



Lead in Uncertain Times: Find Fit for Function

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Nothing is intractable.



HSD Vision

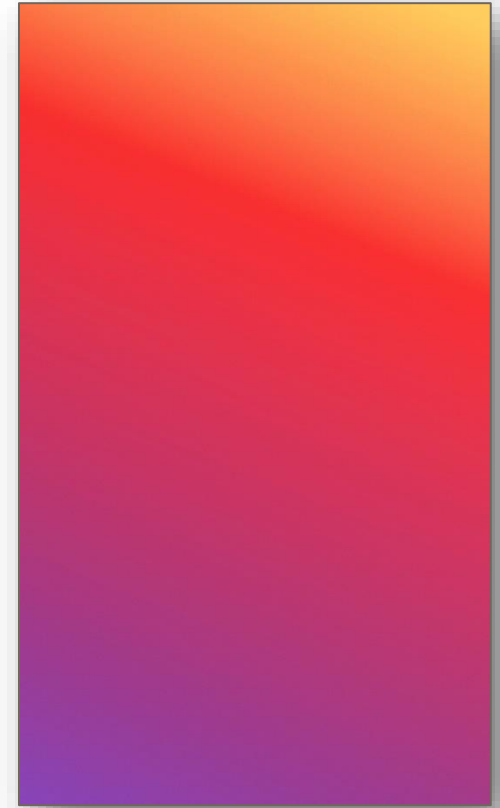
People everywhere thrive because we
see patterns clearly,
seek to understand, and
act with courage to
transform turbulence and uncertainty
into possibility for all.





Today We Will Explore . . .

- ▶ WHAT is leadership in uncertain times?
- ▶ SO WHAT pattern guides a leader in action?
- ▶ NOW WHAT will inform patterns of leadership for you?





WHAT is leadership in uncertain times?



What is leadership NOT?

Character

Competencies

Gender
Race
Religion

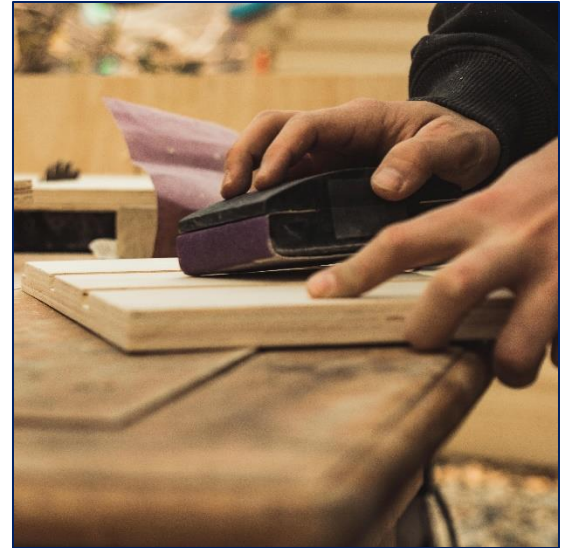
Title

Self-
Awareness

Position



Leadership Is . . .





Leadership Is . . .

