



EMOTIONAL INTELLIGENCE & SELF LEADERSHIP

City of Madison

Women's Leadership Series Session #2

May 3, 2016

Presented by Darcy Luoma



“Girls don’t make breakfast!”



“Do you have energy all the way up to your eyeballs?”

MY BACKGROUND

- Former Director, U.S. Sen. Kohl's Office
- Master Certified Coach, International Coach Federation
- Lead Instructor, UW-Madison Professional Life Coaching Certificate
- Owner, Darcy Luoma Coaching & Consulting
- Voted Madison, Wisconsin's Favorite Life Coach
- Mom, athlete, adventure traveler



ROADMAP: WHERE ARE WE GOING!

- Icebreaker to warm up!
- Review your Designed Alliance
- Review The Balanced Leader (Masculine vs. Feminine Energy)
- Self Leadership & Leadership Presence
- Emotional Intelligence
- Forward the Action



ICEBREAKER

1. Create a single file line in the shape of a circle.
2. In order of who has been in their current position the **shortest** to **longest**.
3. Now clump together in groups of 4-5 and introduce yourself...



INTRODUCTIONS

- ◆ Name, title and organization
- ◆ Current role and how long you've been in this role
- ◆ Your biggest take-away from the first session





YOUR DESIGNED ALLIANCE

ICEBREAKER

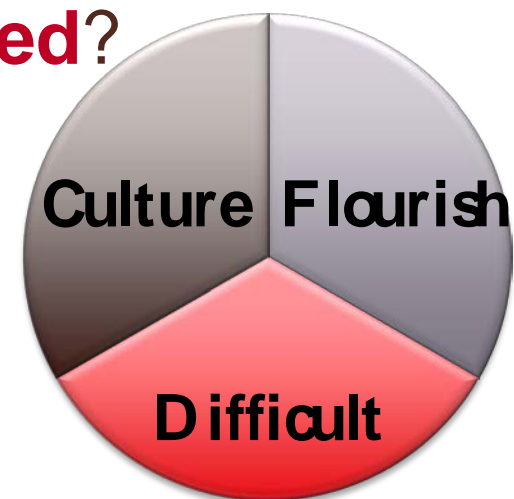


1. Get back in your single file line.
2. Count off 1-10 (say how long you've been in position!)
3. Create small groups around the room
 - 1's together
 - 2's together
 - Etc.
4. Discuss the following question together in your small group

DESIGNING OUR ALLIANCE

What do you personally want to champion today from your designed alliance?

1. What's the **atmosphere/culture** you want to create for this workshop series?
2. What will help you **flourish/succeed**?
3. How do you want to be together when it **gets difficult**?

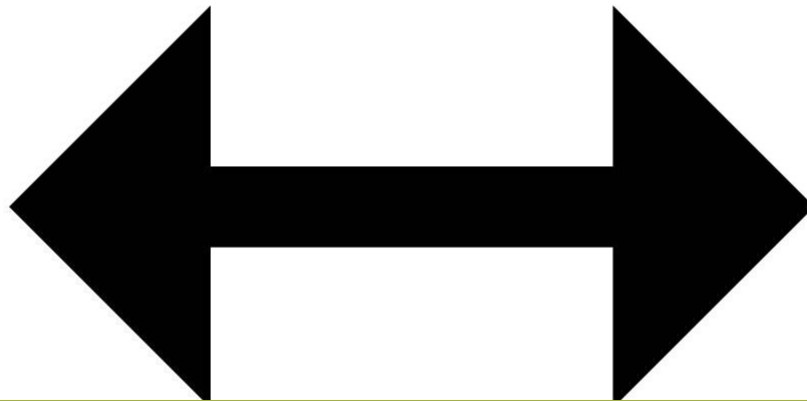




THE BALANCED LEADER

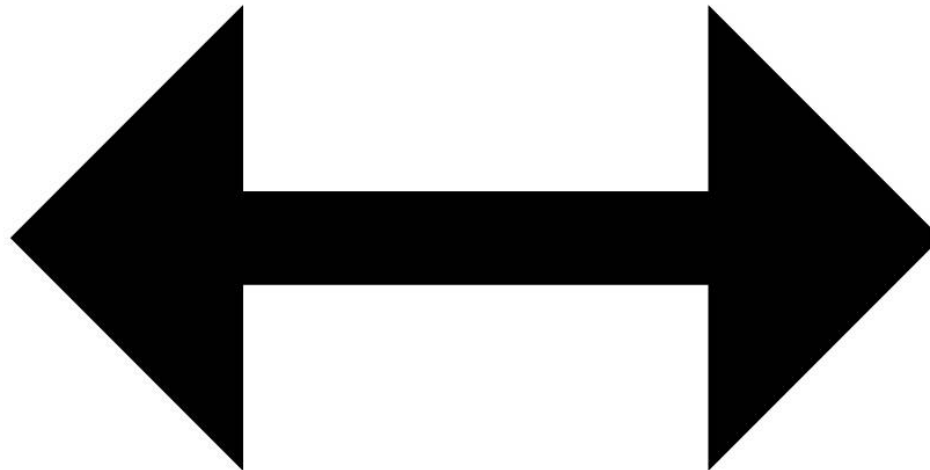
MASCULINE VS. FEMININE

- Let's review the dynamics of masculine vs. feminine **styles** or “**archetypes**.”
- Within each style there are different **preferences**.
- It is not men vs. women, necessarily.



