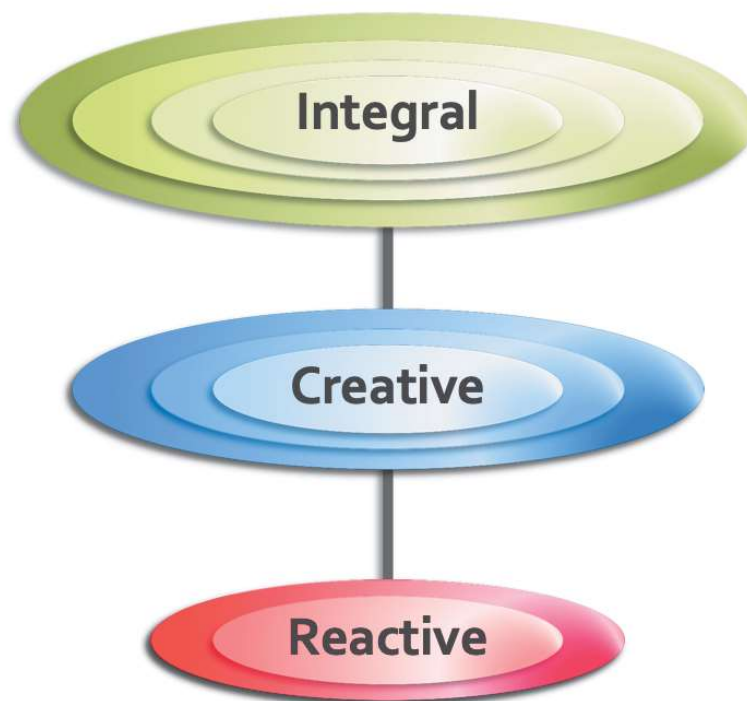
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Why is this relevant?



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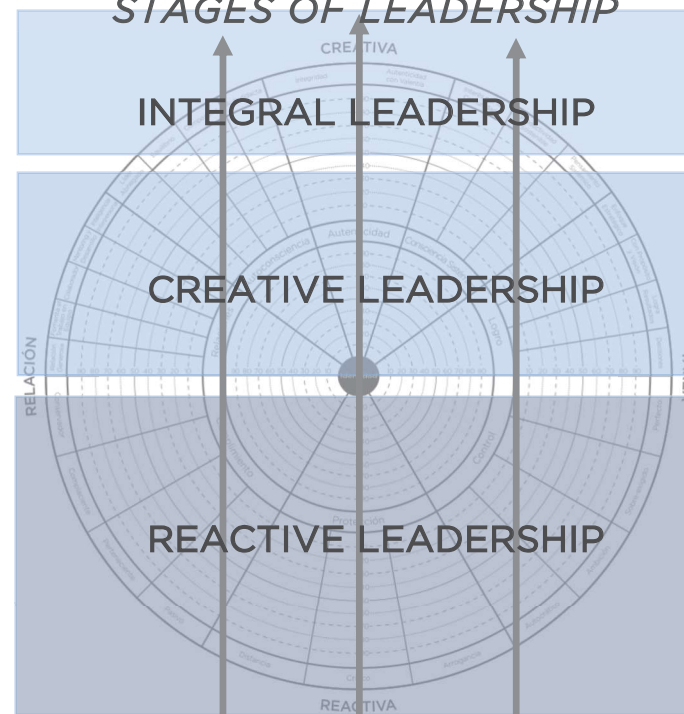
Transforming Leadership

