

EMPOWERING LEADERSHIP

DEVELOPING HEART CENTERED LEADERS



Michigan Association of Mayors

2022 Summer Workshop



Presenter:

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Author | Speaker | Corporate Trainer | Executive Coach

Founder & CEO of IPV Consulting - 25 Years Leadership



Raise your hand if you have you ever worked
for a leader who
**Consistently Inspired
And Empowered Others**

Chances are
**You Felt
Three Things**

Valued

Inspired

Trusted

List Characteristics of Leaders Who Inspire & Empower Others (list more than one)



“A Leader is Great! Not because of their power, but because of their ability to empower others.”

– John C. Maxwell

Heart Centered Leaders Create an Empowered and Engaged Atmosphere

6 Key Benefits

Gallup Poll Q12 Survey top quartile





AN EMPOWERED ATMOSPHERE

59% higher employee retention
41% improved staff attendance
70% better safety practices
41% greater job accuracy
17% higher productivity
21% higher profitability

Gallup Poll Q12 Survey top quartile

A COMMON THREAD



ipvconsulting.com

NECESSARY SIGNIFICANCE

Acceptance
Appreciation
Empowerment
Recognition

Contribution
Engagement
Clarity
Vision

Empowerment is Contagious!



**Have you ever had anyone
believe in you?**

68% Disengaged

2022 Gallup Poll

(63% Disengaged)

2019 Gallup Poll

A disengaged employee costs an organization
approximately \$3,400 for every \$10,000

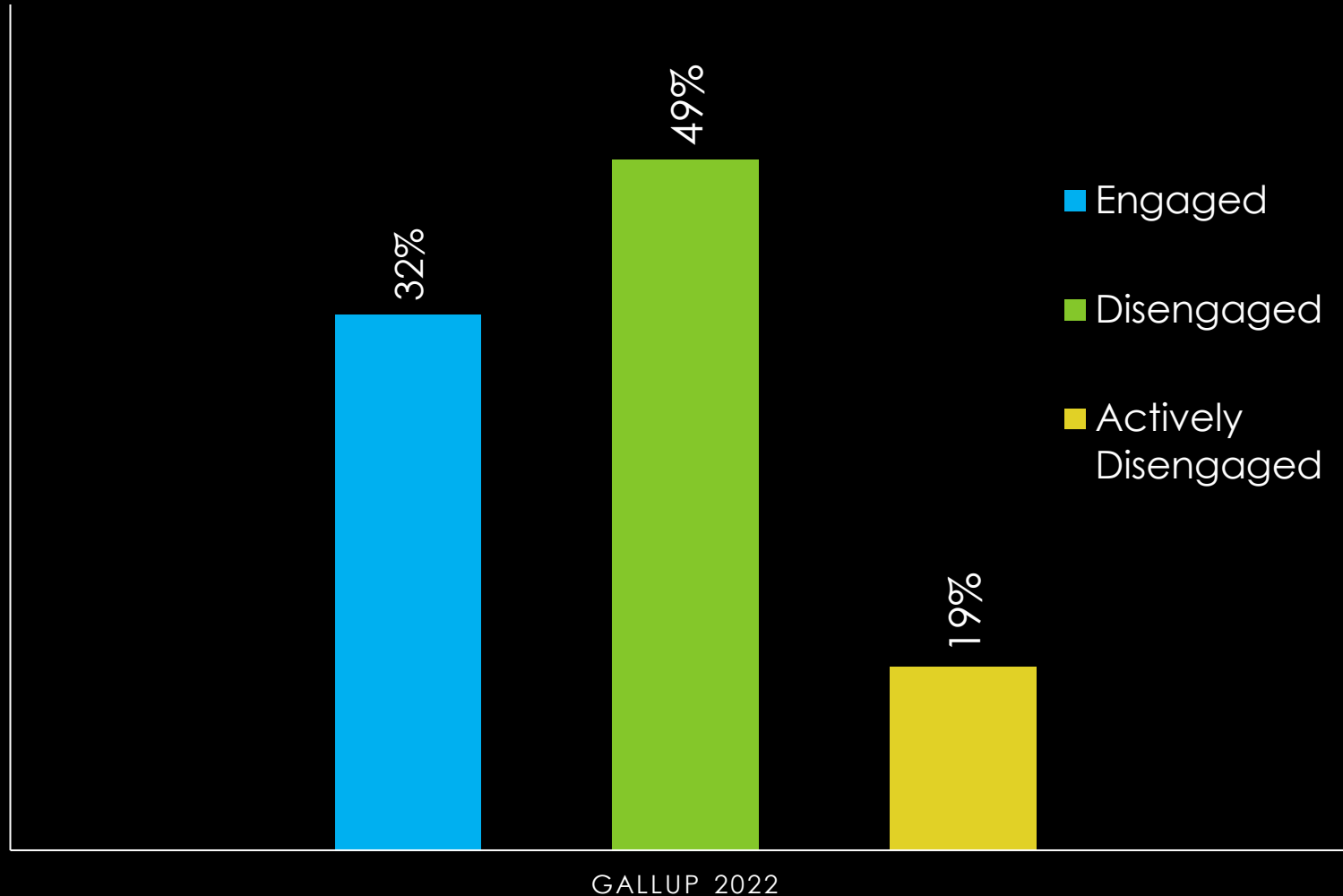
A disengaged
employee costs an
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\$10,000

