

## EMOTIONAL INTELLIGENCE & SELF LEADERSHIP

City of Madison  
Women's Leadership Series Session #1  
April 25, 2017  
Presented by Darcy Luoma

### MEET DARCY LUOMA!




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• Darcy Luoma Coaching & Consulting, LLC  
Director & Lead Instructor  
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"Girls don't make breakfast!"

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

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### ROADMAP: WHERE ARE WE GOING!

1. Why Focus on Women's Leadership
2. The Balanced Leader:  
Masculine vs. Feminine Energy
3. Self Leadership and Leadership Presence
4. Emotional Intelligence
5. Forward the Action



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### 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. Without talking...**BE CREATIVE** and **HAVE FUN!!**




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### INTRODUCTIONS

- ◆ Name, title and organization
- ◆ Current role and how long you've been in this role




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## YOUR DESIGNED ALLIANCE

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### ICEBREAKER



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

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### DESIGNING OUR 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**?

Be prepared to share the essence of your answers with the full group!



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### WHY FOCUS ON WOMEN'S LEADERSHIP

### BY THE NUMBERS

Of 197 heads of state, only 22 are women.

- Lean In, Sheryl Sandberg



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### BY THE NUMBERS

Only 21 of the Fortune 500 CEO's are women.

- Lean In, Sheryl Sandberg



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### BY THE NUMBERS

In politics, women hold just 18% of congressional offices.

- Lean In, Sheryl Sandberg



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### BY THE NUMBERS

Women hold 16% of board seats and 14% of executive officer positions.

- Lean In, Sheryl Sandberg



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### BY THE NUMBERS

In 1970, women were paid \$0.59 for every dollar men made. It's now \$0.77.

- Lean In, Sheryl Sandberg



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### MEN VS. WOMEN

When **men** fail, they say it's because they weren't interested.

- Women blame their lack of ability.

- Lean In, Sheryl Sandberg



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### MEN VS. WOMEN

**Men** attribute their success to innate qualities and skills.

- **Women** attribute their success to luck and help from others.


- Lean In, Sheryl Sandberg



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**MASCULINE VS. FEMININE**


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



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**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.



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**MASCULINE ARCHETYPE**      **FEMININE ARCHETYPE**


Outcome oriented      Process oriented



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**MASCULINE ARCHETYPE**      **FEMININE ARCHETYPE**

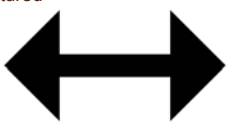
Competitive      Collaborative



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**MASCULINE ARCHETYPE**      **FEMININE ARCHETYPE**


Structured      Flexible



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**MASCULINE ARCHETYPE**      **FEMININE ARCHETYPE**

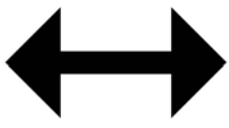
Focus on self      Focus on others



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**MASCULINE ARCHETYPE**      **FEMININE ARCHETYPE**

Facts & Data      Intuition & Emotions




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**WHAT ARE YOU LEARNING?**



Share with a partner: What new awareness are you having?

**THE BALANCED LEADER**



### 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.



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### LEADING FROM THE INSIDE OUT



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### SELF LEADERSHIP



### COACHING AS A CARRIAGE METAPHOR

Coaching helps you get from where you are **now** to where you **want to be**.



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### LEADERSHIP

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



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### SELF LEADERSHIP

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



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### SELF REFLECTION

Where are you **now**?  
Where do you **want to be**?



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### SELF LEADERSHIP

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



- Bryant & Kazan, 2012

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### 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

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**Self Leadership**  
 (INTERNAL FOCUS)  
*translates into...*  
**Leadership Presence**  
 (EXTERNAL FOCUS)

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**LEADERSHIP PRESENCE**

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**LEADERSHIP AND PRESENCE**



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

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It's NOT about **power** and being **in charge**.




It's about **connecting** with and **empowering** others.



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**LEADERSHIP PRESENCE**

- How do you **want** others to feel when they are with you?
- What can help ensure this?



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**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.



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**COMPONENTS OF SELF LEADERSHIP**

- Emotional Intelligence
- Conscious Choice




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**EMOTIONAL INTELLIGENCE**

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**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!**



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### PARTNER ACTIVITY: PART #1

My partner is....

- Thinking:
- Feeling:
- Saying/Behaving:

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### WHAT IS EMOTIONAL INTELLIGENCE (EQ)?



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### MEET TIMMY...



