



KEY SKILLS FOR NAVIGATING
THE LEADERSHIP JOURNEY

DR ABBY JANDRO

TOPICS FOR TODAY



MINDSET

How do you see yourself?



PRESENCE

How do you connect with what is happening in the moment?

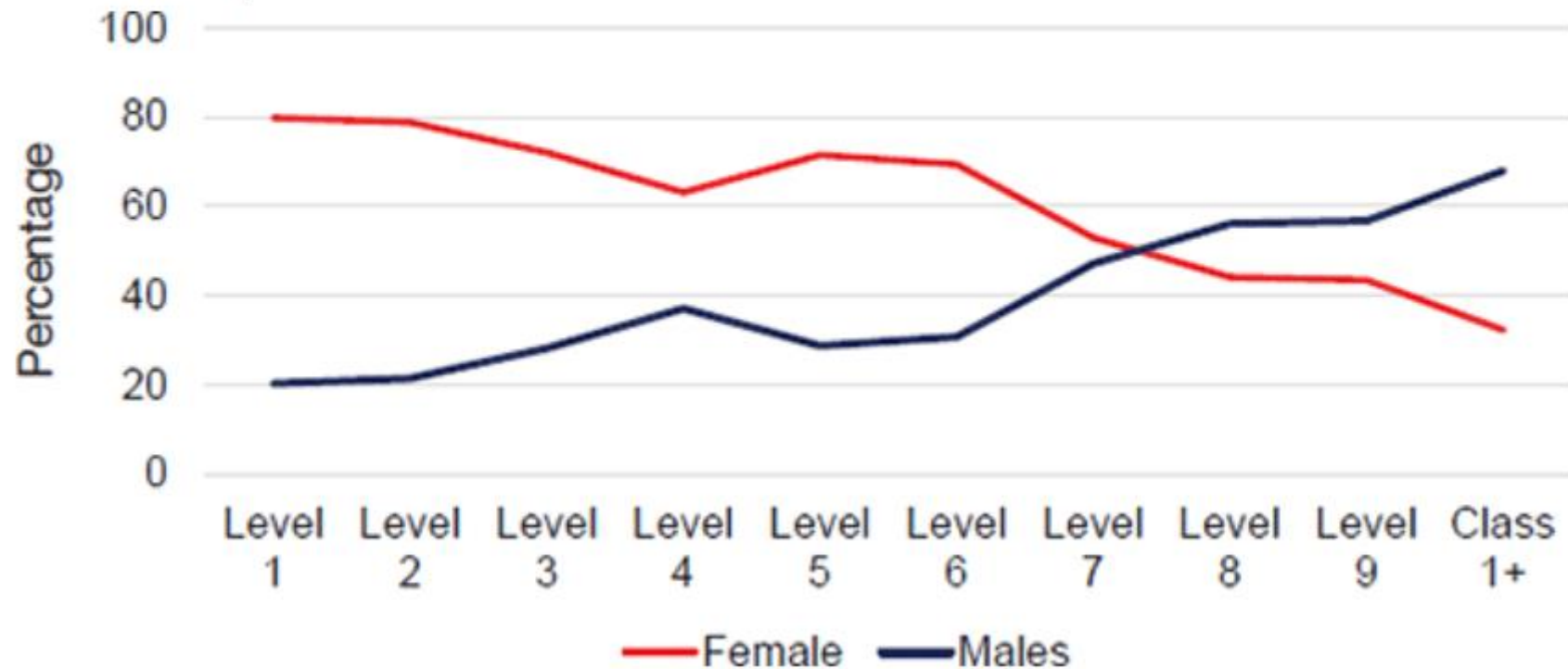


RESILIENCE

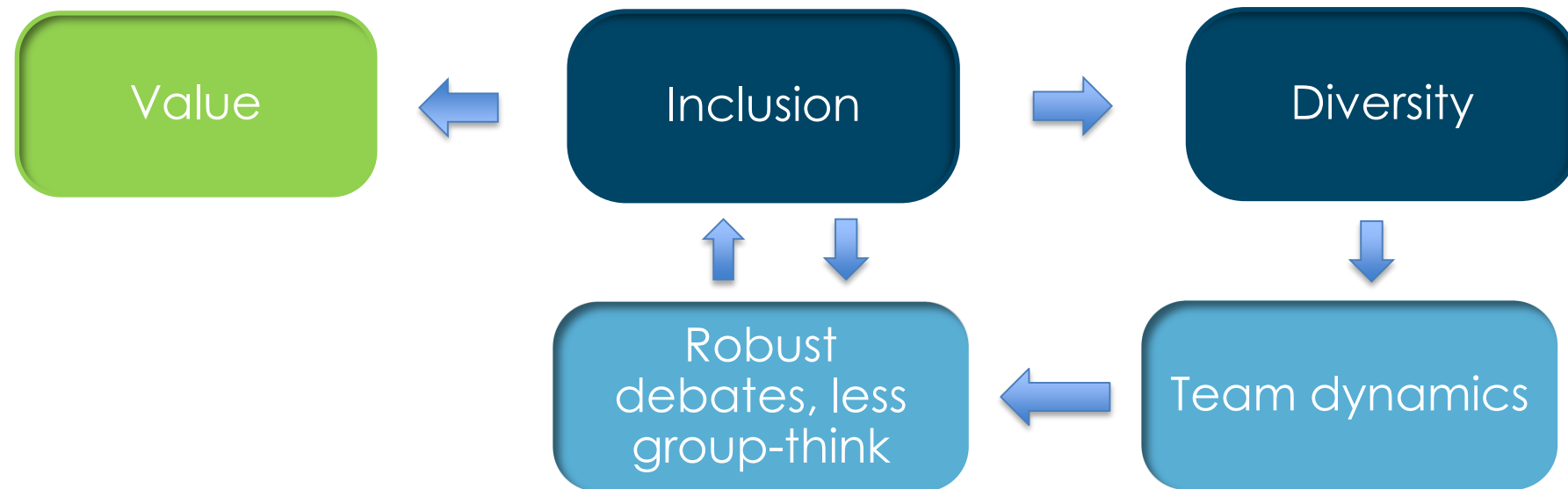
How do you cope with adversity?

