



# Welcome to Values-Based Leadership In Action

1. Please rename yourself on Zoom

- Name
- Agency
- Pronouns



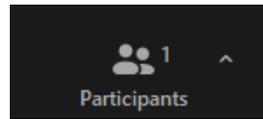
2. Answer our check-in question in the chat:

**“What personal activity develops your leadership skills?”**



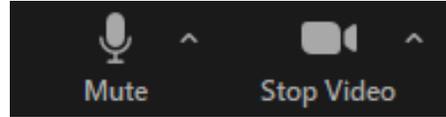
# Tech Check

## 1. Rename Yourself



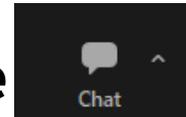
- Participants > Hoover over your name > 3 dots > Rename. Type your Name, Pronouns, and Department.

## 2. Mic & Video Test



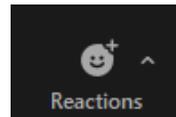
- Select the microphone button to unmute yourself & say hello! Select the video button to go on/off camera.

## 3. Locate the Chat Feature



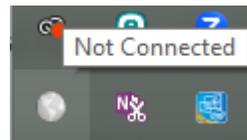
- Select the three dots > Chat to open up the chat box.

## 4. Raise Hand



- Select the three dots > Reactions > Raise Hand to raise your hand.

## 5. Turn off your VPN



## 6. Grab a Copy of the Learner Workbook / Handout



- Found in Chat from your facilitator!