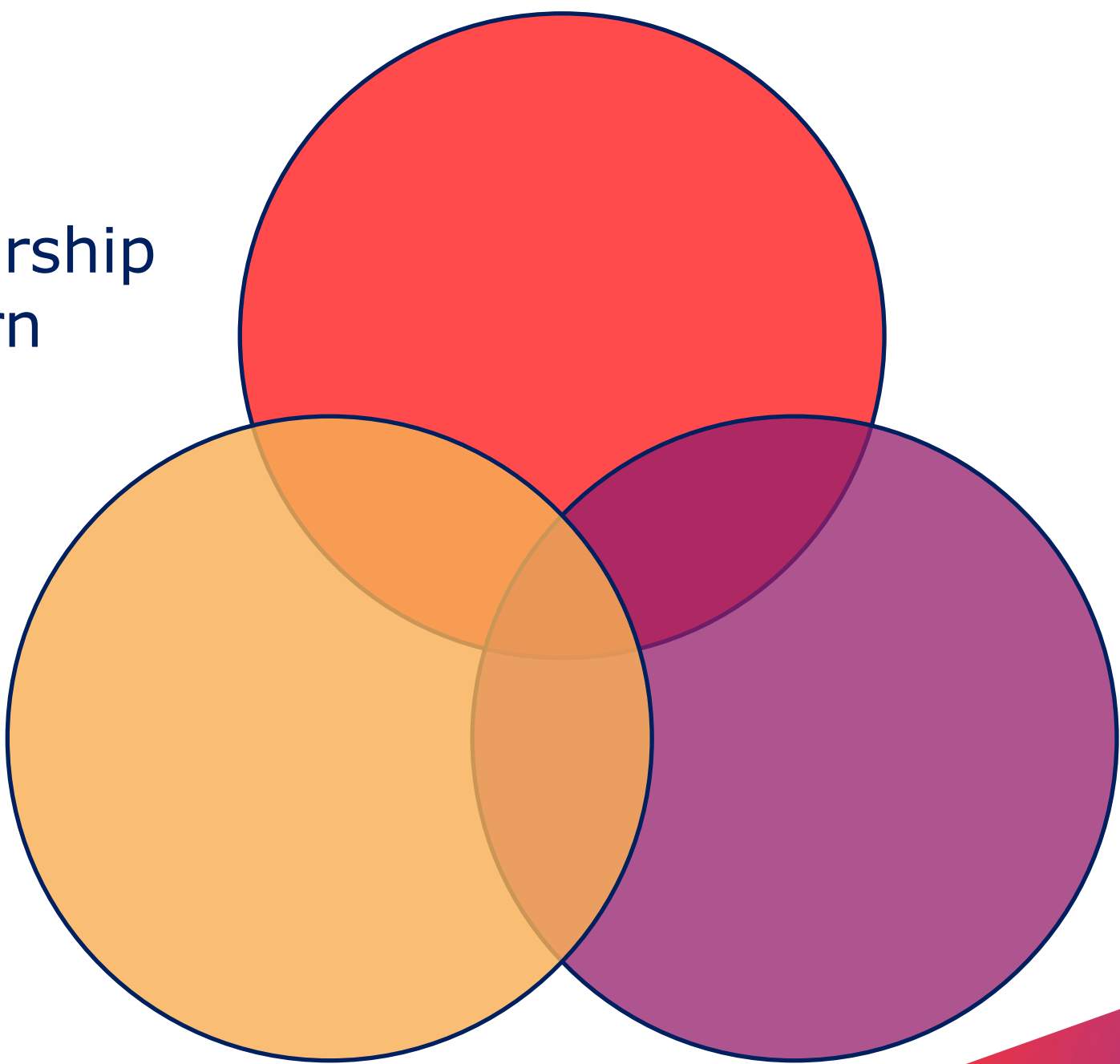
Fit for Function



SO WHAT pattern guides a leader
in action?

