



THE HEART OF LEADERSHIP®

A WORLDSVIEW™ WORKSHOP



The Heart of Leadership®
Guide to the Workshop
Igniting Leadership Impact, Today

Africa · Asia · Australia · Europe · Middle East · North America · United Kingdom

The Heart of Leadership® is a catalytic one-day workshop that ignites a 'fire in the belly' of individuals who wish to stand up and make a difference in their world. All participants should discover something about themselves, gain key insights into how they can have a greater leadership impact and understand, at a 'heart' level, some of the critical issues that are associated with influencing a community of people to move towards a higher objective. The day unfolds in conversation, collaboration, laughter and insights through activities, robust theory underpinnings, peer coaching and self-discovery.





Introduction

Leadership is not new. It has existed for millennia and is displayed in homes, families, religions, organisations, schools, social circles, crisis situations and more. The ability of one person to stand up, become accountable and make the choice to walk a new path or better the status quo has forged humanity into what it is today.

Based on experience in delivering the transformational **Nine Conversations in Leadership™** and **Purposeful Teams™** interventions to thousands of clients around the globe, WorldsView™ Consulting brings you **The Heart of Leadership®**.

The Heart of Leadership® by WorldsView™ Consulting is a journey of igniting personal leadership choices in individuals who wish to stand up and make a difference in their world. Participants will reflect and discover their current leadership impact, gain key insights into how they can have a greater leadership impact and understand, at a 'heart' level, some of the critical

issues that are associated with influencing a community of people to move towards a higher objective.

The day unfolds in conversation, collaboration, laughter and insights through exercises, robust theory underpinning the principles, peer coaching and self-discovery.

This is guided by an accredited WorldsView™ Consulting facilitator who will ensure the energy, framework, timekeeping and topics all weave together to form a day that guides people to become better leaders and are ready to move into the world to be catalytic change agents and ignite a 'fire in the belly' of the people they choose to lead.

This catalytic one-day workshop creates personal insights into your own leadership story, being, influence and journey, unlocking opportunities for change and igniting your personal leadership impact.

"Leadership isn't something you do writing memos; you've got to appeal to people's emotions. They've got to buy in with their hearts and bellies, not just their minds." ~ Lou Gerstner

What makes **The Heart of Leadership®** unique?

Unlike other short leadership courses, **The Heart of Leadership®**:

- Draws on the wisdom in the room (peer learning, group activities and dialogue)
- Is underpinned by robust theory and a globally-proven leadership model
- Works at the levels of Head, Heart and Hands
- Is facilitated rather than lectured or trained
- Identifies opportunities to increase leadership impact and invest energy
- Creates personal insights and quick activation of leadership



Key themes in **The Heart of Leadership®**

The Heart of Leadership® workshop draws on the learnings and philosophies of WorldsView™ Consulting's experiences in taking our transformational interventions to clients around the world. The workshop is based on powerful and challenging leadership paradigms that align with the cutting-edge global wisdom in this arena.

Leadership as a choice

Leadership is not rare - it can be demonstrated by all members of a community or organisation in their own way, in their own circle of influence. Leadership is not a position bestowed on someone but a conscious decision to influence the thinking, feeling, acting and being of others to bring about transformational changes in them – a decision that can be made by anyone at any time.

The Heart of Leadership® invites leaders to reflect on the choice to truly step up as a leader (rather than simply holding a leadership position) and to engage their people to make the leadership choice.

The being of a leader

As leaders, we rely on our influence over others to achieve our objectives. All too often, leaders fall into the trap of not achieving the results they seek, thus driving more or different actions, not achieving results and turning back to action. When we are failing to achieve results, we must break this cycle and look to our 'being' as a leader

"Leadership is emotional. Leadership deals with feelings. Leadership is made up of dreams, inspiration, excitement, desire, pride, care, passion and love. The areas of our lives where we show the strongest leadership - including our communities, families, organisations, products, services, hobbies, and customers - are where we're most in love."

– our own level of passion, connection and commitment, and how we are 'showing up' as a leader.

The Heart of Leadership® enables us to discover how we are limiting our own action potential and that of the community, and opens up opportunities for change.

