

Leadership

THE POWER OF PARTNERING & LEARNING

INTENTIONAL



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tribal insights to awaken leadership essence & actions

Back to a tribal future: The Transformational Leadership Challenge

Course description

Godin defines a tribe as a group of people connected to one another, connected to a leader, and connected to an idea that inspires their passion. Whilst sometimes we follow because we are told to, the most powerful leadership occurs when we choose to follow someone because they inspire us. This inspiration doesn't need to be charismatic – it can be based on knowledge, presence, passion, beliefs. People are drawn to ideas and the potential these ideas hold.

Command and control management will not work with today's tribal mentality. Today, managers must lead. Leadership that works in today's complex environment has great similarities with leadership we've seen in the

past in families, tribes and society.

Tribal leadership is a different way of looking at the world. In the context of the tribe, leaders need to understand two critical elements of their leadership.

The **essence** of their leadership. This is what informs the actions of tribal leaders. Their personal essence enables authenticity to thrive.

The **actions** of their leadership. Essence is nothing without action. Tribal leaders actively work to ensure their actions enable their followers to achieve great outcomes and to grow to their full potential.

When these two elements are present, good leadership is possible. And when these two elements are connected by

learning partnerships, great leadership is possible. Great leaders of high intent hold a clear purpose and vision to inspire their teams to drive it there.

Drawing on lessons from contemporary leadership models¹ and our most basic tribe, the family, Dr Sum explains how to lead in this space with intent, and what you need to do to have effective and resourceful leadership in this changing, often fractured, world.



Who should attend

High Performing Leaders – including Entrepreneurs

Human Resource Professionals

Learning & Development Professionals

Trainers and Business Coaches

Leaders from all levels

New Supervisors

Experienced Managers

Upwardly Mobile Professionals

learning objectives



To explore leadership essence that leads to intentional alignment of individuals working in an organisation of any size, and the organisation as a whole.

To transform employee engagement through leadership actions and learning partnerships that impact the performance of the organisation.

To navigate and leverage the valuable leadership insights from our most basic tribe, the family, to achieve our intention and outcomes

Intentional Leadership

Tribe management is a whole different way of transforming our leadership challenges. It requires key elements of the essences of leadership described by Dr Sum in her Intentional Leadership Model¹:



Authenticity: It begins with the knowledge of self by the leader and the certainty of the context of his/her leadership.

Presence: The ability of the leader to recognise the needs of the followers in varying situations, building trust quickly and relating to people with ease through the art of connection.

Common Sense: Being able to clearly communicate constantly and show enough of the authentic self with skill, to excite the followers towards extraordinary performance.

Inspiration: Courage and adaptability of the leader to energise others to step up towards actualising the common vision through learning partnerships, self reflection and leveraging the experience and knowledge in the greater group to re-integrate self and learning

Making it happen

Understanding the '7 R's' of Leadership Action: How functional work tribes are similar to happy families through:

- Role modelling
- Respect

- Rules
- Routine
- Review & Reflect
- Reorganise
- Running it - Response-ability



Bibliography

¹ The Intentional Leadership model is based upon synergising the ideas and concepts outlined by various contemporary researchers and developers:

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Our values

- Achievement
- Connection
- Elegance
- Inspiration
- Partnership

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