employee retention
staff attendance
safety practices
job accuracy
productivity
profitability

68% Disengaged

2022 Gallup Poll

OVERALL PERCENTAGES – ALL INDUSTRIES



Empowerment



NECESSARY SIGNIFICANCE

Acceptance
Appreciation
Empowerment
Recognition

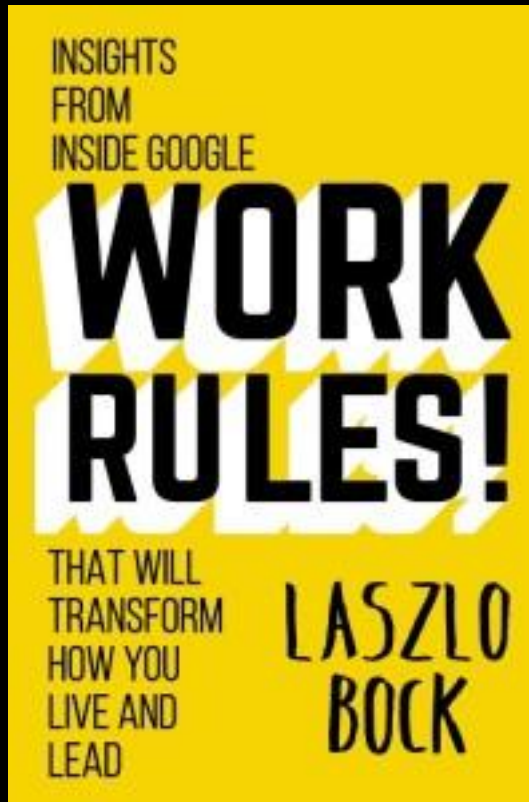
Contribution
Engagement
Clarity
Vision

You are Encouraging Disengagement if you . . .

- Demand rather than earn respect
- Assume team knows your expectations
- Primarily rely on your authority and talents & less on team talents
- Recognize team mistakes more than successes
- Limit new ideas & innovation
- Rarely take time to invest in yourself or your team growth
- Delegate TASKS instead of AUTHORITY
- Don't take time to truly listen or understand team/human needs
- Are unapproachable
- Rarely admit mistakes

MAKING THE CASE FOR NECESSARY SIGNIFICANCE

MAKING THE CASE FOR NECESSARY SIGNIFICANCE



Laszlo Bock, SR Advisor, Google
SVP People Operations
2006-2016

Awarded Best & Brightest for over 5
Years

Author: "Work Rules"

MAKING THE CASE FOR NECESSARY SIGNIFICANCE

Two Initiatives

MAKING THE CASE FOR NECESSARY SIGNIFICANCE

20% Time Policy

TRUST – INSPIRATION - VALUE

MAKING THE CASE FOR NECESSARY SIGNIFICANCE

6 Month Surveys (Brief & Targeted 10-12Q)

MAKING THE CASE FOR NECESSARY SIGNIFICANCE

Appoints Coaches or Mentors

MAKING THE CASE FOR NECESSARY SIGNIFICANCE

Results?