CONTEXT

Figure 3: Gender distribution (%) at each classification level in the Western Australian public sector March 2016



A POSITIVE CYCLE



INCLUSIVE LEADERSHIP





MINDSET

**Are you a
manager
or a
leader?**



MANAGE VS LEAD



Manage

Process
Organising/Directing
Products and Services
Positional Power
Maintain



Lead

Vision
Creating Culture/Growth
People
Personal Power
Create Change

ASK YOURSELF



Lead



Vision	What is the vision and how do I and my team contribute?
Creating Culture/Growth	What values do I and my team find important and how do those connect with the organisation's values?
People	What motivates the people around me and how do they prefer to communicate?
Personal Power	How can I better influence the people around me?
Creating Change	What opportunities exist for creating positive change?



PRESENCE

“The ability to access your best skills, your knowledge, your core values and bring them forward in high pressure situations.”

Amy Cuddy, PhD
Harvard University

CHANGE YOUR BRAIN



**Measured
Cortisol**



**Measured
Cortisol**



RESULTS AFTER 2 MINUTES



**Lower Cortisol
Better Performance**



**Higher Cortisol
Worse Performance**

Leadership Purpose

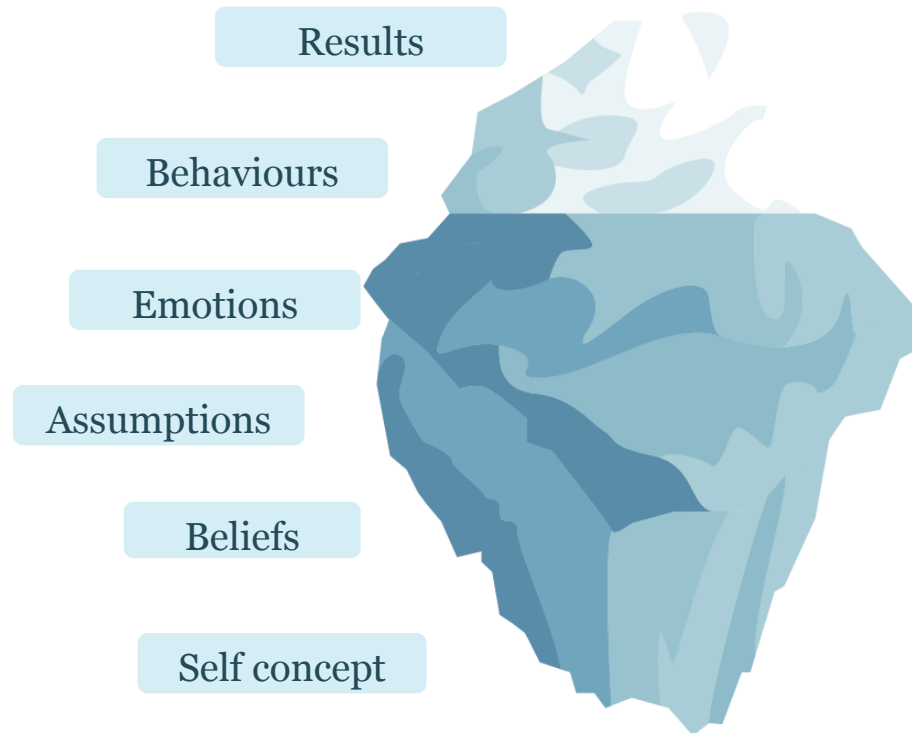




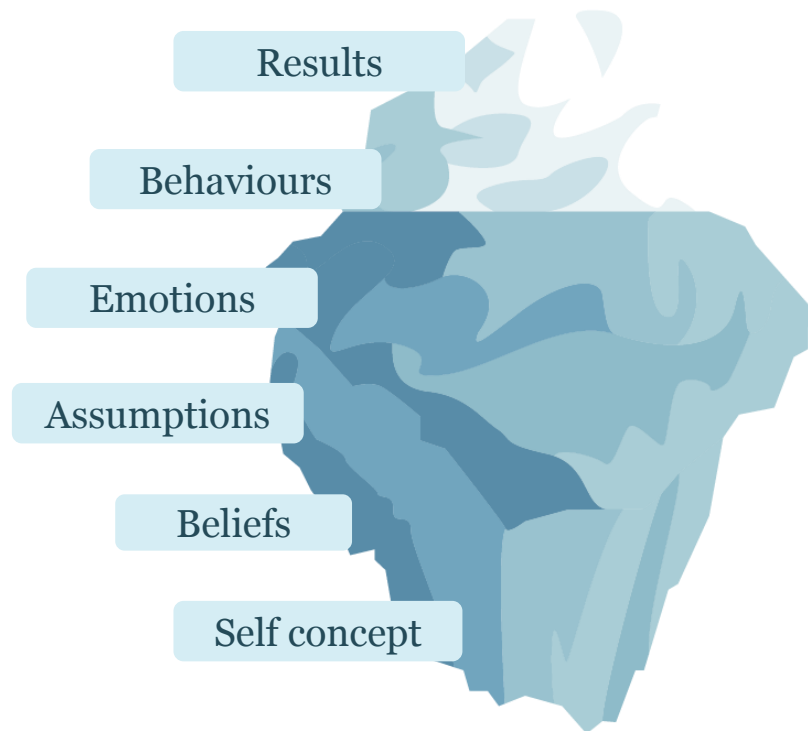
RESILIENCE

**The process of
coping with
adversity.**

ICEBERG MODEL



ICEBERG MODEL



Not the right person for the role

Defensive

Highly anxious

They're telling me I failed

I am going to be found out

I am not worthy of this role

ICEBERG MODEL



New ideas

Active Listening

Calm and Focused

Conversation will help

I can learn and grow

I am worthy of this role

Results

Behaviours

Emotions

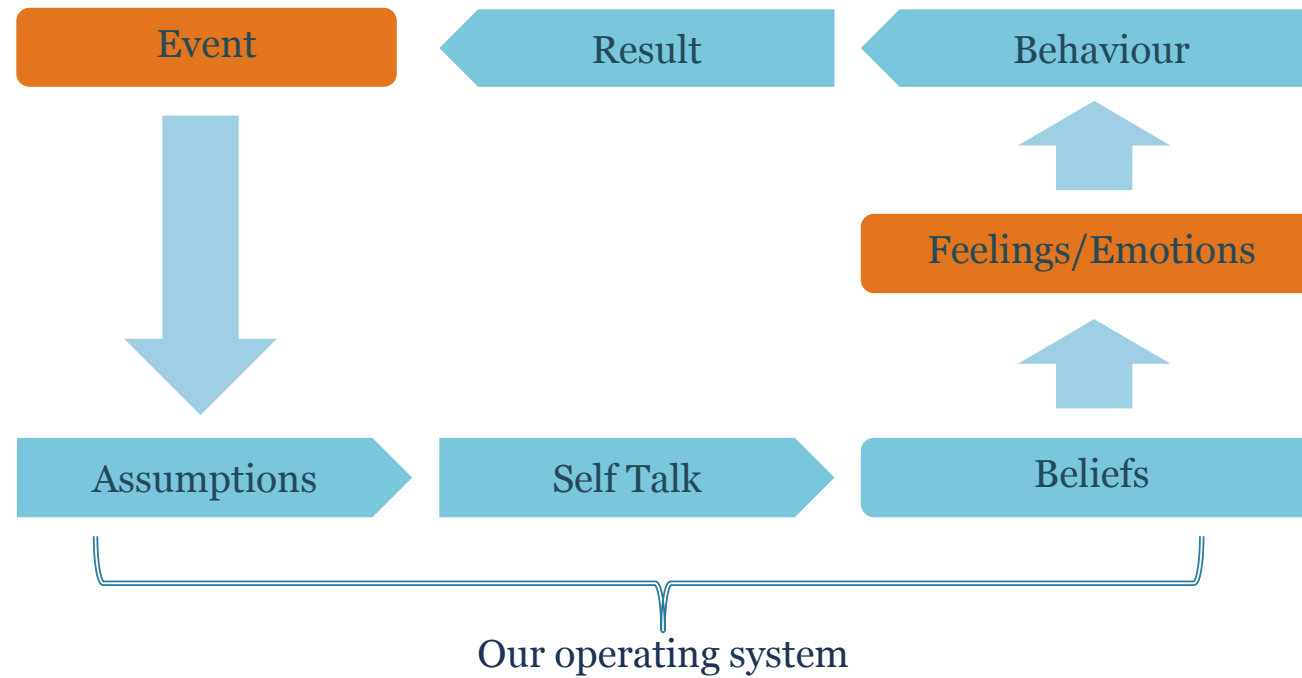
Assumptions

Beliefs

Self concept



OPERATING SYSTEM



WHAT WILL YOU TAKE AWAY?



MINDSET



PRESENCE



RESILIENCE

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