





DEVELOPING SELF AWARENESS

TOPIC: My leadership

1. **Round 1:** How strongly am I viewed as a leader (by others) in my organization?
2. **Round 2:** How influential am I currently in my organization?
3. **Round 3:** How influential do I want to be?

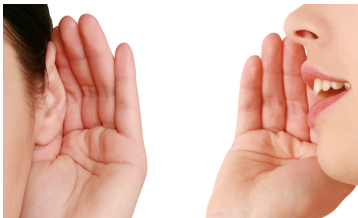


© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com



PARTNER DISCUSSION

What will help you get from where you **are** to where you **want to be**?



© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com



LARGE GROUP DEBRIEF

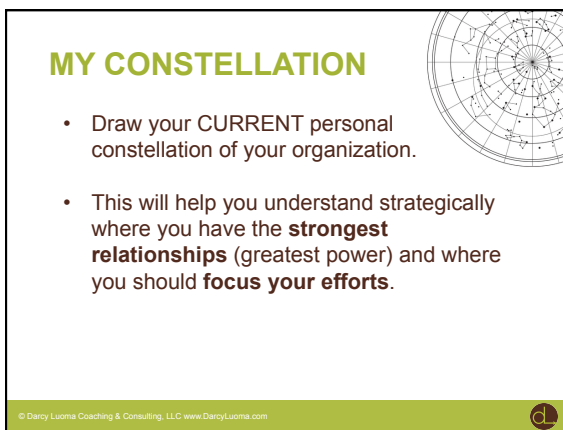
- What was that **experience** like?
- What are you **noticing**?

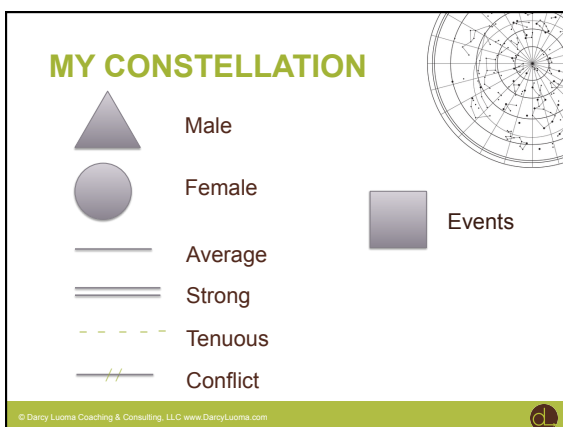


© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com











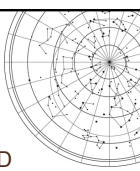
CURRENT CONSTELLATION



© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com




MY CONSTELLATION



- Now draw your FUTURE/DESIRED constellation of your organization.
- How would you ideally like your relationships with your colleagues to be?

© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com




DESIRED CONSTELLATION



© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com



MY CONSTELLATION



- List 3 things that you can do to help you get from the "current" to your "desired" future:

1. I will _____
2. I will _____
3. I will _____

© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com

WHAT ARE YOU LEARNING?



What new awareness are you having?



+ INCREASING
YOUR INFLUENCE

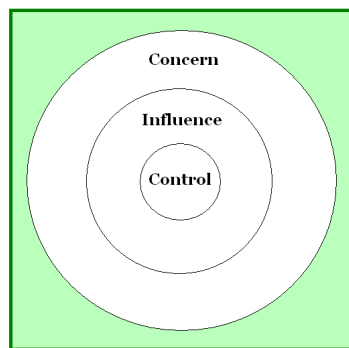
STRATEGIC LEADERSHIP

Think about a frustrating situation or relationship.

1. In the **OUTER Circle of Concern**, write down all of the things that are hard about it.
2. Now, transfer any of those that you have some ability to do something about into the **MIDDLE Circle of Influence**.
3. Then, identify those you can control, by writing them in the **INNER Circle of Control**

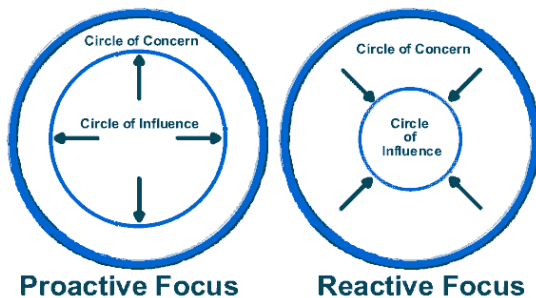
© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com





© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com



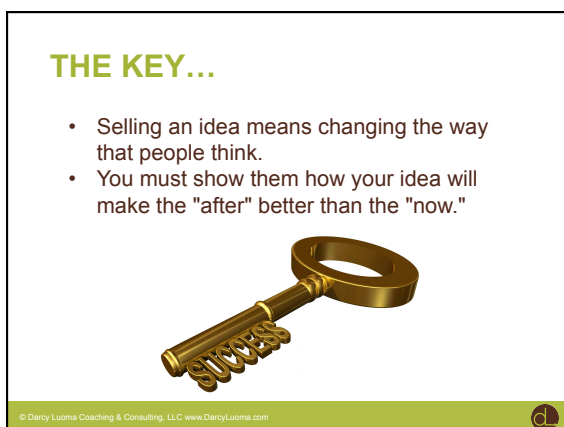


© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com









8 STEPS TO SELLING YOUR IDEAS

1. Start with a problem statement and your conclusions.
2. Know your idea (Like, really know it).
3. Practice.
4. Gain support.
5. Use your voice, rather than email.
6. Figure out your "So What? Now What?"
7. Don't take rejection personally.
8. Express gratitude.



© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com



1. START WITH A PROBLEM STATEMENT & YOUR CONCLUSIONS



- First, state the problem: "I've noticed there's an issue with X."
- Keep it short and concise.
- Don't make your senior-level audience wait to find out why you are there.
- List your specific recommendations, and keep it on target.

© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com



2. KNOW YOUR IDEA (LIKE, REALLY KNOW IT!)



- Describe the benefits if your recommendation is adopted.
- Make these benefits seem vivid and obtainable.
- Describe the costs, but frame them in a positive manner.
- If possible, show how not following your recommendation will cost even more.

© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com



3. PRACTICE



- Pitch your idea to a colleague first, and encourage them to be a tough critic.
- It is not about being perfect. It is about being personable.
- Remember, rehearsal is the work; performance is about connection.

© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com



4. GAIN SUPPORT



- Get support before the idea is even pitched.
- Set up individual conversations to get buy-in (in advance....line your ducks in a row!).
- Timing is everything!

© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com



5. USE YOUR VOICE, RATHER THAN EMAIL




- Be brief.
- Listen 70% of the time, and talk 30%.
- Look everyone in the eye when you talk.

© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com




6. FIGURE OUT YOUR "SO WHAT? NOW WHAT?"



- "So what?"
 - Why people should care about your idea
- "Now what?"
 - What you propose needs to happen next
- They need to know what you want from them (don't make them guess!).

© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com



7. DON'T TAKE REJECTION PERSONALLY




- Use professional athletes as your role model: Most major-league players strike out far more than they hit!
- Even so, they keep trying.



© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com




8. EXPRESS GRATITUDE



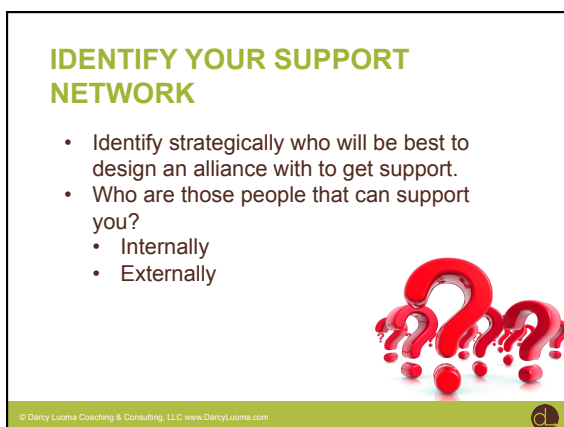
- Whether your idea is implemented or not, show appreciation.
- Be a positive force, not a sore loser.
- This can build goodwill for future ideas.

© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com









IDENTIFY YOUR SUPPORT NETWORK

- Identify strategically who will be best to design an alliance with to get support.
- Who are those people that can support you?
 - Internally
 - Externally




© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com



BUILD YOUR SUPPORT NETWORK

- What is your plan/strategy to reach out and connect with them?
- How will you track your meetings and schedule intentional follow-ups?
- How will you express your gratitude?



© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com

FORWARDING THE ACTION



REVIEW: WHERE WE WENT!

- Developing self awareness
- Developing organizational awareness
- Increasing your influence
- Selling yourself and your ideas
- Building strategic alliances
- Forwarding the action



© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com

FORWARD THE ACTION

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



© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com

START, STOP, CONTINUE...



• Things I will **START** doing



• Things I will **STOP** doing




• Things I will **CONTINUE** doing

© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com


SUPPORT AND ACCOUNTABILITY

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



© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com

FINAL QUOTE



When we are no longer able to change a situation
- we are challenged to change ourselves.
(Viktor E. Frankl)

izquotes.com

© Darcy Luoma Coaching & Consulting, LLC www.DarcyLuoma.com




Thank you!

www.DarcyLuoma.com
LifeCoach@DarcyLuoma.com

DARCYLUOMA
CREATING HIGH PERFORMING PEOPLE + TEAMS





DARCYLUOMA
CREATING HIGH PERFORMING PEOPLE + TEAMS
