Leading from the Heart

Sue Couper
Executive Coach
May the gift of leadership awake in you as a vocation,
Keep mindful of the providence that calls you to serve.
   As high over the mountains the eagle spreads its wings,
   May your perspective be larger than the view from the foothills.
When the way is flat and dull in times of gray endurance,
May your imagination continue to evoke horizons.
   When thirst burns in times of drought,
   May you be blessed to find the wells.
May you have the wisdom to read time clearly
And know when the seed of change will flourish.
   In your heart may there be a sanctuary
   For the stillness where clarity is born.
May your work be infused with passion and creativity
And have the wisdom to balance compassion and challenge.

~John O’Donohue, from his book To Bless the Space Between Us
About Me

- Sue Couper, Executive Coach for Archer & Associates, an Executive Coaching and Search company.
- A brief history
- Why I decided to become a coach
- Certifications: Accredited Certified Coach (ACC) designation by the International Coaching Federation, Certified Public Accountant (CPA), and holds a Masters in Business Administration (MBA) degree.
- A little about Archer & Associates
Our Roadmap

- Terminology
- Components of Leadership
- Behaviors of Leaders
- Quotes
- Q&A
What is a Coach?

- A Coach engages and facilitates focused dialogue.
- It is about the client’s wisdom.
- Coaches believe that the client has the answer.
- Coaches are skilled at eliciting conversations that have you take action in areas where you have previously been stuck or stopped.
What is Leadership?

- Leadership as a “way of being” not behaviors or practices—these are outcomes of being in a state of leadership.
- Leadership state is internally directed, people focused, purpose centered, present and supremely creative.
- Normal state: comfort-centered and in the past.
- “We teach and lead by our presence.”
What is Leadership? continued

- Leading and helping people to get to the best of themselves.
- You are the safe container for them to become self-reliant.
- You help them to learn to help themselves. (insightful, practical)
- Problem solving (manager) vs. purpose finding (leader).
- One foot in Insight and one foot in the practical: “insights without actions then nothing happens.”
Components of Leadership

- **Integrity**: the continual process of alignment between your calling and your conduct. Heart, spirit, mind and actions are in agreement and are congruent.

- **Courage**: (resilience) create situation where everyone wins. No one has to like us. Stand by your own core. “the mastery of fear not the avoidance of it” Mark Twain.

- **Presence**: don’t act from your history.

- **Right use of Power**: what are you in this for? Track your power. Must do yourself what you ask your students to do.
Components of Leadership continued

- Intuition: trust yourself. The “how” of getting to your vision.
- Humor: too serious then too attached.
- Wisdom: listen. Can’t access wisdom if talking. Share knowledge from your own life. Listening, watching, feeling.
- Authenticity: saying what is so. Truth.
Behaviors of Leaders

- Clarity: speak from a place of compassion. “To speak the truth without compassion is violence.”
- Accountability: apologize. Mistake then fix it.
- Prepared: with mastery comes subtleties.
- Am I clear, full and open-hearted?
- Ask the right questions then apply action to them. (thoughtful, helpful, insightful)
- Consistency: schedule, self-care, level of commitment and self-loyalty.
- Active Learner: what are you doing to develop yourself?
- Meditate and Stay out of the way: connect to something greater than you each day.
Behaviors of Leaders continued

- Roadmap: vision/goals/purpose: “goal without a purpose is a wish.”
- Vision: seeing where we are going without knowing how we are going to get there.
- Intuition: the “how” of getting to the vision.
- Curiosity: listening with the intention of learning something new.
- Authentic feedback: Saying “what is so” in a way that the listener will hear.
- Empathy: read a room and understand what is needed in that room.
- Compassion: right vs kind. Always choose kind.
Behaviors of Leaders continued

- Honesty: sincere, fair, unpretentious.
- Esteem: show respect and admiration.
- Gratitude: be thankful and ready to show appreciation and return kindness.
- Acknowledgement: be specific
- Enter the room as a leader: shoulders back, curious, active, called to speak, listening, be inspiring (people to see their best selves), bring another perspective.
Universal Laws of Success

- Do things step by step, with discipline. Applying a rigor that moves toward excellence.
- Practice a capacity for openness, flexibility and resilience; firm yet yielding.
- Follow what has heart and meaning; pay attention to what is inspiring.
- Hold a high value for honesty and integrity; do not give up your needs in order to feel acceptance and inclusion. Be a leader without followers.
- Use effective communications and time. Have your words, heart language (body) and action all align and match.
From *Man and Superman*, Dedicatory Letter

This is the true joy in life, the being used for a purpose recognized by yourself as a mighty one; the being a force of nature instead of a feverish, selfish little clod of ailments and grievances complaining that the world will not devote itself to making you happy.

I am of the opinion that my life belongs to the whole community and as long as I live it is my privilege to do for it whatever I can. I want to be thoroughly used up when I die, for the harder I work the more I live. I rejoice in life for its own sake. Life is no “brief candle” to me. It is a sort of splendid torch, which I have got hold of for the moment, and I want to make it burn as brightly as possible before handing it on to future generations.

- George Bernard Shaw
Q & A

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