COMPLEXITY OF SELF



Current Capacity

STAGES OF LEADERSHIP



COMPLEXITY OF CONTEXT

HIGH VUCA

LOW VUCA

Development Pressure

Environmental Demand

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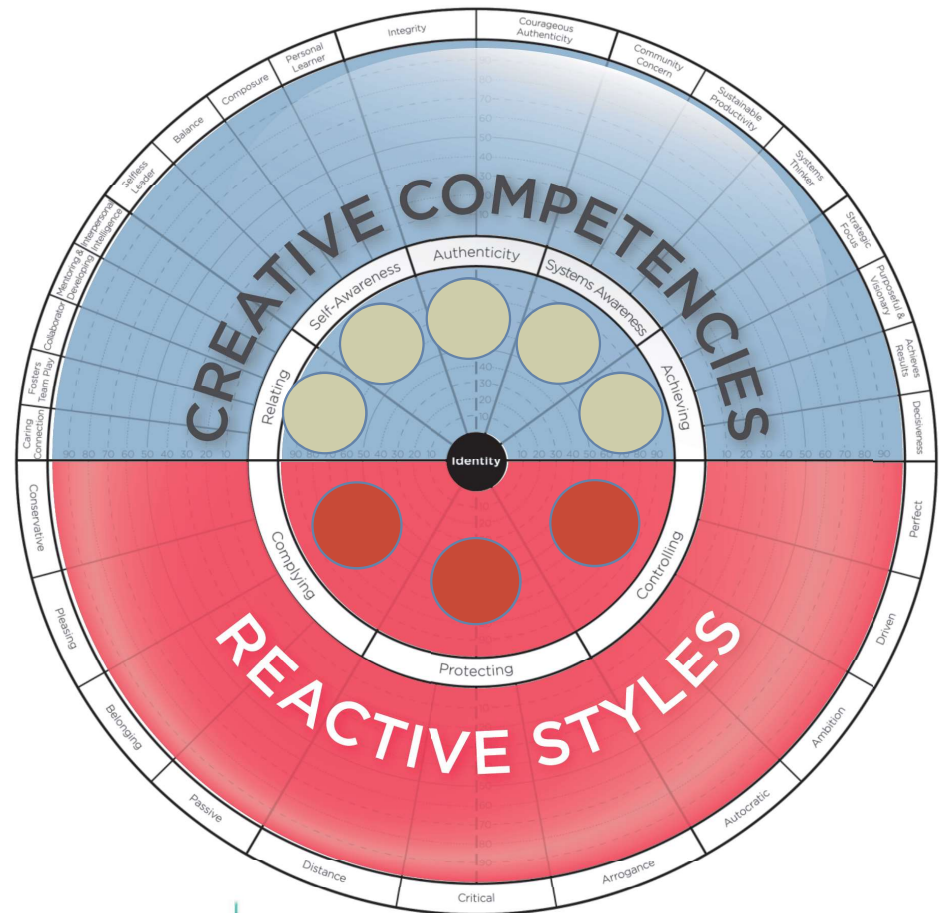
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Leadership Circle Profile

Creative & Reactive



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RELATIONSHIP

Non-Equilibrium

TASK

*Comply with
the
expectations
of others*

*Keep
yourself safe
by acting
aloof and
distant in
relationships*

*Believe
winning is
what really
matters.*

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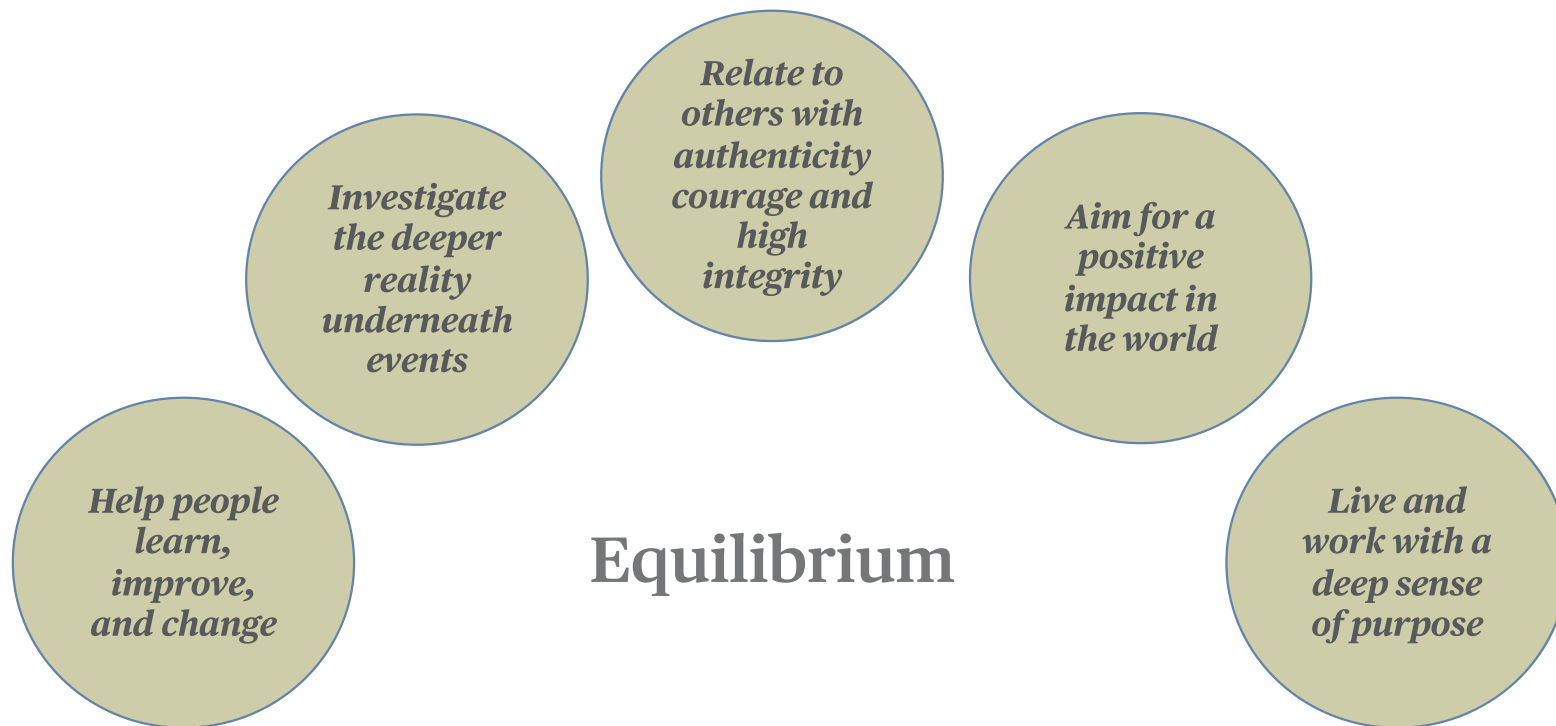
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RELATIONSHIP

