



ANAHEIM
2009

The Annual Conference of the Financial Planning Community

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| TRACK: | LEADERSHIP LABORATORY |
| SESSION: 979023 | THE LEADER IN THE MIRROR |
| | SUNDAY, OCTOBER 11, 2009 |
| | 11:00 AM - 12:00 PM |
| PRESENTER: | Sharon Keys Seal, P.C.C. |
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Sharon Seal is an executive coach and group facilitator who, for over fourteen years, has helped professionals discover, understand and leverage their unique talents and gifts. She has worked with hundreds of clients to support them in honing their skills in leadership, communication, team development, and strategic thinking. Sharon enjoys working with high-potential leaders from a variety of industries, including science, technology, financial services, non-profits, consultancies, manufacturing, and healthcare. By integrating relevant tools and models into coaching conversations, Sharon helps clients see themselves and their work in powerful new ways, while illuminating potential areas for enhanced performance and guiding professional development. Sharon is a Professional Certified Coach (P.C.C.). She is a graduate of the prestigious Georgetown University Leadership Coaching Program, and is certified in The Interaction Method of Meeting Facilitation, Myers-Briggs Type Indicator, DISC Behavioral assessment, and The Leadership Circle Profile 360 assessment. Sharon enjoys kayaking, cooking, biking, travel, playing with her dog Harley, pulling weeds, and watching the wildlife on the Magothy River where she lives in Maryland.

The Leader In The Mirror

Finding and Embracing Your Own Leadership Gifts

By Sharon Keys Seal, P.C.C.

Financial Planners Association – Anaheim Conference
October 11, 2009

The Leader In The Mirror

Introduction

Big Idea - You have the potential of a leader within you.

To reframe how you see yourself as a leader, start by identifying qualities of a leader that are important to you and others, articulate your personal values, and then practice developing your own unique leadership abilities in your professional and personal life.

- I. Are you a leader?
- II. Qualities and characteristics of a leader
- III. Discovering who you are as a leader
- IV. What are your values?
- V. Expressing your self
- VI. Reframing how you see yourself as a leader
- VII. Resources and tools

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The Leader In The Mirror

I. Are You A Leader ?

- How do you define leadership?
- Do you think of yourself as a leader?
- Why or why not?
- Examples of how, when, whom you lead
- Becoming a leader begins with looking in the mirror

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III. Discovering who you are as a leader

The quest for leadership is first a quest to discover who you are....

- What you care about
- What you value
- What inspires you
- What challenges you
- What gives you power
- What encourages you

IV. What Are Your Values?

Why clarify your values?

- To fully understand the guiding principles, beliefs, and assumptions that guide you
- In order to find your authentic voice
- To increase awareness of what you want to reflect in your life and work
- To be internally motivated by understanding and focusing on why you do something
- To tap into sustainable energy to move toward your vision

What are some ways to identify and clarify your personal values?

- Use others as a mirror; ask for feedback
- Contemplation and reflection
- Spend time defining what you truly care about, stand for, believe in, brings you joy, etc.
- Write a tribute to yourself
- Complete a values assessment
- Collect stories and articles about those whose values you admire
- Keep a journal of how your values are reflected each day
- Write your own personal credo
- Notice what you are drawn to and what gives you energy
- Examine where you spend your time

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V. Expressing your self

Look outside of yourself first:

- Read biographies of leaders
- Research master models or famous leaders
- Work alongside a mentor
- Engage an executive coach
- Observe and emulate those you admire
- Notice what resonates with you, and why

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Expressing your self

Look inside your self next:

- Ask "Who am I?"
- Ask "What is my voice now...and what is my authentic voice?"
- Honor and nurture your own unique passions
- Develop a vision for your own leadership role
- Select a theme or new learning focus each year
- Go beyond technique, training, and imitating to develop your own style, ideas, approaches, views

Then....

- Continue to learn, grow, and apply your unique leadership gifts
- Remember that leadership comes from the inside out

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VI. Reframing how you see yourself as a leader

- What new thoughts about your own leadership path did today's session bring to mind?
- What old beliefs or ways of thinking about yourself do you want to put aside?
- What is one action that you can take (either of those suggested, or your own creation) that will move you toward becoming the leader you want to be?
- How will you create a vision for your own leadership journey?

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VII. Resources and tools

- Recommended readings:
 - J. Kouzes and B. Posner, *The Leadership Challenge* (Jossey-Bass, 2002)
 - D. Goleman, R. Boyatzis, A. McKee, *Primal Leadership: Learning to Lead with Emotional Intelligence* (Harvard Business School Press, 2004)
 - W. Bennis, *On Becoming a Leader* (Perseus Books, 1994)
 - W. Bennis and J. Goldsmith, *Learning to Lead: A Workbook on Becoming a Leader* (Addison-Wesley, 1997)
 - K. Cashman, *Leadership from the Inside Out* (Berrett-Koehler Publishers, Inc., 2008)
 - M. DePree, *Leadership is an Art* (Doubleday, 1989)

Articles:

- W. George, P. Sims, A. McLean, D. Mayer, D. Mayer, "Discovering Your Authentic Leadership," *Harvard Business Review* (February 2007)
- D. Rooke, W. Torbert, "Seven Transformations of Leadership," *Harvard Business Review* (April 2005)
- D. Goleman, "What Makes a Leader?," *Harvard Business Review* (January 2004)
- R. Quinn, "Moments of Greatness: Entering the Fundamental State of Leadership," *Harvard Business Review* (July 2005)

Other tools:

- The Leadership Circle Profile, www.LeadershipCircle.com – a 360 leadership assessment that reflects creative leadership competencies and reactive leadership styles
- M. Goldsmith, L. Lyons, A. Freas, *Coaching for Leadership: How the World's Greatest Coaches Help Leaders Learn* (Jossey-Bass, 2000)
- International Coach Federation, www.coachfederation.org
- Feel free to call me for questions about this presentation:
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