Awareness-Intelligent **Leadership**

Self-led, authentic, compassionate, transformational, and inspirational

mathias sager – School & Advisory
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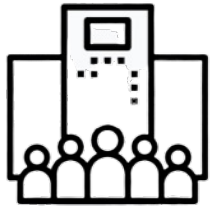
POWERED BY AWARENESS INTELLIGENCE ™ (AWI)

The Awareness-Intelligent Leader

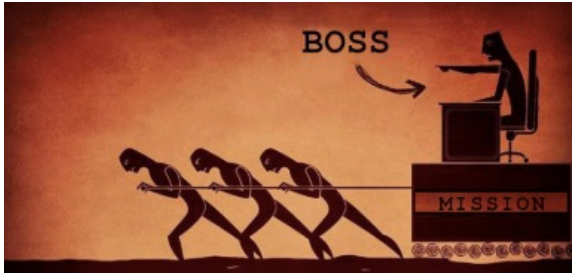
		Education	EMBA	Psychology
THE SOURCE OF YOUR TRUE **SELF**				
1	You're not your talent	Self leadership		
2	You're not your achievements	Authentic leadership		
THE **ORGANIZATION** / RELATIONSHIPS IN THE HERE AND NOW				
3	You're not your smartness	Compassionate leadership		
THE **WORLD** / HUMANITY'S FUTURE				
4	You're not your personalized power	Transformational leadership		
5	You're not your motivation	Inspirational leadership		



You are the future leaders

Manager

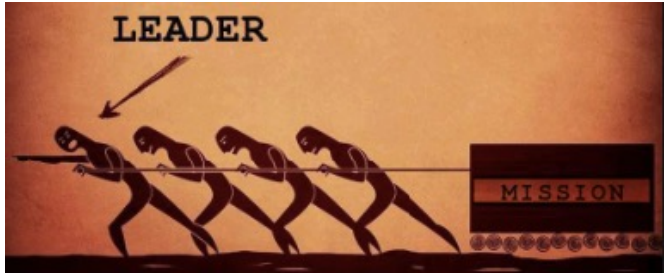
1. Being aware of what is known
2. Desire for developing a successful career
3. Company/shareholder's goals
4. Complying
5. Replaceable
6. Tell 'what' to do



7. Role and assignment
8. Responding to the urgent

Leader

1. Being aware of what is not known
2. Personal development and desire to make a difference
3. Self-guided by intuition, dreams
4. Revolutionizing
5. Unique
6. Show the 'why' and 'how'



7. Attitude and self-nomination
8. Anticipating the important

Choose where to pay attention

Distractions, e.g., Media, advertisement

ACTIVE

Safer choice

Independent and fearless

PASSIVE

Riskier choice

Unassessed "group think"