SELF ANALYSIS: Where do you fall?

- Select how much you identify with feminine vs. masculine qualities by **voting with your FEET!**
- The stronger you identify with that quality, the **further to the extreme** you will stand.

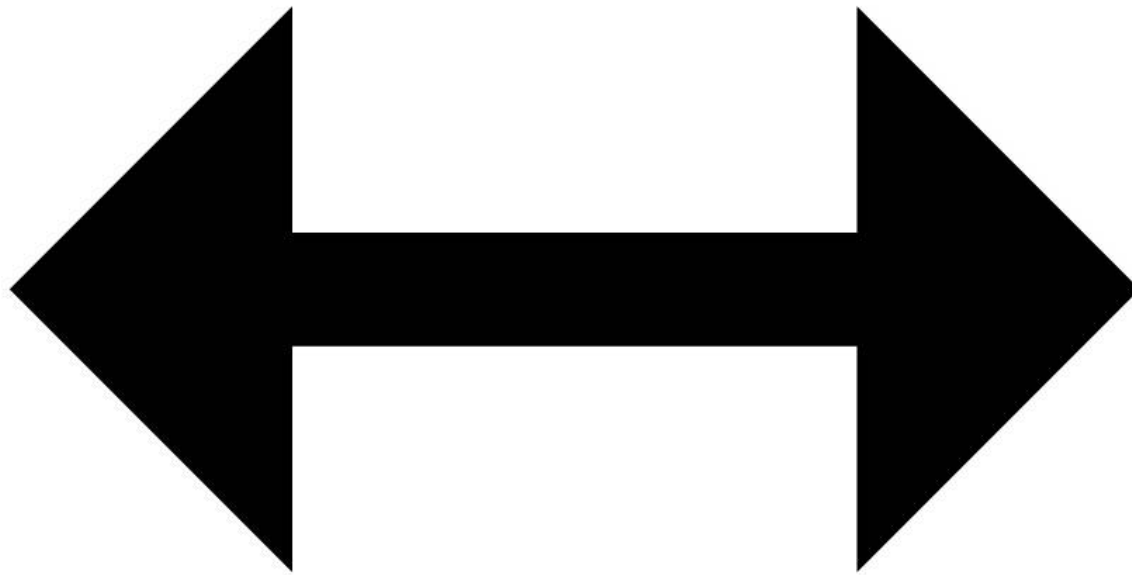


MASCULINE ARCHETYPE

FEMININE ARCHETYPE

Outcome oriented

Process oriented

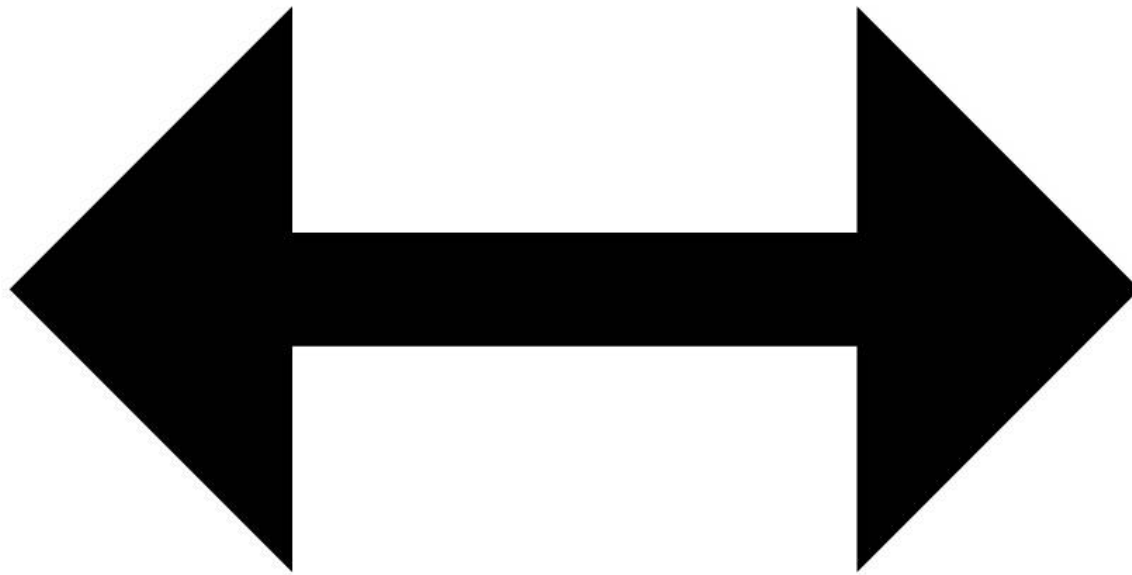


MASCULINE ARCHETYPE

FEMININE ARCHETYPE

Competitive

Collaborative

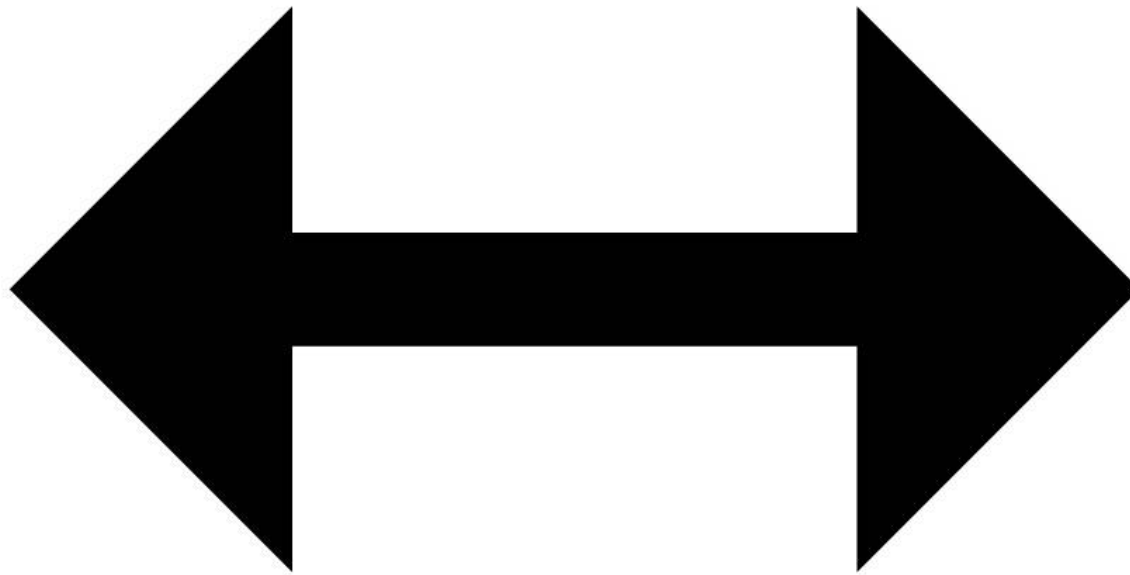


MASCULINE ARCHETYPE

FEMININE ARCHETYPE

Structured

Flexible

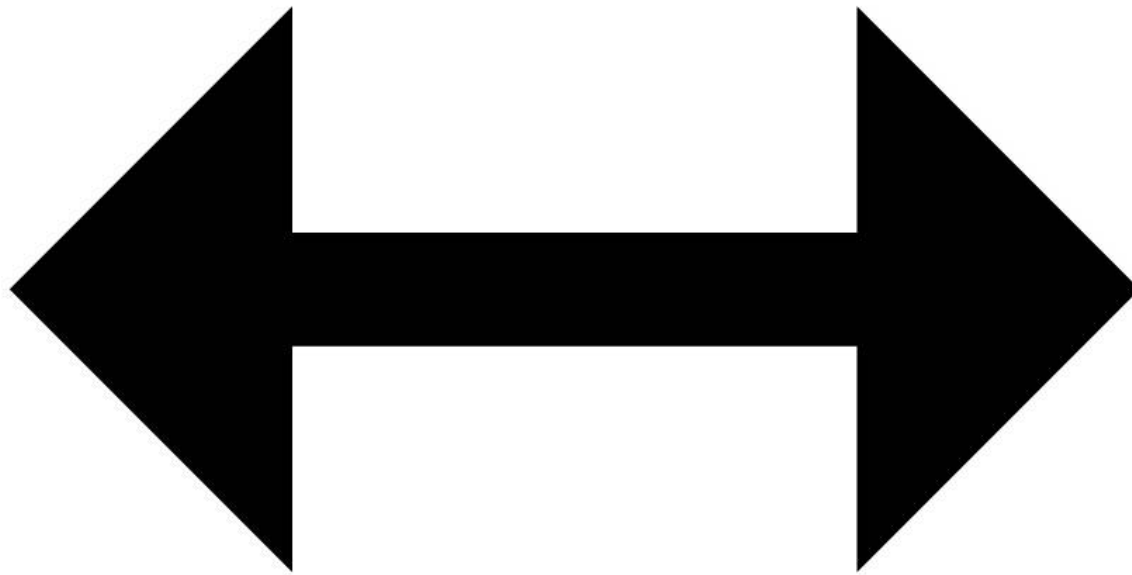


MASCULINE ARCHETYPE

Focus on self

FEMININE ARCHETYPE

Focus on others



MASCULINE ARCHETYPE

FEMININE ARCHETYPE

Facts & Data

Intuition & Emotions



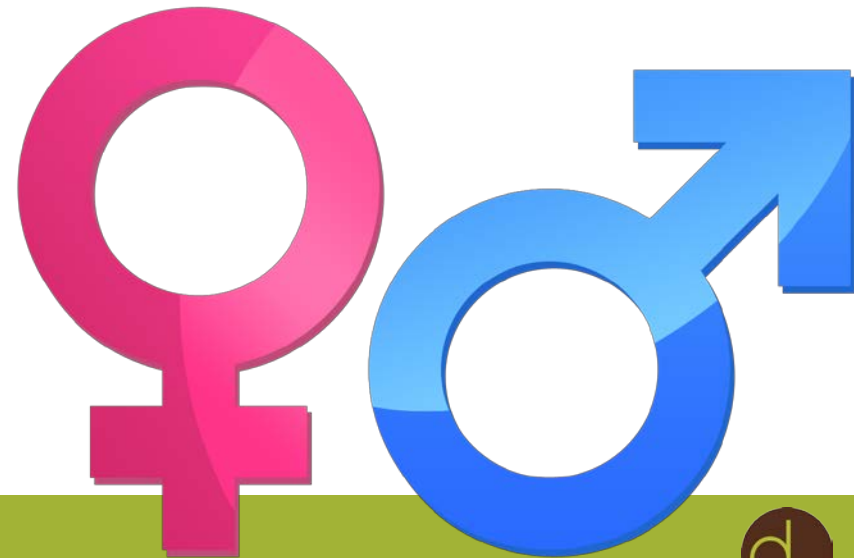
LARGE GROUP DEBRIEF

- What was that experience like?