"A conductor does not make a sound. For my power, I depend on my ability to awaken possibility in other people. (...) Cynical persons are actually passionate people who don't want to be disappointed. Who they are depends on me, not on them. (...) So I ask myself, who am I being that my people's eyes are not shining?" – Ben Zander

Leadership and love

At its heart, leadership is a love story, and it starts with you being in love with the idea (such as the vision, purpose) and being in love with the community. "It might sound slightly bizarre," says Ken Blanchard, co-author of *The One Minute Manager*, "but one of the key beliefs for effective leadership is to be madly in love with all the people you are leading."

The Heart of Leadership® invites leaders to rediscover their love, passion and energy for the challenge (the vision, business idea or work) and for the community of people they lead.



The Heart of Leadership® journey

Conversation 4: The Leader's Journey

Finally, we move into the 'so what' and examine 'The Leader's Journey'. We re-look at the journey of the day, reminding ourselves of the key 'a-ha' moments that led us to new discoveries about ourselves and how we could learn to 'dance across the full spectrum' of our own talent. We search for the definitive things that we could start to put into action immediately and that would have the greatest impact in the shortest possible amount of time, while gazing into the distance of the leadership journey that needs to be travelled. We learn that leadership is a craft, much like a carpenter, that must be honed whilst we are inspiring a group of people or community and helping them 'fall in love' with and be committed to our vision, strategy and game plan, this constant work and effort – and that we all need to work to keep both ourselves and our community in this space.

Conversation 3: The Leader's Influence

We examine 'The Leader's Influence' and we leap into the magnificent world of 'shining eyes', as defined by Ben Zander in The Art of Possibility. This book illustrates how, with simple shifts in our view of life, we can open ourselves up to our own excellence. It also shows us that when we empower and see the greatness of others, we increase our effectiveness as leaders. We explore our ability to move and inspire a group of people or community. A foundational aspect here is finding (or rediscovering) our love for what we are doing and what we are hoping to achieve (our vision). We look in depth at this group of people or community and define how their needs are met by our vision, how each individual would be able to connect personally to it and how they can feel valued (that their contribution matters greatly to the purpose and that they, as individuals, have meaning).



Conversation 1: The Leader's Story

Together, we explore our own leadership story and learn how this can be translated into powerful messaging that has the ability to connect and draw people closer to us. We explore what leadership is and start to gain insights into the concept of leadership as a choice. Leadership is not a position bestowed on someone but a conscious decision to influence the thinking, feeling, and acting and being of others to bring about transformational changes in them – a decision that can be made by anyone at any time. Soon we realise that sometimes effective individuals who do not hold any formal position of authority are very powerful leaders. It is often these unsung heroes who choose to follow a new path and find a better way to do things.

Conversation 2: The Leader's Being

We explore how our own personal leadership styles, values and character traits guide our behaviours and actions. This will be achieved through an analysis of well-researched theory, made personal through reflection. We start to understand why we and others react in certain ways in various leadership scenarios, and how we can increase that range by moving beyond the old paradigms that limit our actions and decisions and restrict us to producing the same results. We explore the relationship between who we are (our being), what we do (our actions) and the results we are getting, and then grapple with some of the costs (how this is holding us back) and payoffs (how this is serving us) that we experience as a result.

About WorldsView™ Consulting

Purpose: WorldsView™ Consulting partners globally with organisations on transformational journeys, by creating and delivering proven world-class interventions that target leadership, management, teams and individuals to make organisations healthier and more effective.

Values: Thinking • Wellness • Global Wisdom • High Performance



How is **The Heart of Leadership**® different from **Nine Conversations in Leadership**™?

The Heart of Leadership® workshop builds on global learnings and insights from WorldsView™ Consulting's **Nine Conversations in Leadership**™ intervention.

Nine Conversations in Leadership™ is a long-term sustainable intervention with strong action learning loops, which fundamentally shifts the axis of leadership in the organisation. **The Heart of Leadership**® is a catalytic once-off workshop, hands-on and highly experiential, which acts as a catalyst to ignite personal leadership impact in individuals.

Where **The Heart of Leadership**® is open to the individual leader's personal context and agenda, **Nine Conversations in Leadership**™ is firmly rooted in the organisational intent, living and breathing in the organisation's vision and strategy. **Nine Conversations in Leadership**™ is underpinned by a 360° leadership assessment tool, while **The Heart of Leadership**® is based on personal reflection.