Critical thinker

Learns **HOW** to think

Uncritical thinker

Learns **WHAT** to think

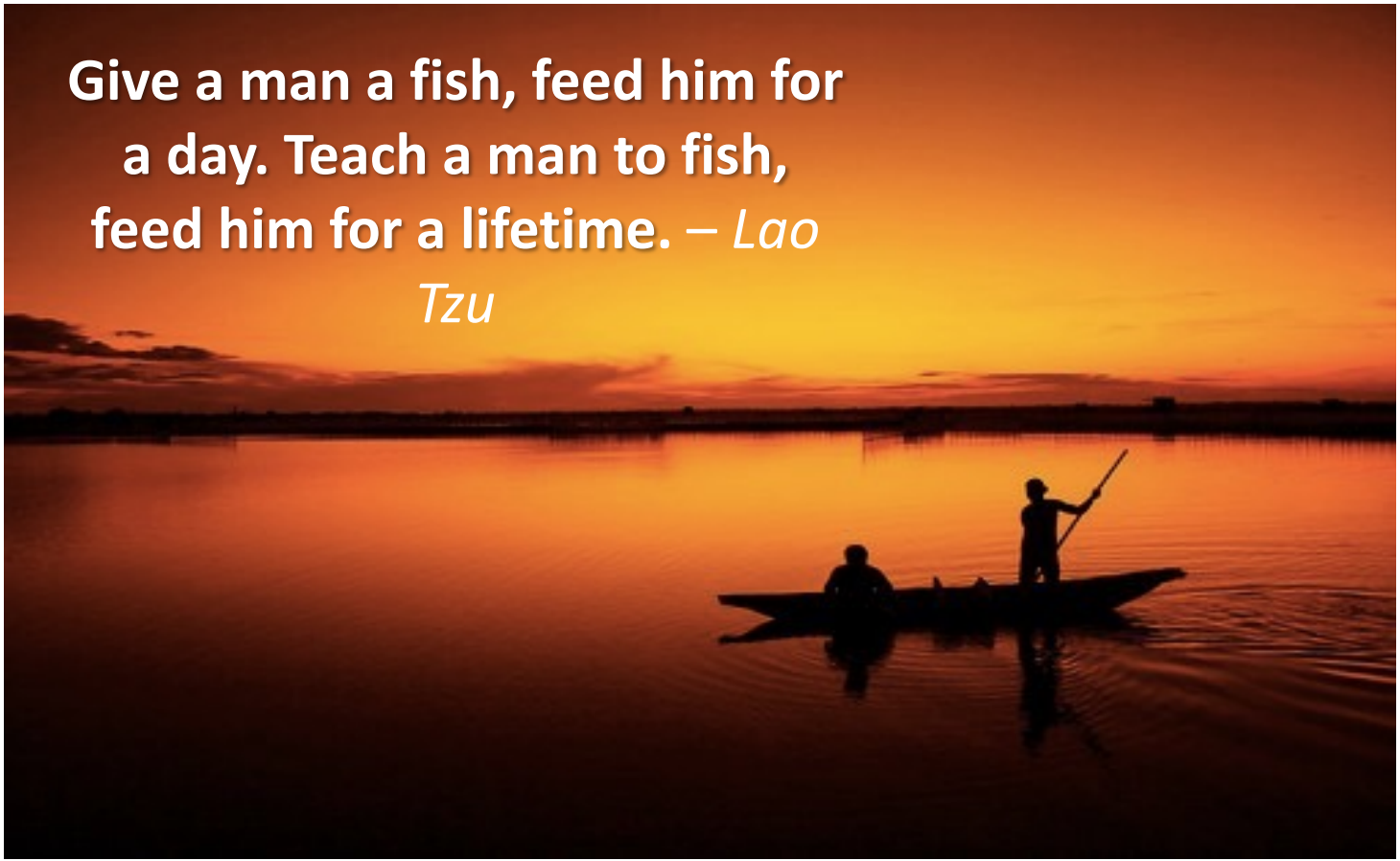
Controlled through **system-thinking**

STRONG **self-leadership**

Controlled through **shame**

WEAK **reaction**

Teaching HOW to learn instead of the WHAT only



Leaders are made, not born

Genetic influence (personality)

Non-fixed

Brain & Intelligence

Malleable & multiple

Econ. situation above poverty level

Non-influential

Personal development

Self-leadership behavior

Leadership effectiveness

Learned behavior (20% - 70%)

Traits (2% - 22%)

Self-leadership requires a Growth Mindset

✗ **Shame**, Low self-confidence

Fixed Mindset

✓ High self-confidence

Growth Mindset

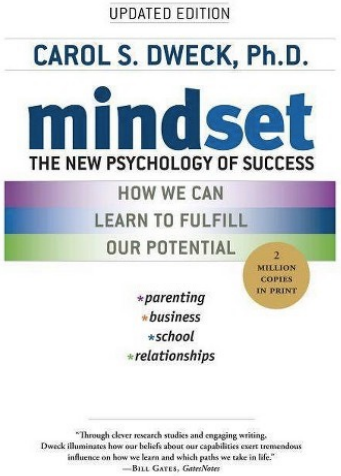
Looking smart

& avoiding, defensive

Being smart

& kind

Self-leadership practice



Fixed Mindset

Instead of saying/thinking this:

1. I'm not good at this.
2. I give up.
3. This is too hard.
4. I can't make this any better.
5. I'm a failure, I made a mistake.
6. I just can't do math.
7. I will never be as smart as she is.

Growth Mindset

Say/think this:

1. How can I learn better?
2. I'll use some of the strategies we've learned.
3. This may take some time and effort.
4. I can always improve so I'll keep trying.
5. Mistakes help me to learn better.
6. I'm going to train my brain in math.
7. I'm going to figure out how she does it.