- What are you learning about leadership skills?



BALANCED LEADERS NEED A BLEND!

- In order to be effective, you need to consciously choose how you are going to communicate/behave.
- This often requires a blend of the masculine and feminine, depending on the situation.





SELF LEADERSHIP

LEADERSHIP

Leaders help individuals and teams get from where they are now to where they want to be.



SELF LEADERSHIP

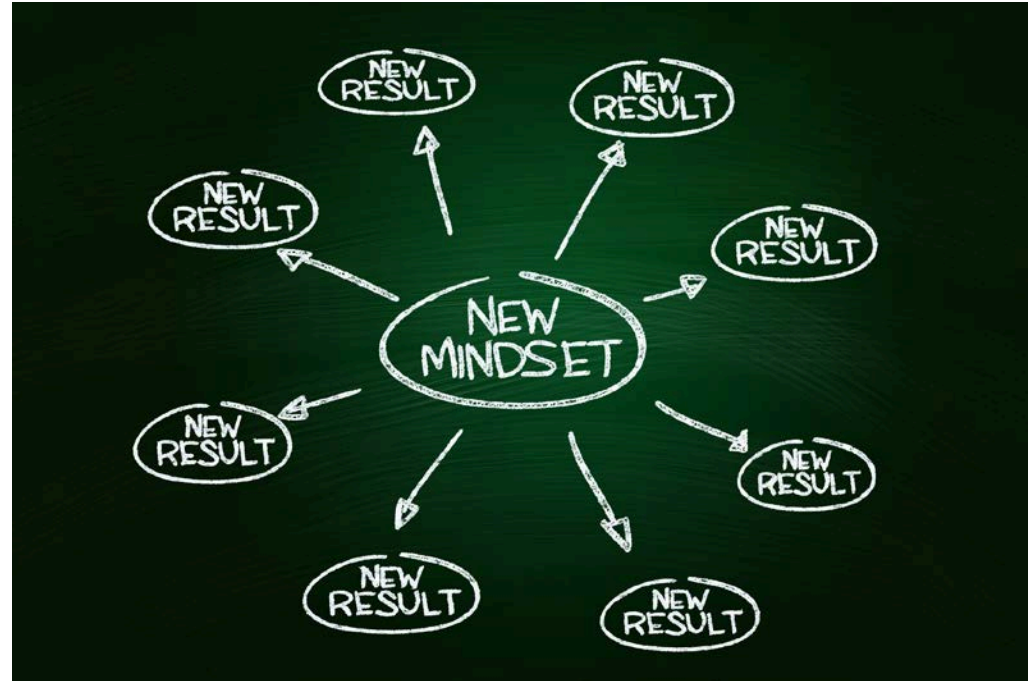
The self process of getting from where you are **now** to where you **want to be**.



SELF LEADERSHIP

The process of intentionally influencing your **thinking, feeling** and **behaviors** to achieve your objectives.

- Bryant & Kazan, 2012



SELF LEADERSHIP IS...

- Having a developed sense of:
 - **who** you are (values)
 - **what** you can do (strengths)
 - **where** you are going (vision)
- Coupled with the ability to influence your **communication, emotions and behavior** on the way to getting there.

- Bryant & Kazan, 2012



Self Leadership

(INTERNAL FOCUS)

translates into...

Leadership Presence

(EXTERNAL FOCUS)

LEADERSHIP AND PRESENCE



Your ability to **ENGAGE, CONNECT,** and **INFLUENCE** others by being **present** in the moment and noticing your **impact**.

How do others **FEEL** when they are interacting with you?



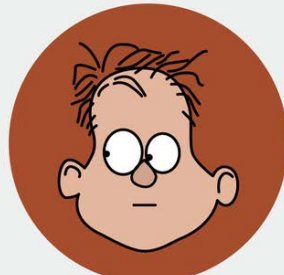
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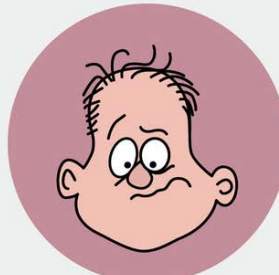
Happy



Confident



Suspicious



Confused



Embarrassed



Frustrated



Guilty



Sad

Leadership presence
and self leadership isn't
about **power** and **being**
in charge.



In fact, it's more about
connecting with and
empowering others.



How does your self leadership translate to leadership presence?