What Percentage of Improvement

75% Show Marked Improvement!

MAKING THE CASE FOR NECESSARY SIGNIFICANCE

TRUST – INSPIRATION - VALUE

MAKING THE CASE FOR NECESSARY SIGNIFICANCE

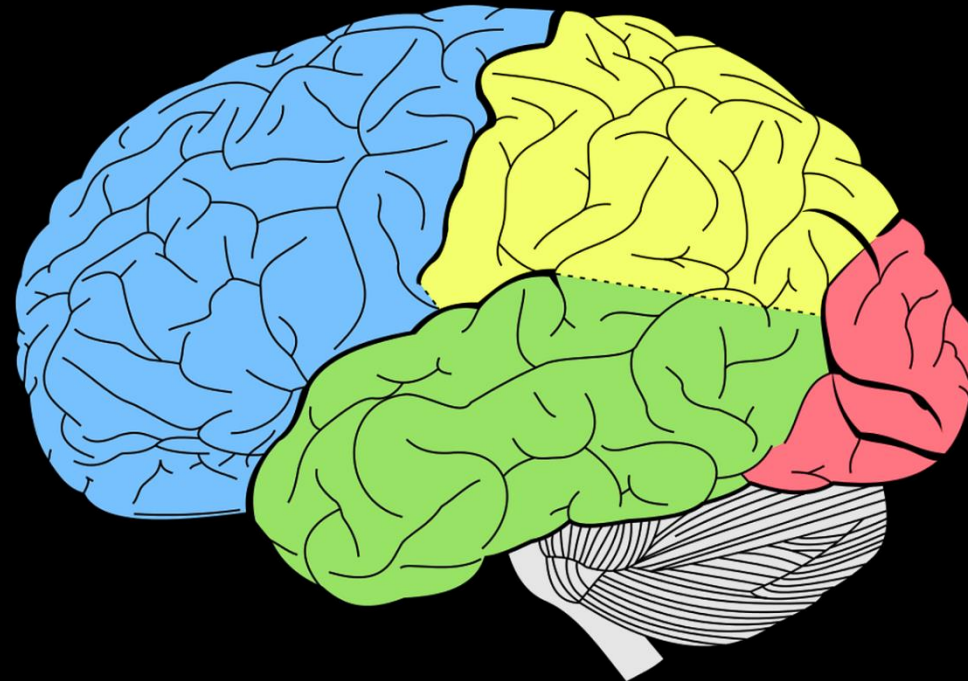
For the Majority of the
Working Force



Stress & Fear

Chronic Stress or High Stress Raises Cortisol
Frontal Cortex (Executive Center) Becomes Paralyzed

Reduced Attention
Lower Perception
Emotional Distress
Poor Health
Poor Performance
Sleeplessness