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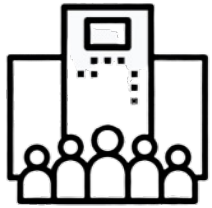

THE **WORLD** / HUMANITY'S FUTURE

4	You're not your personalized power	Transformational leadership
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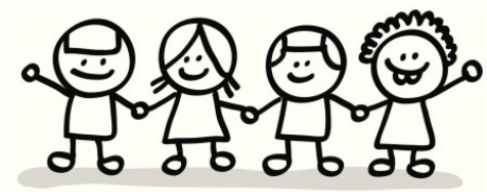
How fun becomes work

Group A	Group B	Group C
		
DRAWING = REWARD	**SURPRISE REWARD**	**NO REWARD**

2 weeks later

Different stories (justifications)!

If you pay/incentivize activities, fun becomes work.

Leaders are learners

LEARNING GOALS

VS

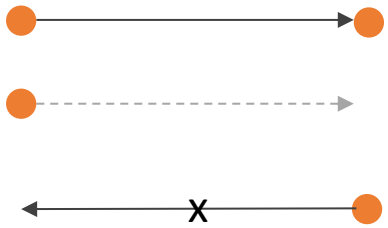
ACHIEVEMENT GOALS

Direct, intrinsically motivated

Skills, knowledge, expertise, joy

Indirect, extrinsically motivated

Recognition, status, gains, pleasure



Reward in itself (deep satisfaction)

Never enough (addiction, fear of loss, depression)

Align your goals!

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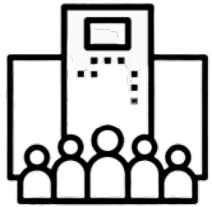

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Developing compassion

Pity
I acknowledge your suffering.

Sympathy
I care about your suffering.

Empathy
I feel your suffering.

Compassion
I want to relieve your suffering.

It actually moves us **to take action** and to help however we can.

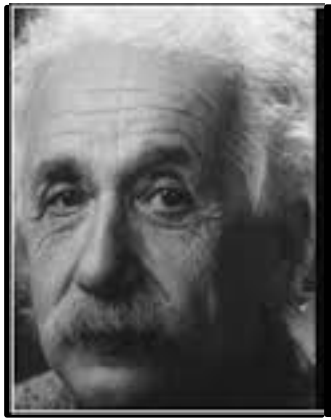
Concern / Engagement

Stanford long-term study:

Compassion and love are all that matters when it comes to determining **long-term happiness** and life satisfaction.

Basic human need
Connection *(but not dependence)*

Compassionate leadership practice



Imagination is more important than knowledge. Knowledge is limited. Imagination encircles the world. – *Albert Einstein*

Awareness-intelligent
Imaginative
compassion

Reflection:

1. What's the scope of your compassion and leadership?
2. Why?

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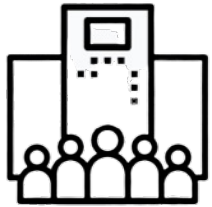