- You have **conscious CHOICE** about how you will behave and communicate.
- This increases your **influence** and instills trust and confidence in others.



PARTNER ACTIVITY: PART #1

- **Partner A:** Share a story about a frustrating relationship (2 minutes)
- **Partner B:** Listen (don't fix, solve, etc.) and write down what your partner is thinking, feeling and saying
- **Switch directions!**



WHAT ARE YOU LEARNING?

What new awareness
are you having?



EMOTIONAL INTELLIGENCE

WHAT IS EMOTIONAL INTELLIGENCE (EQ)?



MEET TIMMY...














EVERYTHING CREATES A PHYSICAL AND EMOTIONAL REACTION!



Emotional Intelligence (EQ)

Self
Awareness
+
Self
Management



An iceberg floating in the ocean under a cloudy sky. The tip of the iceberg is above the water line and is labeled 'IQ'. The much larger part of the iceberg is submerged below the water line and is labeled 'EQ'. The submerged part is also associated with a list of skills on the left side of the image.

**Balanced performance
& decision making**

IQ

Self awareness

Motivation

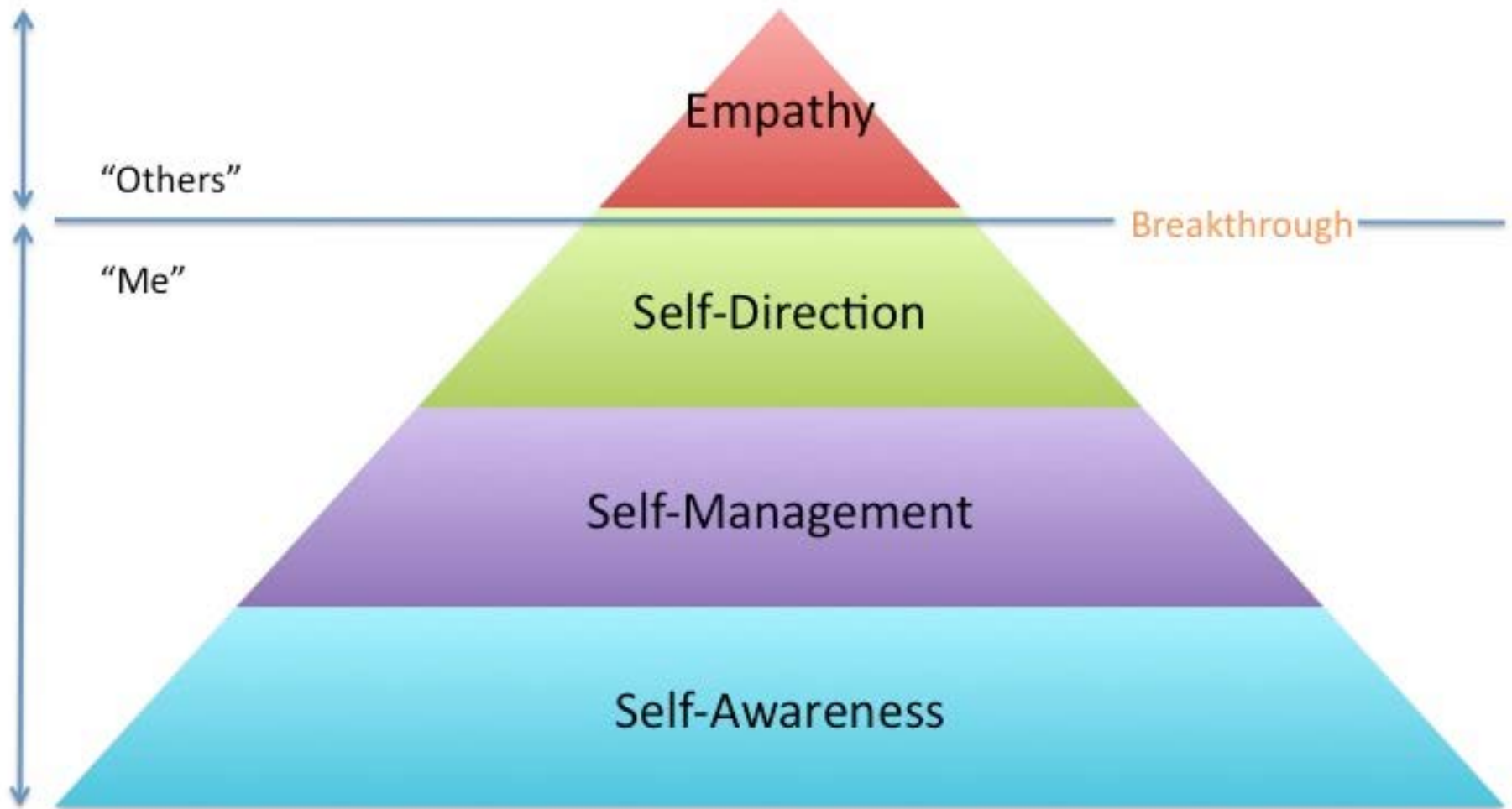
Self management

Social skills

Empathy

EQ

Emotional Intelligence



Self Awareness

Self Leadership

EQ

Social Awareness

Relationship
Management

ASSESSING YOUR EQ

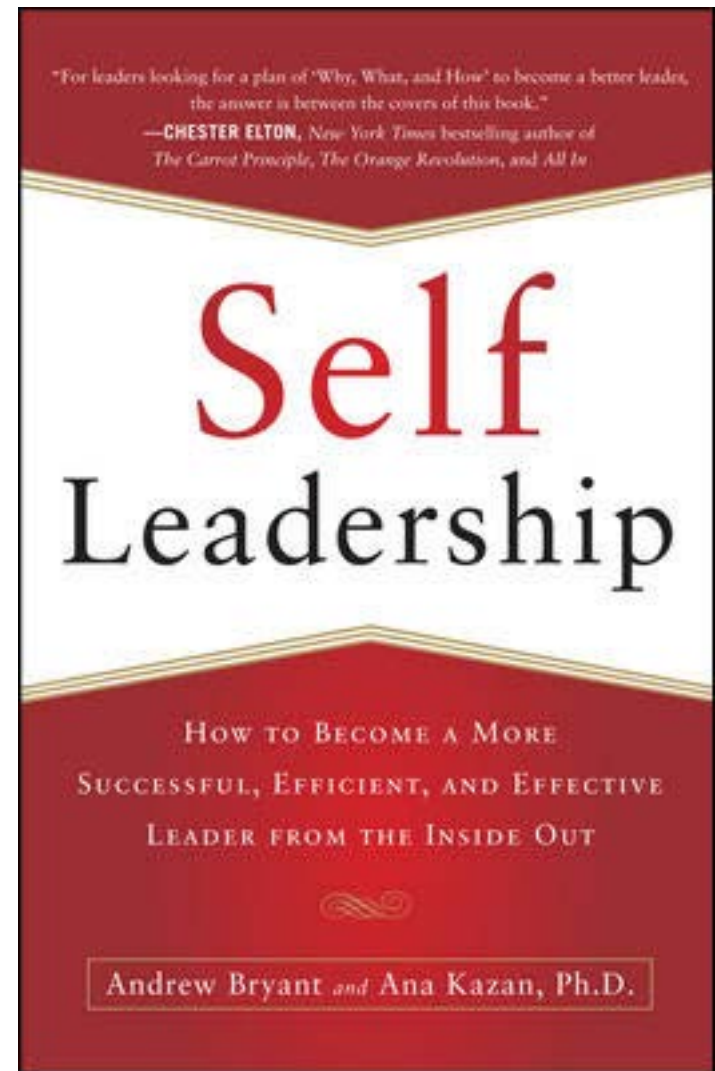


- **Self-Awareness:** How aware am I of my emotions?
- **Self-Management:** How well do I control my emotions and impulses?
- **Social Awareness:** How aware am I to the needs of others?
- **Relationship Management:** How well do I build and maintain relationships?