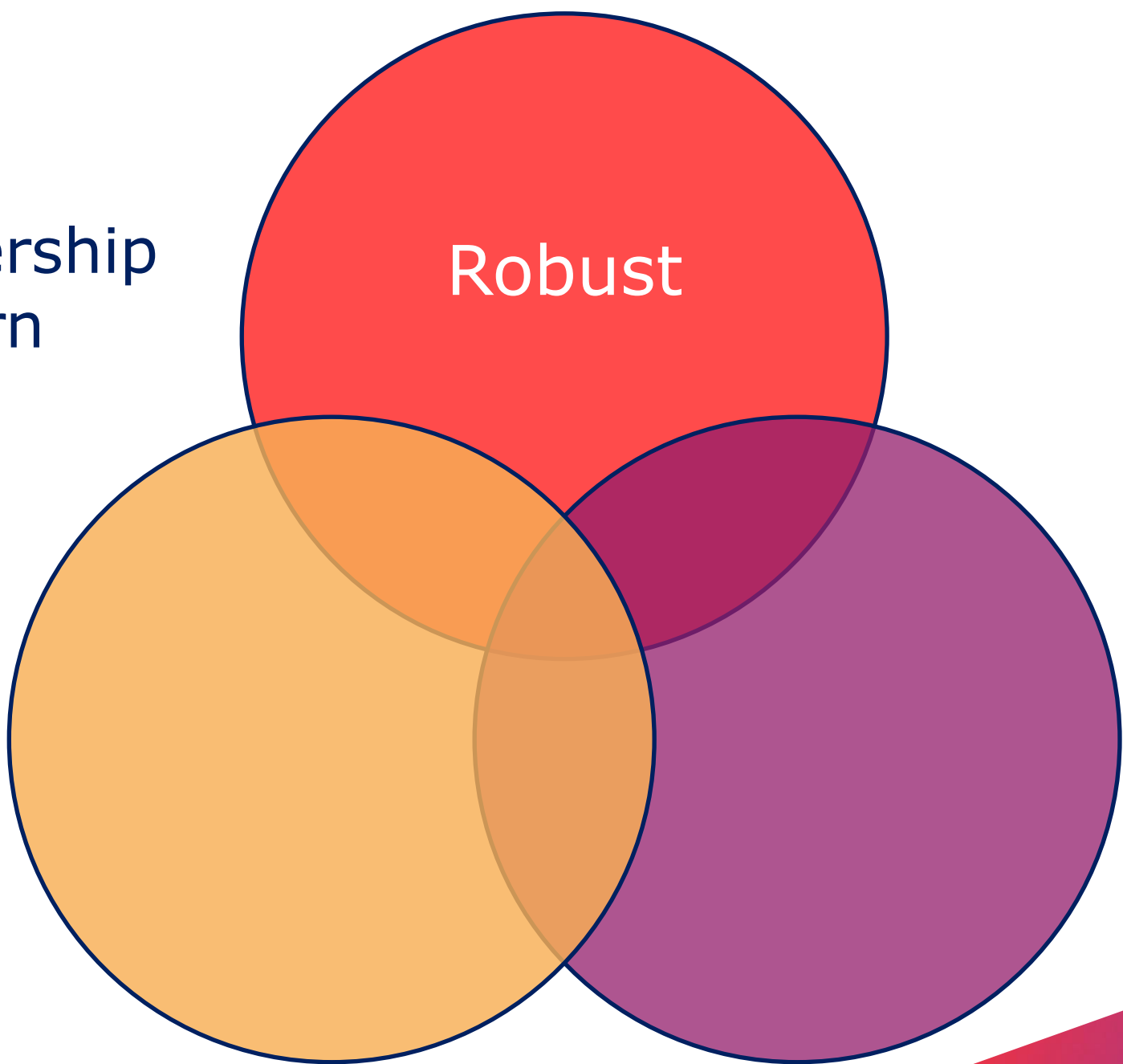


Leadership Pattern



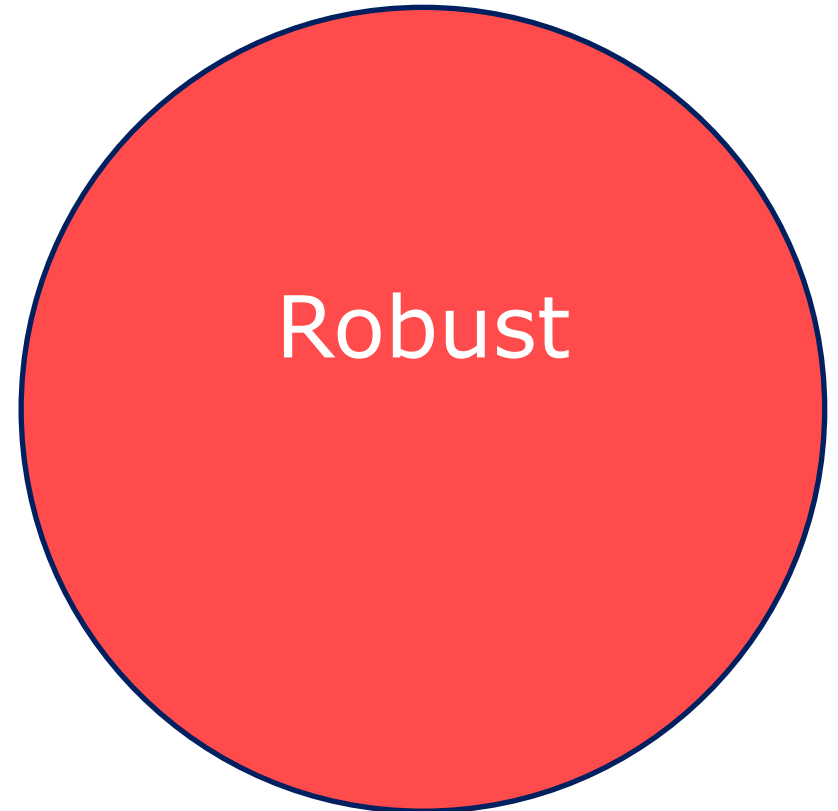


Leadership
Pattern



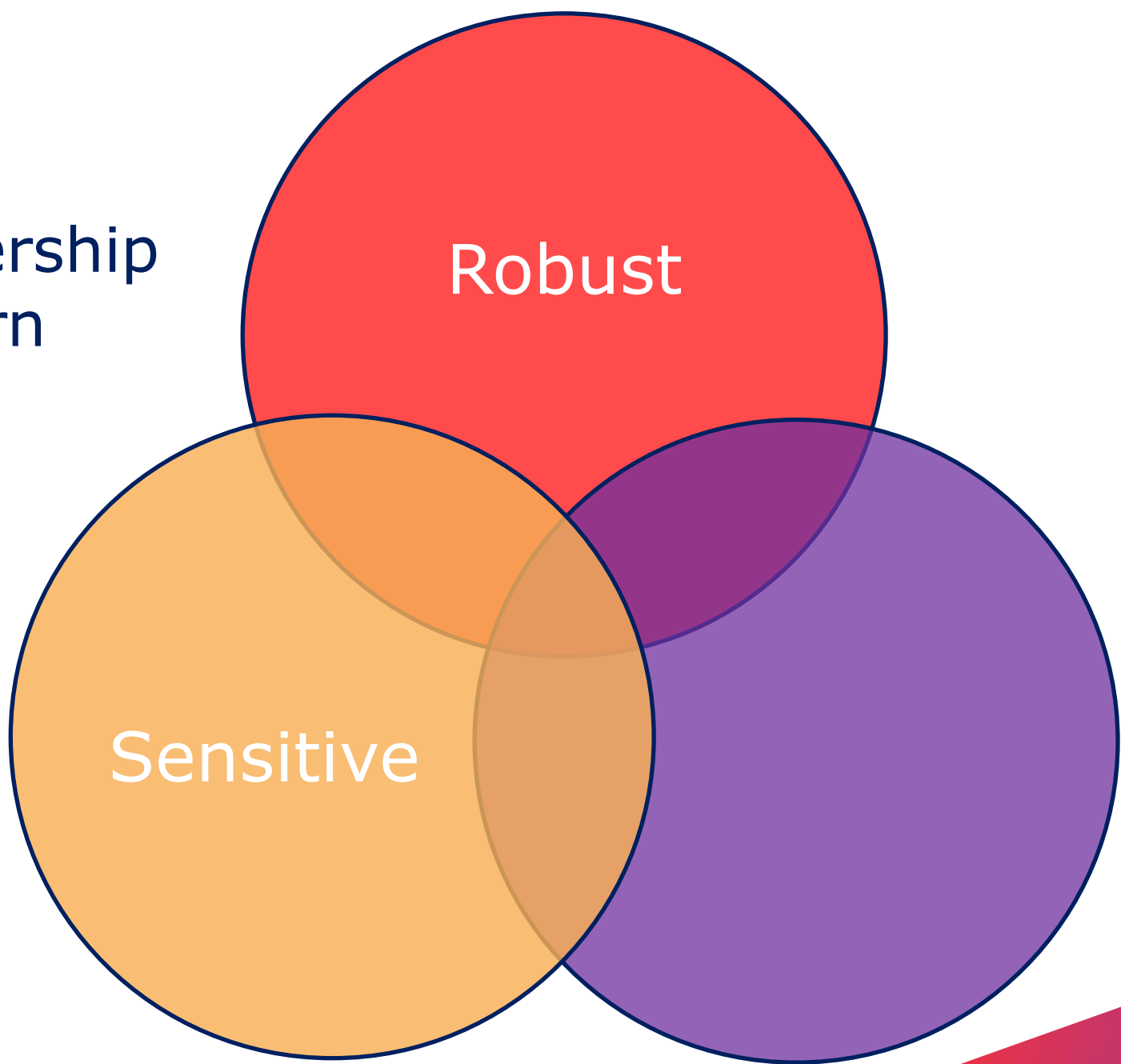


- ▶ Vision
- ▶ Identity
- ▶ Focus
- ▶ Self-awareness
- ▶ Resilience
- ▶ Reliability
- ▶ Trustworthiness
- ▶ Honor
- ▶ Virtue
- ▶ And . . .