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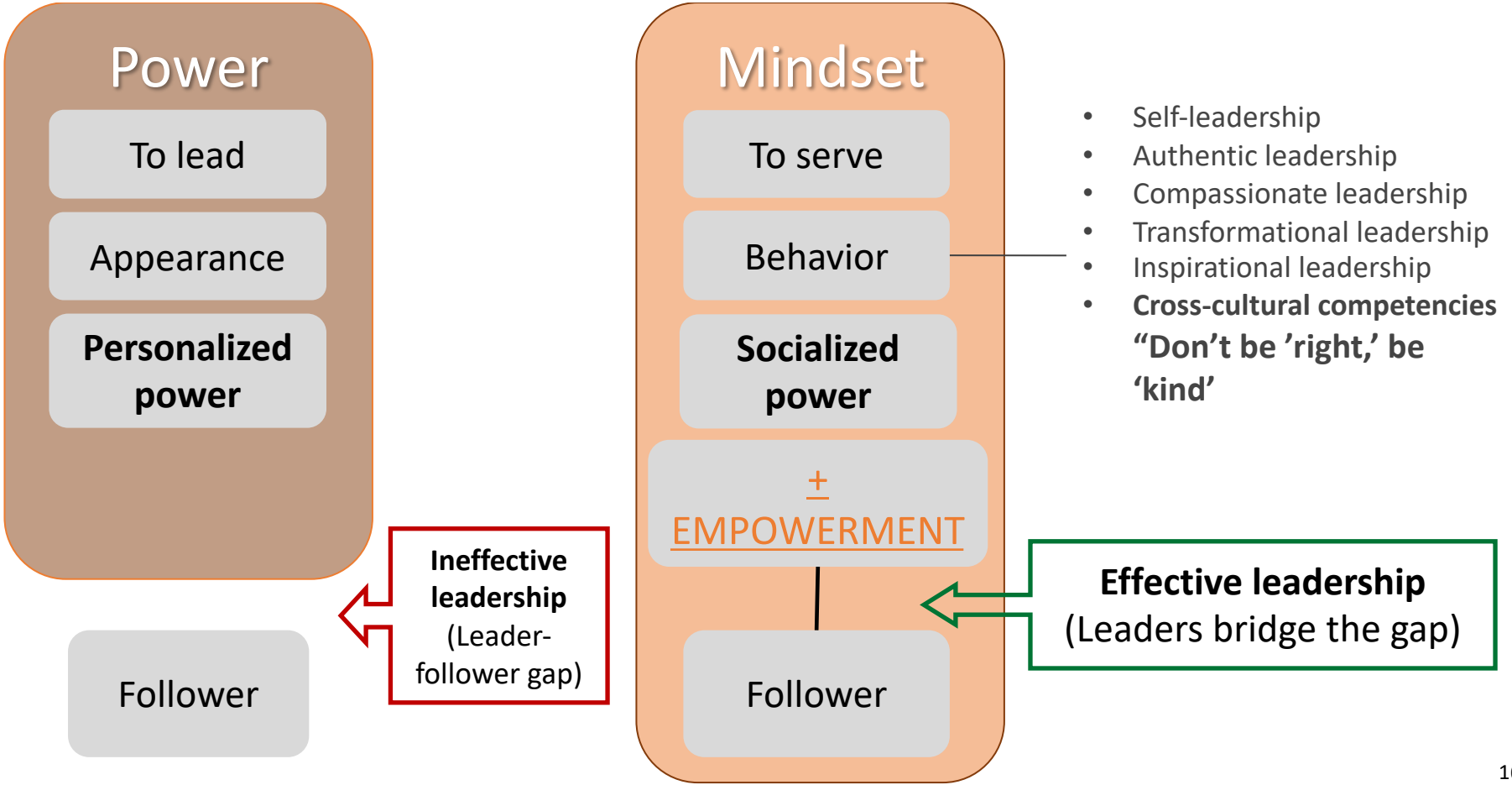
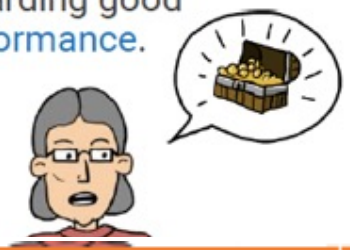
Mindset to transform the leader-follower relationship



Your experience with Transactional vs. Transformational leaders

Think about a leader! Which type will he/she be?

Transactional leaders make today better by rewarding good performance.



In contrast, Transformational leaders are focused on making tomorrow better.

	Transactional	Transformational
Leader's source of power	Rank, position	Character, competence, courage, heart
Time frame	Short term	Long term
Rewards	Pay, promotion, etc.	Pride, self-esteem, etc.
Supervision	Important	Less important
Where change occurs	Follower behavior	Follower attitude, values

Chief Heart Officer (CHO) creating a loving, participative, and **fun environment**

Fun can transform behavior for the better

2009, Volkswagen “Piano stairs” experiment at the Odenplan subway in Stockholm

Can we get more people to choose the stairs by making it fun to do?