With a focus on organisational leadership development, **Nine Conversations in Leadership**™ builds a shared leadership language, drives aligned leadership actions, creates a critical mass of leaders driving organisational direction and breaks down silos – engaging leaders deeply in assignments that apply theory to organisational challenges. **The Heart of Leadership**® focuses on personal leadership development, starting wherever delegates are in their leadership journey, looking inward, reflecting and analysing, and then planning for change. With no pre-reading, this workshop applies the big ideas from global theory to personal leadership challenges.

The Heart of Leadership® offers powerful, accelerated personal leadership reflection and activation. **Nine Conversations in Leadership**™ offers deep, sustainable organisational leadership impact and change.



The Heart of Leadership®



Nine Conversations in Leadership™



Applied scenarios

Organisational Workshop

Within an organisation, **The Heart of Leadership**® workshop offers a powerful mechanism to accelerate and provide reflection time to a leader's development journey, effectively supporting other key organisational initiatives. The workshop introduces a leadership language through the models and concepts discussed, and allow for reflections on where personal leadership needs to shift within the organisation.

Team/Level-Specific Workshops

By working with a cohesive team or business unit, leaders are able to assess the status of leadership in their organisation, identify needs and define the agenda for leadership development going forward.

Broad Organisational Roll-Out

As a personal development tool offered to a vertical cross-section of leaders, this offers support for personal leadership development in the organisation, wherever the individual is on the leadership journey.

Public Workshop

In a public workshop, **The Heart of Leadership**® workshop brings together leaders from various organisations to share their challenges, reflect and accelerate their leadership impact. The input of difference voices and insights offers peer learning and networking opportunities as well as personal leadership journey.

Sector-Specific Workshops

Leaders within an industry or sector – be it the financial services industry, church leaders or any other shared context – reflect together on the common challenges created by their context, engage and find opportunities to accelerate leadership, and their own impact within the industry or sector.

Cross-Sector Workshops

Leaders from various contexts come together to share their leadership learning and challenges, finding powerful connections, common challenges and unique insights from contexts that may be very different to their own. Their personal leadership is placed in a broad, meaningful global context.

*"Leadership is ultimately about creating a way for people to contribute to making something extraordinary happen."
- Alan Keith of Genentech*



Nine Conversations in Leadership™

An innovative intervention that acts as a catalyst for long-term development of organisational leadership



Purposeful Teams™

A powerful and participative intervention that moves teams to purpose-led execution of mandates



The Heart of Leadership®

Engage with global leadership wisdom in a one-day accessible format, apply practical tools and workshop challenges with peers

Contact us: marketing@worldsv.com • www.worldsv.com

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What delegates are saying

"I would certainly recommend **The Heart of Leadership®** to others. Many programmes on change or leadership (or both) do not deal directly with the essence of the leader and what they have to shift (inside) – this one does."

"**The Heart of Leadership®** workshop came at just the right time for me. It assisted me in raising my awareness around my leadership paradigms and to crystallise some impactful next steps. The discussion format of the workshop added rich perspectives and challenged me to broaden my context."

"Great insights and reflections for an individual's own learnings, to take back and change or implement a fresh approach in our organisation."

"For so many of us, the mantle of leadership is thrown over our shoulders without our conscious knowledge or approval. One day we wake up and realise that others look to us to lead them in some way or another - our children, partners, friends, colleagues and clients. All call on us to show the way in some form or other. We proceed in each instance as best we can with what we've inherited, imitated or sensed. **The Heart of Leadership®** workshop is undoubtedly the Trojan Horse for unlocking our latent or blunted potential in this area. Through inspiring example, shared experience and challenging reflection, it takes us to a deeper awareness of our impact and options for enhancing our leadership. It ignites a desire to lead our communities with a greater conviction and confidence. It empowers us to renew our energies when we flag or lose direction. It lets us rediscover in ourselves the passion for and fulfilment of making a difference."

"I learned lots about my own style and other members of my team. A good engagement mechanism."

"I was able to really develop my understanding of my role as a leader – in an interpersonal, intrapersonal and professional capacity. It also enabled me to be challenged, supported and to develop new thinking. The goals I set were most inspiring. The conversations were inspiring and the exercises engaging and meaningful. I loved the academic rigour that accompanies the practical implementation of the understanding."