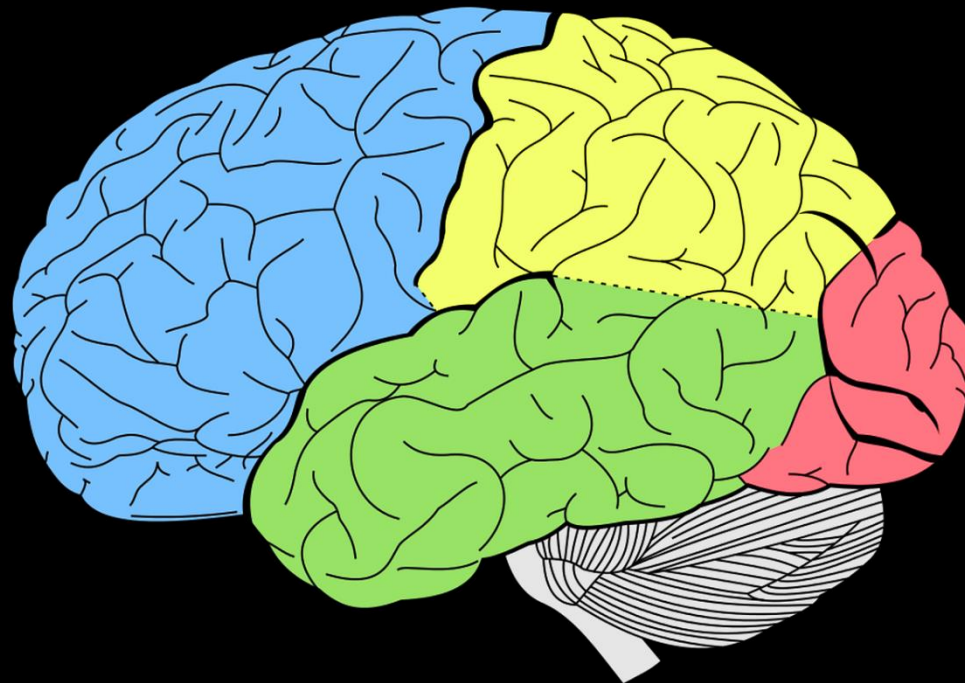


Stress & Fear

Chronic Stress or High Stress Raises Cortisol
Cellular Changes in the Brain

Shrinks Hippocampus
(memory center)

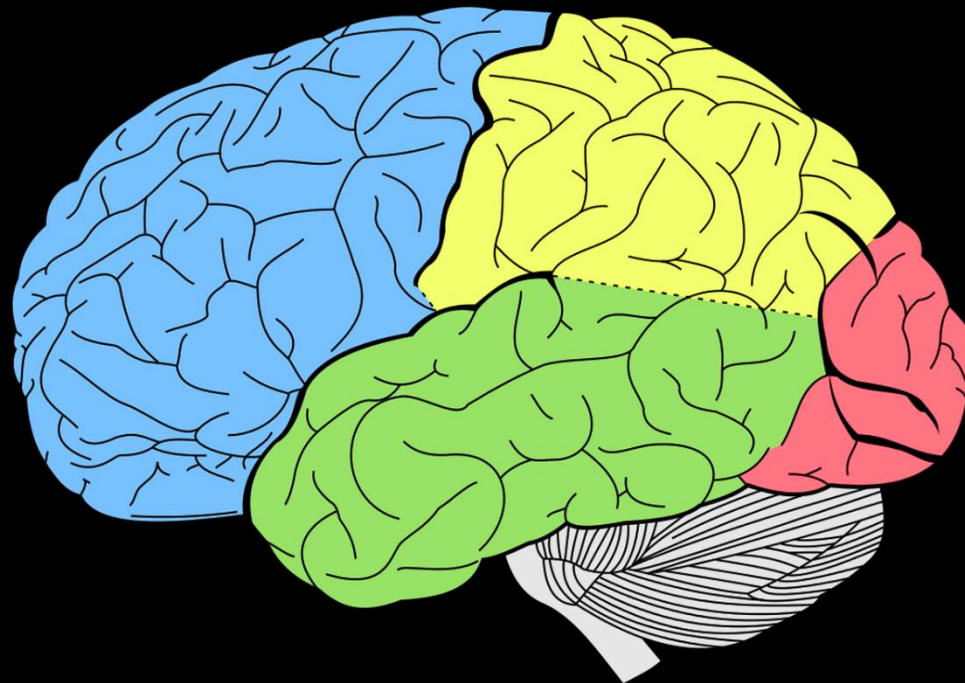
“Brain imaging studies show depressed people possess smaller Hippocampus”
- brainfacts.org



Stress & Fear

Chronic Stress or High Stress Raises Cortisol
Cellular Changes in the Brain

Shrinks Hippocampus
(memory center)
Amygdala Hijack
(emotional center)