66% more people than normal chose the stairs over the escalator.

https://www.youtube.com/watch?v=2lXh2n0aPyw

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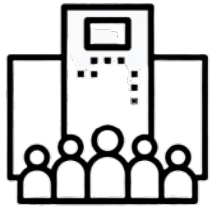


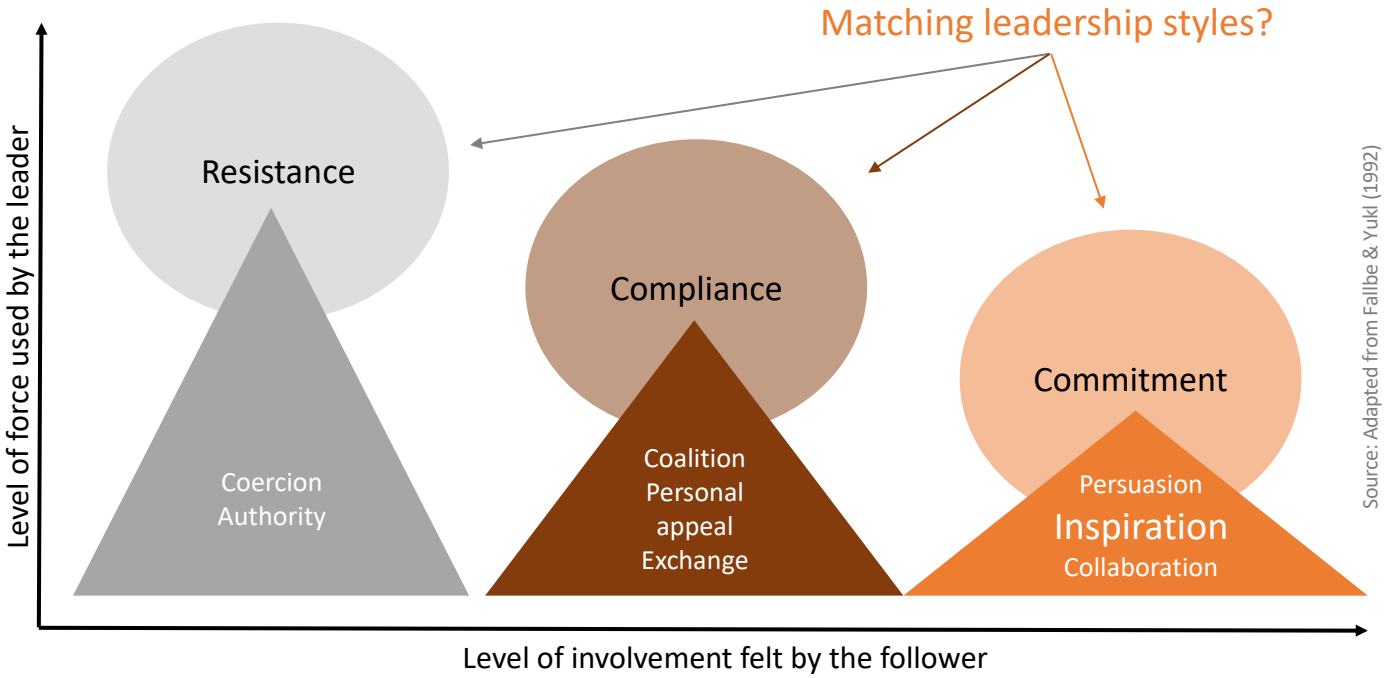
THE WORLD / HUMANITY'S FUTURE

4	You're not your positional power	Transformational leadership
5	You're not leading from the outside	Inspirational leadership

The ability to inspire

Ability to inspire

Employees' value Nr. 1, and commitment is highest when leader has the ability to inspire (Bonau, 2017)



Source: Adapted from Fallbe & Yukl (1992)

Happiness at work.
Inspired people are supported in bringing out their spirit / genius!

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Your takeaways

1) **Be aware** **of what you really love to do. Start doing that (again)**, regardless of of what you get for it (for example, a hobby).

2) **Be aware** of your dreams. Write them down in a journal. **What would you do if you could become anything you like?**

3) **Be aware** of what's inspirational. Who did inspire you? **How do/will you touch others' heart?**

Q&A

THE SOURCE OF YOUR TRUE **SELF**

Self leadership

Authentic leadership

THE **ORGANIZATION** HERE AND NOW

Compassionate leadership

THE **WORLD** / HUMANITY'S FUTURE

Transformational leadership

Inspirational leadership