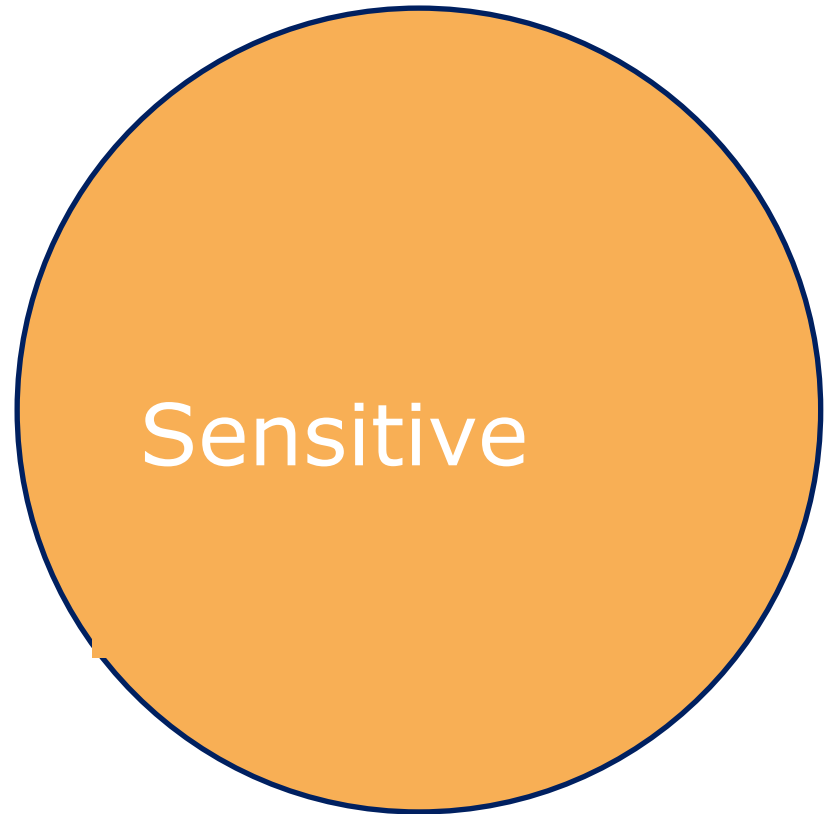


Leadership Pattern



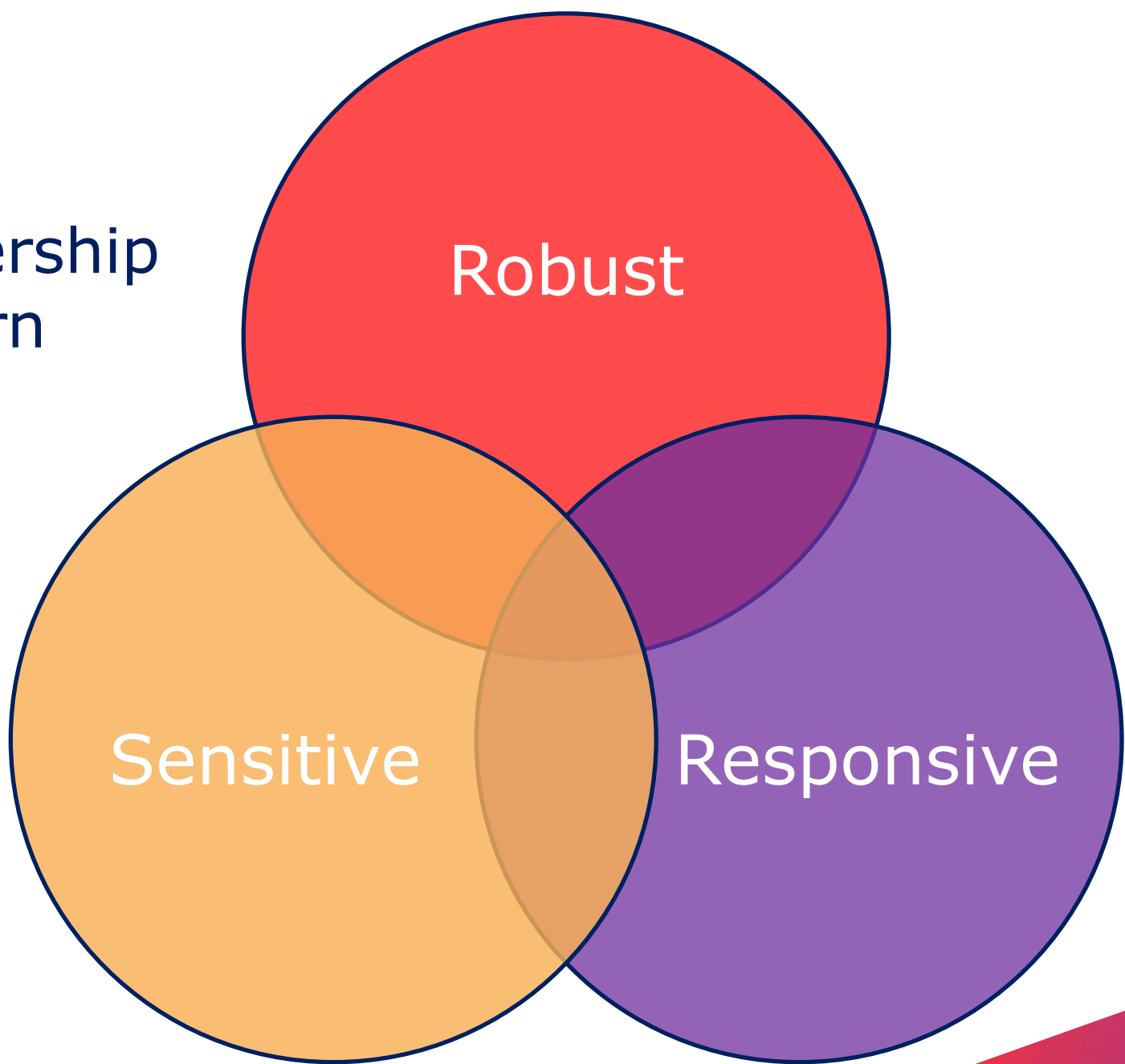


- ▶ Curiosity
- ▶ Attention
- ▶ Awareness
- ▶ Openness