Resilient

Unstressed



Stressed

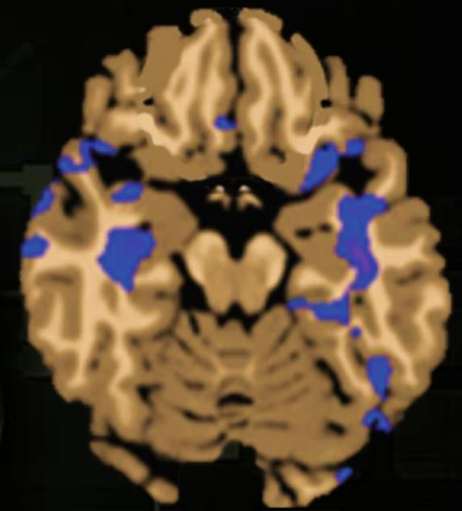
Stressed



Healthy Resilient



Anxious Depressed



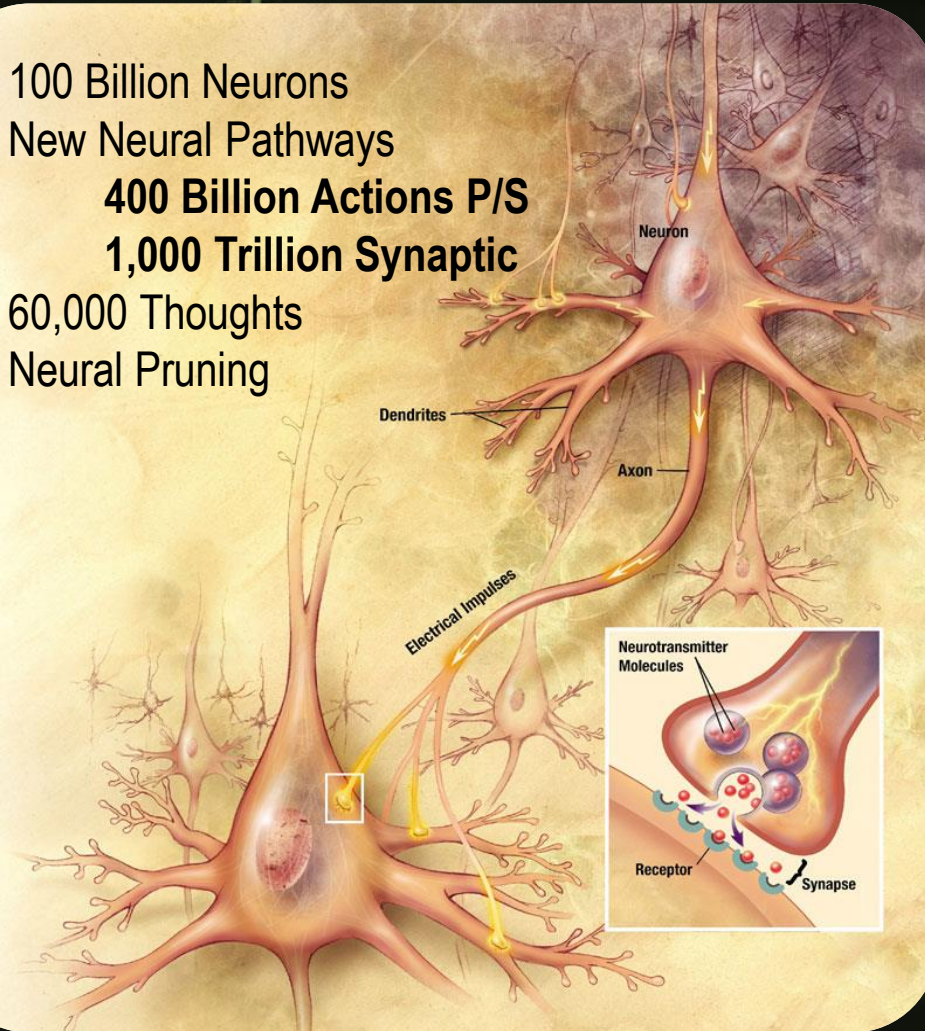
Development from the **INSIDE** Out

INVEST . . .

- In yourself as a leader
- In each team member as an individual (mentoring & understanding differences & challenges)
- In your team as a whole (systems & training)
- In the environment/culture you are creating every day

Development from the **INSIDE** Out

100 Billion Neurons
New Neural Pathways
400 Billion Actions P/S
1,000 Trillion Synaptic
60,000 Thoughts
Neural Pruning



“Neurons that fire together,
wire together.”