*Disruption? Try logging out and logging back in again.*



**Jay Winston, M.S.  
(She/her/hers)**



Badger Alumna



World Traveler



Thalassophile



Dog Mom



Foodie

**Group  
Agreements**

*Be Present*

*Take Space*

*Make Space*

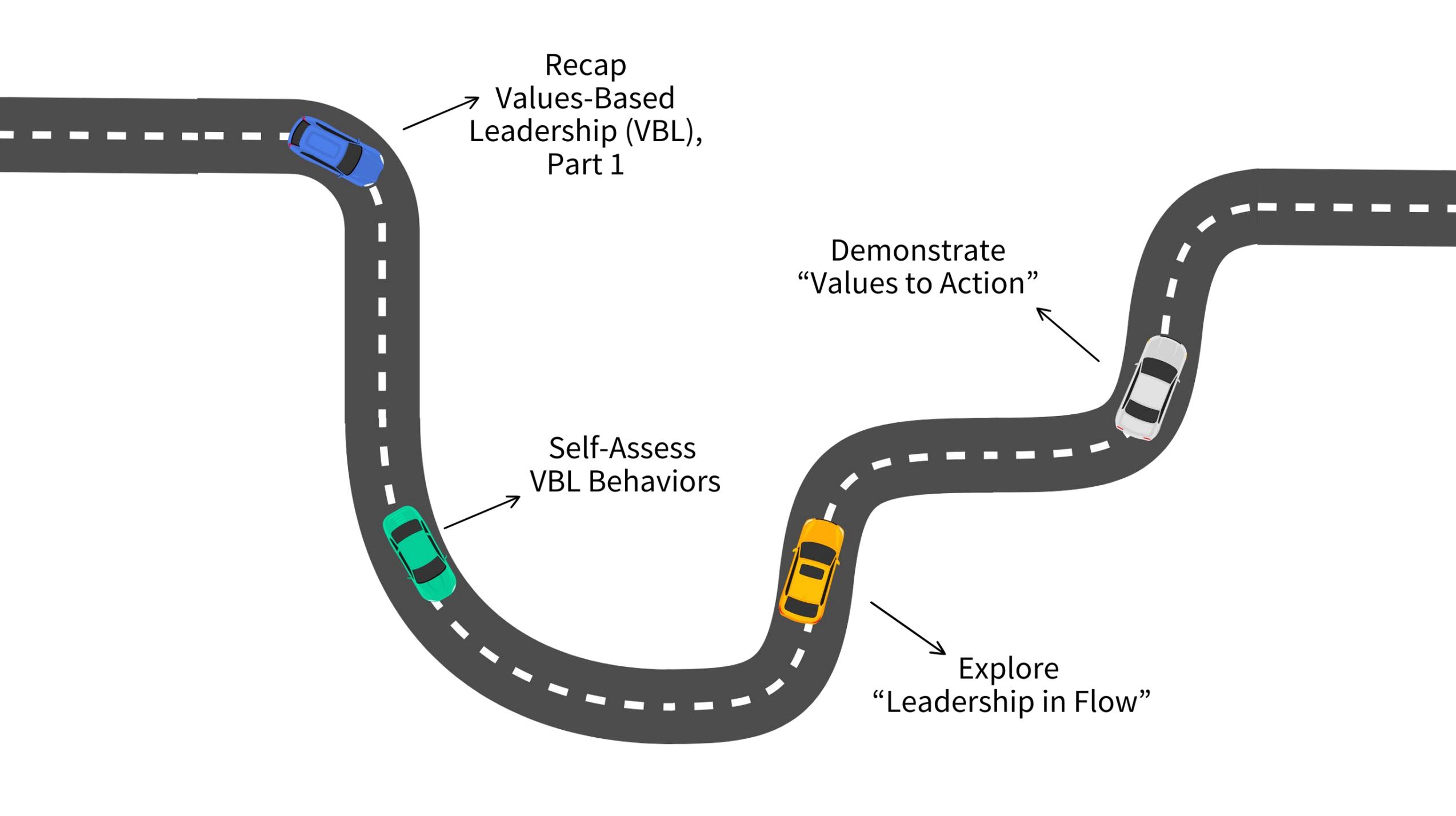
*Take Notes*

*Be Curious*

*Ask Questions*

Additions?





Recap  
Values-Based  
Leadership (VBL),  
Part 1

Self-Assess  
VBL Behaviors

Demonstrate  
"Values to Action"

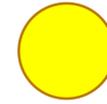
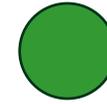
Explore  
"Leadership in Flow"

# Values-Based Leadership Framework





# VBL – Self Assessment

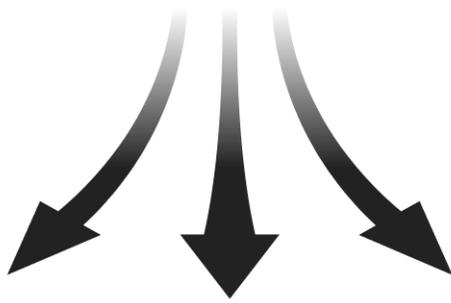


VBL Principles	VBL Behaviors	I understand the VBL behaviors.  I support and am committed to using these VBL behaviors within my team or department.	I see potential challenges or obstacles in using these VBL behaviors on an individual/organizational level.	I want to further develop my skills in this behavior.
 <b>Self-Reflection</b>	Leaders have a deep understanding of themselves and their values			
	Leaders regulate their emotions and show empathy			
	Leaders use feedback for self improvement			
	Leaders continuously learn and integrate new information			
 <b>Balance &amp; Perspective</b>	Leaders create spaces where diverse perspectives are welcomed			
	Leaders engage people in decision that impact them			
	Leaders question and challenge the status quo for the sake of equity and innovation			
	Leaders hold space for multiple truths to exist among complex and competing interests			
 <b>Self-Confidence</b>	Leaders recognize and celebrate the strengths of themselves and others			
	Leaders acknowledge their limitations and ask for help when they need it			
	Leaders reframe their challenges and failures as learning opportunities			
	Leaders believe that with time and hard work they can evolve into a better version of themselves			
 <b>Genuine Humility</b>	Leaders check their assumptions by asking open ended questions			
	Leaders acknowledge and celebrate the efforts of their team			
	Leaders admit when they're wrong and take steps to self correct			
	Leaders willingly receive the feedback of others with an open mind			
<b>Totals:</b>				



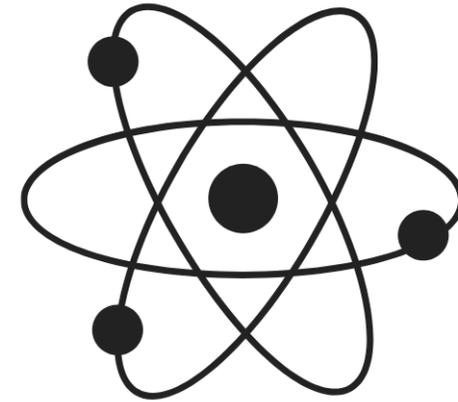
# Leadership in the Flow

# Leadership in the Flow + 5 Core Energies



## Leadership in the Flow

- Leadership is a **dynamic** state.
- Leadership is a state to be **activated**.
- Activation is within **reach**.