LEADERSHIP PRESENCE starts with an **inward** **focus** on **SELF** LEADERSHIP....

....which impacts all
aspects of your life, health,
career and relationships.

How are you leading your own life and career?



Self Awareness

**The last
thing the
fish knows
about...**

...is water

SELF-AWARENESS

- The more self-aware you, the more potential you have for **conscious choice** around how you **react** to challenging circumstances in life and work!



How does your self leadership translate to leadership presence?

- You have **conscious CHOICE** about how you will behave and communicate.
- This increases your **influence** and instills trust and confidence in others.



CONSCIOUS CHOICE = SELF MANAGING

- Not reacting based on your emotions!



SELF-MANAGEMENT

- **Choose** responses instead of being led by emotion



How do others FEEL when they are interacting with you?



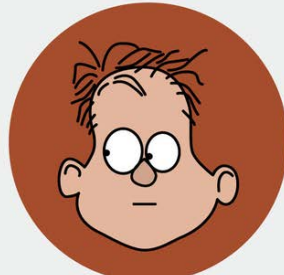
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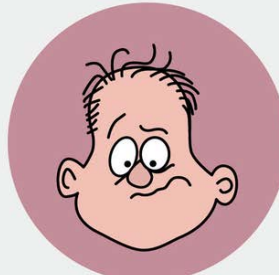
Happy



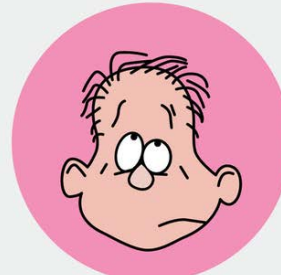
Confident



Suspicious



Confused



Embarrassed



Frustrated



Guilty



Sad





PERSONAL EXAMPLE

- **Thinking:** How can they not provide parking for a U.S. Senator?
- **Feeling:** Frustrated, angry, confused
- **Saying:** I know you are incredibly overwhelmed, how can we figure out a good plan?



PERSONAL EXAMPLE

Self-Awareness

- **Thinking:** How can they not provide parking for a U.S. Senator? He will be LATE!
- **Feeling:** Frustrated, angry, confused

+ Self-Management

- **Saying:** “I know you are overwhelmed. How can we figure out a good plan?”