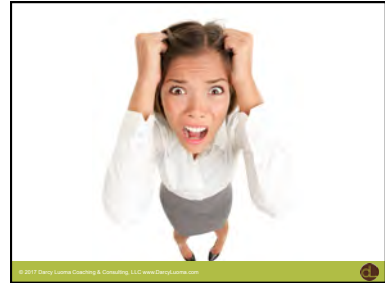
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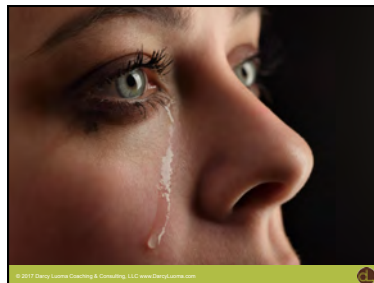
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### EVERYTHING CREATES A PHYSICAL AND EMOTIONAL REACTION!



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**Emotional Intelligence (EQ)**

Self Awareness  
+  
Self Management



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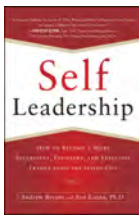


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**LEADERSHIP PRESENCE** starts with an inward focus on **SELF LEADERSHIP**....

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

How are you leading your own life and career?



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**SELF-AWARENESS**

- The more self-aware you are, the more conscious choice you have around how you react to challenging circumstances!



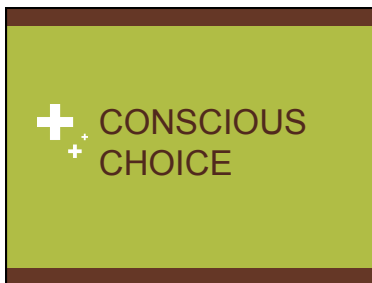
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**How does your self leadership translate to leadership presence?**

- You have conscious CHOICE about how you will behave and communicate.
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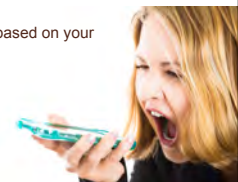


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**CONSCIOUS CHOICE = SELF MANAGING**

- Not reacting based on your emotions!



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### SELF-MANAGEMENT

- Choose responses instead of being led by emotion

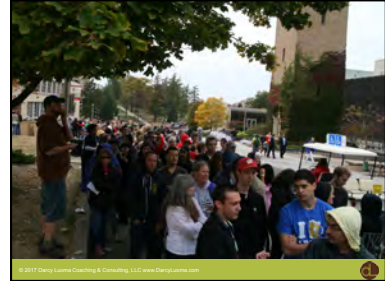


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### How do others FEEL when they are interacting with you?



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### SELF LEADERSHIP

The process of intentionally influencing your **THINKING, FEELING** and **BEHAVIORS** to achieve your objectives.

- Bryant & Kazan, 2012



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### PERSONAL EXAMPLE

- **THINKING:** How can they not provide parking for a U.S. Senator?
- **FEELING:** Frustrated, angry, confused
- **SAYING (BEHAVING):** "I know you are incredibly overwhelmed, how can we figure out a good plan?"



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### EMOTIONAL INTELLIGENCE (EQ)

Self Awareness (thinking/feeling) + Self Management (saying/behaving)



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### 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/BEHAVING:** "I know you are overwhelmed. How can we figure out a good plan?" (calm and controlled)

= Leadership Presence



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### YOUR TURN!

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




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### 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!**




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### SELF-OBSERVATION

YOU CAN OBSERVE A LOT BY JUST WATCHING


*Yogi Berra*



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### HOW CAN YOU SELF MANAGE?

- Stay in a space of **choice!**
- Choose response instead of being led by emotion.



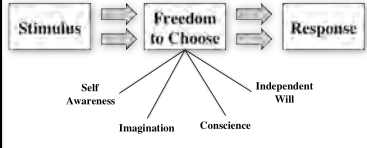
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### LOWER "EQ"




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### HIGHER "EQ" MODEL...



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### MAN'S SEARCH FOR MEANING



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### 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*

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### PERSONAL SELF-REGULATION TECHNIQUES:



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

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What do you want to **consciously choose?**

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**WHAT ARE YOU LEARNING?**

What new awareness are you having?

Want more resources and quotes?

Text  
**DARCY**  
To  
**72000**

**FORWARD THE ACTION**

**ROADMAP REVIEW!**

- Why Focus on Women's Leadership
  - The numbers show that it matters!
- The Balanced Leader
  - Need a blend of Masculine and Feminine energy
- Self Leadership and Leadership Presence
  - Need to lead from the inside out
- Emotional Intelligence
  - It's all about self awareness + self management
- Forward the Action
  - Conscious choice is key

**FORWARD THE ACTION**

Based on what you are learning, what action(s) do you want to commit to?

**START, STOP, CONTINUE...**

- START** • Things I will **START** doing
- STOP** • Things I will **STOP** doing
- CONTINUE** • 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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CREATING HIGH PERFORMING PEOPLE + TEAMS