— Hebbs Law

The Heart Centered Leader

6 Attributes

Builds a “People First” Culture
Guided by Compassion – Driven by Purpose
A Team Confidence that is FELT
Inspires Team Growth & Creativity
Minimizes Uncertainty & Tension
Creates Leaders not Followers

GROUP STUDY & DISCUSSION

Take Out Page 3

VIDEO CASE STUDY LISTEN & Take NOTES

NOTABLES:

Charles is the Supervisor at the end of the table in the video

Look for **RED FLAGS** based on our session today
Consider **3 things** Charles could do to improve
EMPOWERMENT & ENGAGEMENT

Compassion & Understanding Create

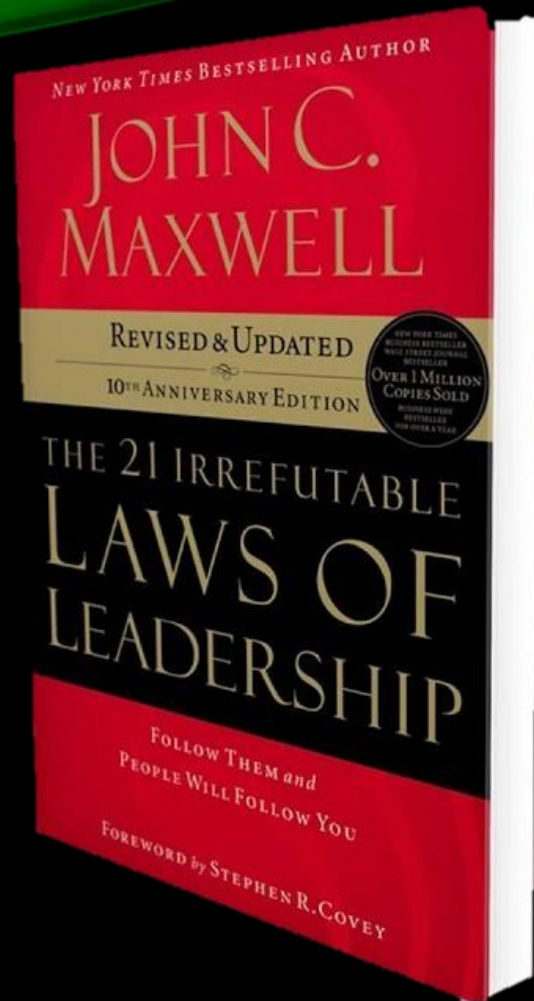
NEURAL RESONANCE
SEROTONIN + OXYTOCIN

- Reduces Cortisol (stress)
- Minimizes Defensiveness
- Creates a Bond



"People don't care about how much you know until they know how much you care." -
Theodore Roosevelt





Leadership is not about titles, positions, or flowcharts. It is about one life influencing another.

-John C. Maxwell

LEADERSHIP

Paraphrased from businessdictionary.com:

establish a clear **vision**

share that **vision**

empower the team to realize that **vision**

Vision and the 4 E's

VISION
Is a Compass



ENGAGE

ENCOURAGE

EXCITE

EMPOWER

**YOUR
G  A L**

Value



Inspire

Trust

ACCOUNTABILITY GOALS & PAIR UP SNOWBALL FIGHT



Name: _____ Email: _____

 **REVIEW: Write 2 or 3 Insights You Will Apply & Record It**
In one week email each other with the subject line: "Did you do it?" 

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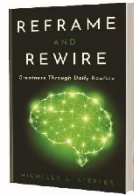
INSTRUCTIONS

- Write your Accountability Partner in **ONE WEEK** and in the subject line, write "Did you do it?"

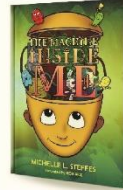
IPV Event Survey

IPV CONSULTING
coaching • training • speaking

Please fill out survey completely and bring to my book table for a **FREE BOOK!**



Choose from
"Reframe and Rewire" or
"The Machine Inside Me"



AND to empower your further I will send you
"Ten Low-Cost Ways to Empower Your Team"

For each question below, circle your rating with 1 being the lowest and 5 the highest:

1) IPV was professional and knowledgeable, providing ample content toward solutions.

1 2 3 4 5

2) IPV was engaging and interactive with participants throughout.

1 2 3 4 5

3) This workshop has inspired me to take action

1 2 3 4 5

Please share any comments or suggestions below (or on back):

Please send more information on: (check all that apply)

Speaking | Workshops/Training | Professional Coaching | Leadership Mastery Group Sessions

Preference: Virtual OR LIVE in Person

I give IPV permission to share my comments, please sign _____

Name of Participant: _____ Phone: _____

Email: _____



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Leadership Mastery™

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