= Leadership Presence



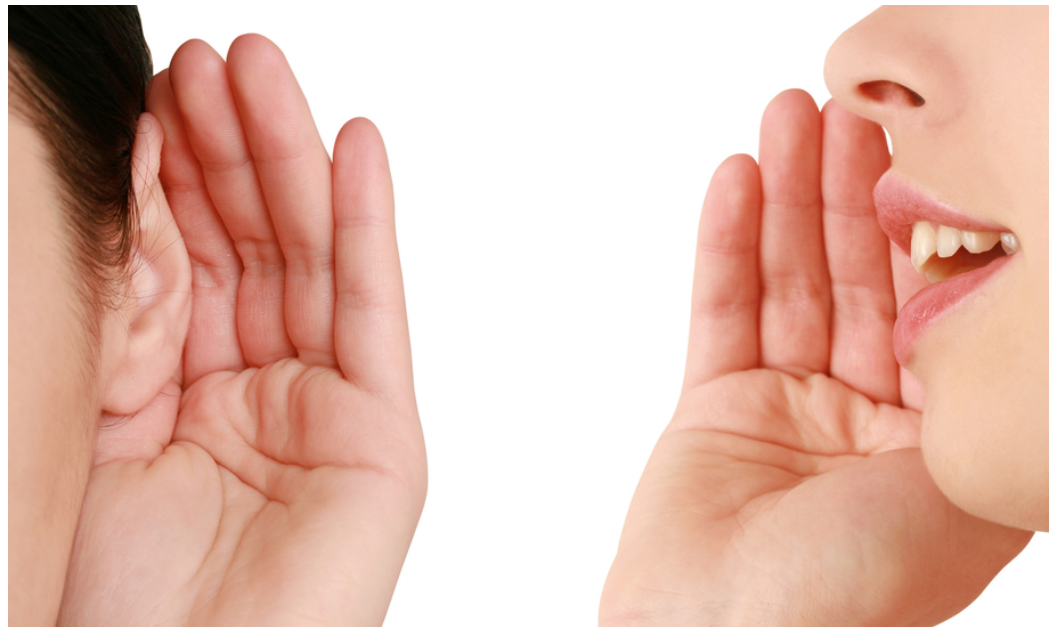
YOUR TURN!

- Think of your frustrating relationship...
- What were you thinking? Feeling? Saying?



PARTNER ACTIVITY: PART #2

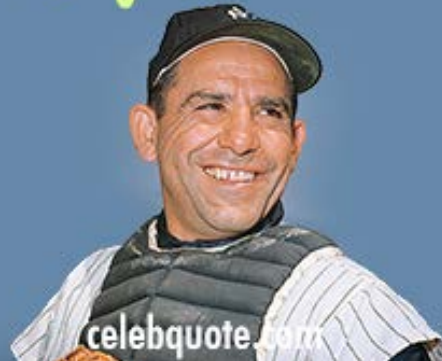
- **Partner A:** Share your reflections with your partner on what you thought they were thinking, feeling and saying
- **Partner B:** Listen and learn
- **Switch directions!**



SELF-OBSERVATION

YOU CAN
OBSERVE A LOT
BY JUST WATCHING

Yogi Berra

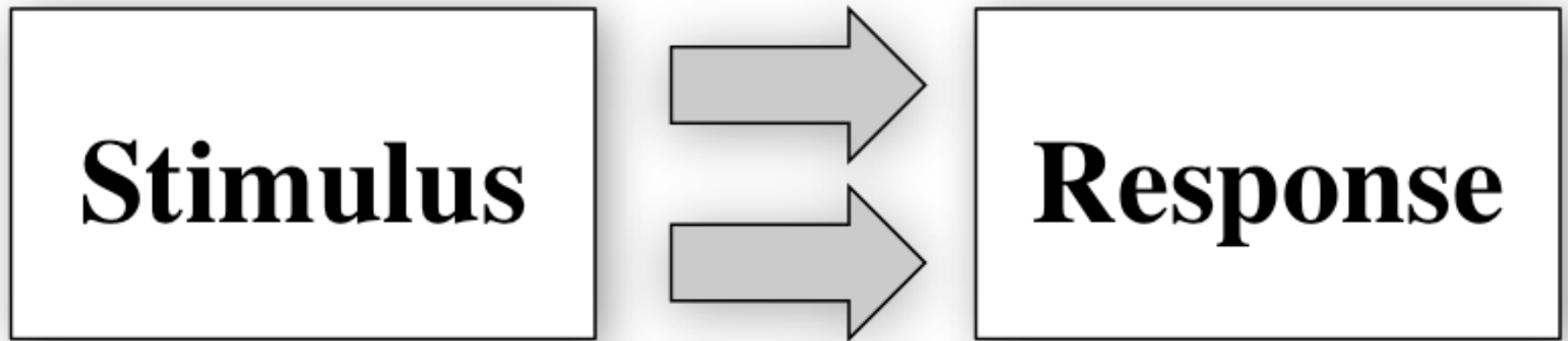


HOW CAN YOU SELF MANAGE?