## 5 Core Energies

- **Purpose:** Committed to a **noble** cause
- **Wisdom:** Calm and receptive to the **truth**
- **Growth:** Curious and open to **learning**
- **Love:** **Connected** those you work with and serve
- **Self-Realization:** **Centered** in a joyful spirit

# Values-Based Leadership Principles + Behaviors

## Recap

### Self-Reflection



Leaders develop a deep understanding of their own values and others

Leaders show empathy to themselves and others

Leaders actively seek and use feedback for self improvement

Leaders continuously learn and integrate new information

Leaders intentionally create spaces that welcome, include, and support diverse perspectives

Leaders engage people in decision-making that will impact them

Leaders question and challenge the status quo for the sake of equity and innovation

Leaders hold space for multiple realities to exist among complex and competing interests

### Balance & Perspective



### Self-Confidence



Leaders recognize and celebrate the strengths of themselves and others

Leaders acknowledge their own limitations and ask for help when they need it

Leaders reframe their challenges and failures as learning opportunities

Leaders believe that with desire, intention, time and hard work they can grow and develop

Leaders check their assumptions by asking open ended questions

Leaders acknowledge and celebrate the efforts of their team

Leaders admit when they're wrong and take steps to self correct

Leaders willingly receive feedback from others with an open mind



### Genuine Humility

# Values-Based Leadership – In the Flow

Self-Reflection



## Leading in the Flow with Self-Reflection

- Push, Pull, Pause, Pivot
- Direct Emotional Energy
- Get Centered

## Leading in the Flow with Balance & Perspective

- Disarm
- Fuse Opposing Viewpoints
- Untwist Your Thinking
- Affiliate

Balance & Perspective



Self-Confidence



## Leading in the Flow with Self-Confidence

- Create the Right Frame
- Practice a Growth Mindset
- Learn from Adversity
- Embark on a Hero's Journey

## Leading in the Flow with Genuine Humility

- Understand Before You Act
- Solicit Advice
- Acknowledge, Apologize, Address
- Act/Express Thoughtfully



Genuine Humility

# Example:

You're in a team meeting and a heated disagreement ensues.

1. Activate self-reflection (love) by empathizing and affiliating
2. Activate genuine humility (wisdom) by asking questions to better understand before you act.
3. Activate balance and perspective (wisdom) by fusing opposing viewpoints



# Demonstrate “Values to Action”

*Through Role Playing*



# Break Out Room Instruction

- Join breakout rooms in groups of 3
- Identify who will be the observer, the performer, and the supervisor
- Take 2 minutes to get settled into your roles
- ACTION!
- Debrief

# Supervisor Break Out Room Instruction

- Read your scenario description
- Identify your game place
- ACTION!

# Performer Break Out Room Instruction

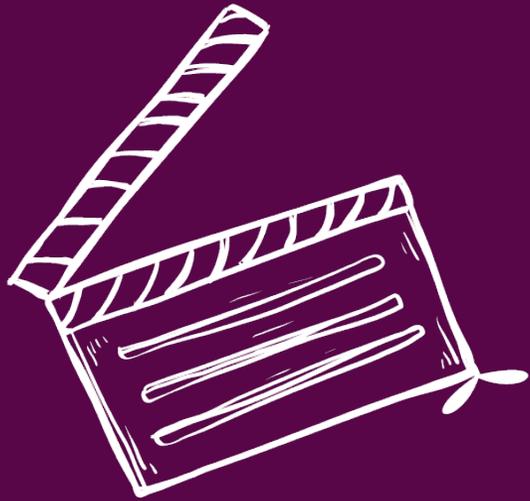
- Read your scenario description
- Identify your game plan, pulling on personal experience and/or your imagination.
- **ACTION!**

# Observer Break Out Room Instruction

- Read your scenario description
- Take notes of what you see, hear, and notice throughout the role-playing demonstration
- Share your observations with the supervisor and performer.



**Take 1**



**Take 2**



**Take 3**



# Wrap Up

## Takeaways

1. Leadership is a choice

2. *Effective and impactful* Leadership is within your reach

3. This is a journey so find and embrace every opportunity

**We Want Your  
Feedback!**