TASK

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What are the
leadership competencies
most needed now?

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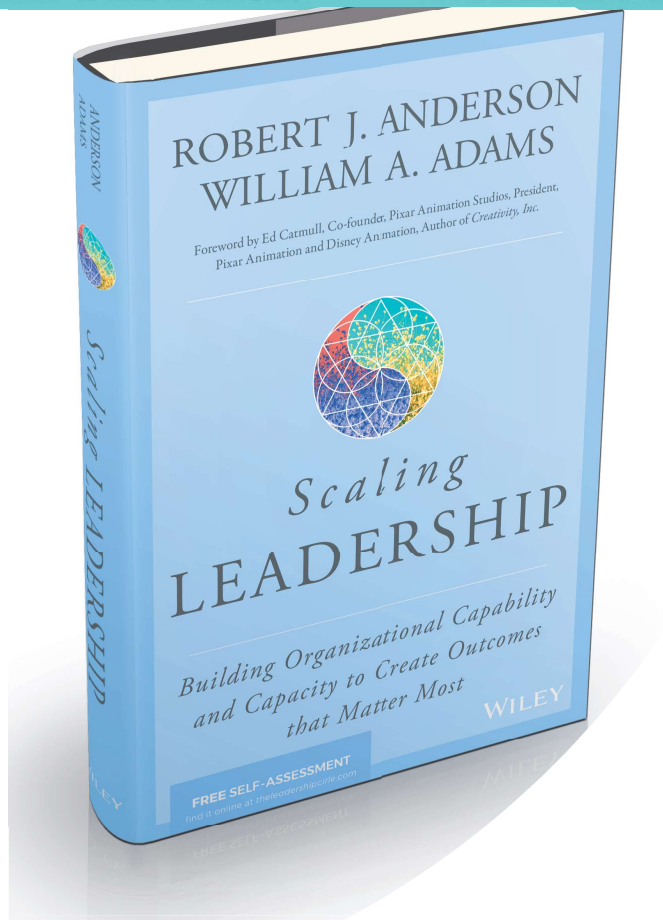
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How Leaders Scale Leadership



Start with Self – “I am the project”



Develop Your Team and Teams



Build the Leadership System – Extended Leadership Team

What's leadership in this context?

Leadership is scaling the capacity and capability in the organization to create what matters most





3 questions

What's leadership in this context?

What are the key competencies of leadership now?

How to ignite higher vitality in teams and organizations?





LEADING for VITALITY

Tapping into the Power of Collective Leadership

vitality n.

1. lively physical or mental vigor or strength
2. ability to survive or to carry on a meaningful or purposeful existence





Think of a leader who...

Think of you as a leader...

"When systems fall down,
leaders stand up!"





2020
A NEW
CONCEPT?

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