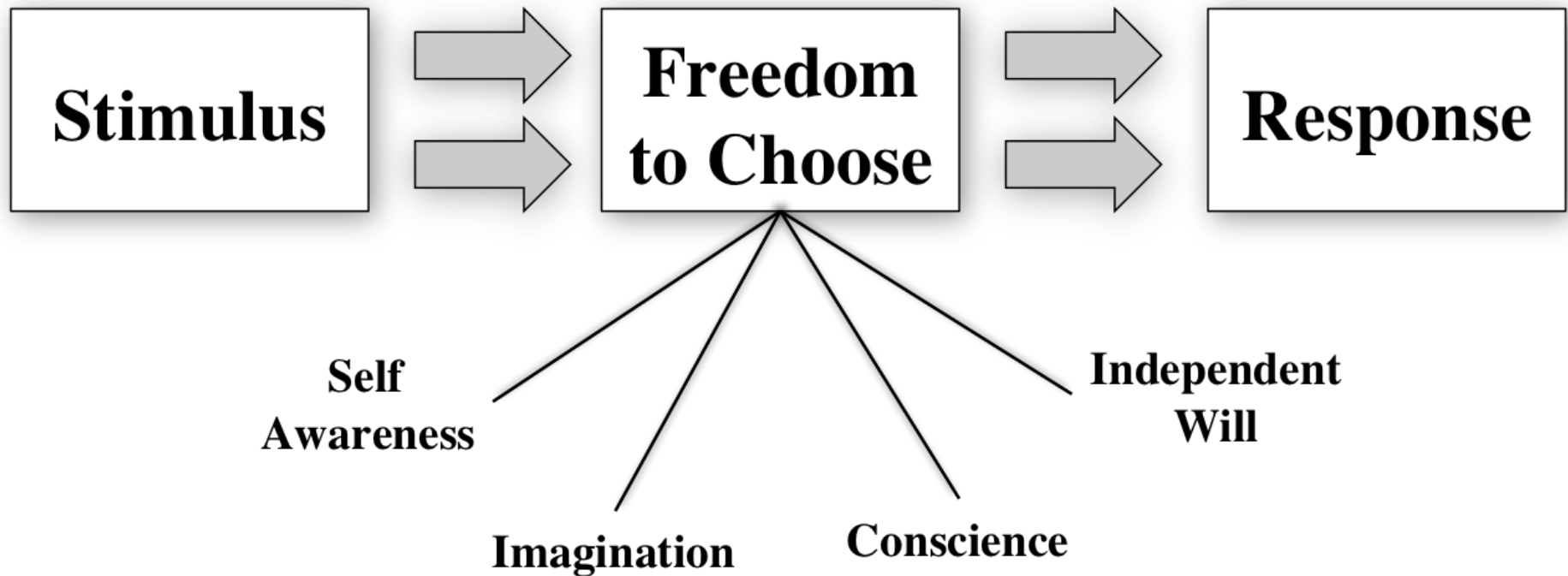
- Identify what **value** is being stepped on
- Stay in a space of **choice**, and navigate the value systems that may be colliding!
- Choose response instead of being led by emotion



LOWER “EQ”



HIGHER “EQ” MODEL...



MAN'S SEARCH FOR MEANING



DR. VIKTOR FRANKL

**THE LAST OF THE HUMAN FREEDOMS-
TO CHOOSE ONE'S ATTITUDE IN ANY GIVEN SET OF CIRCUMSTANCES,
TO CHOOSE ONE'S OWN WAY.**

-Dr Viktor Frankl, Holocaust Survivor

BrillianceUniversity.com



PERSONAL SELF-REGULATION TECHNIQUES:



How do you self-manage so you make conscious choices?

WHAT ARE YOU LEARNING?

What new awareness
are you having?

LARGE GROUP DEBRIEF

- What was that **experience** like?
- What are you **learning**?
- Where do you see these skills being useful **in your role**?





FORWARD THE ACTION

REVIEW: WHERE WE WENT!

- Icebreaker to warm up!
- Review your Designed Alliance
- Review The Balanced Leader (Masculine vs. Feminine Energy)
- Self Leadership & Leadership Presence
- Emotional Intelligence
- Forward the Action



FORWARD THE ACTION

Based on what you learned today, what action do you want to commit to?



START, STOP, CONTINUE...



- Things I will **START** doing



- Things I will **STOP** doing



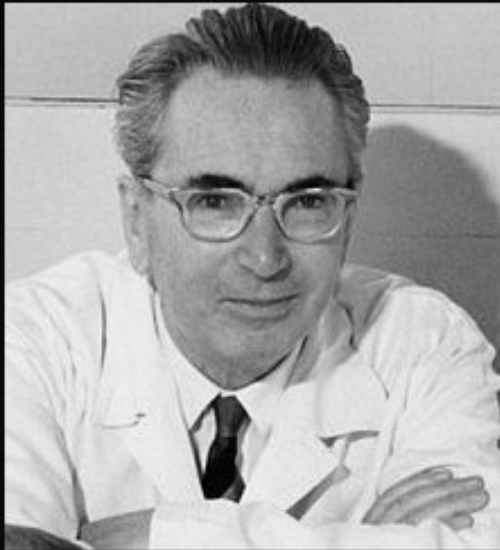
- Things I will **CONTINUE** doing

SUPPORT AND ACCOUNTABILITY

Who or what can support you to make these positive changes?



FINAL QUOTE



When we are no longer able to change a situation
- we are challenged to change ourselves.

(Viktor E. Frankl)

izquotes.com



Thank you!

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