- ▶ Emotional intelligence
- ▶ Grace
- ▶ Self-awareness
- ▶ Information
- ▶ Imagination
- ▶ And . . .



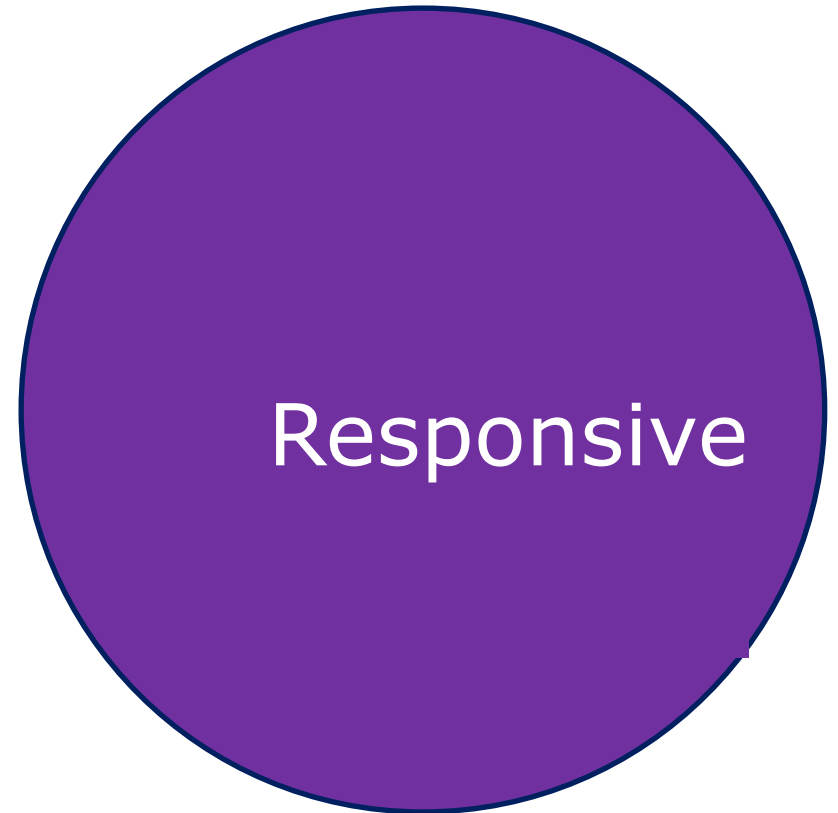


Leadership Pattern



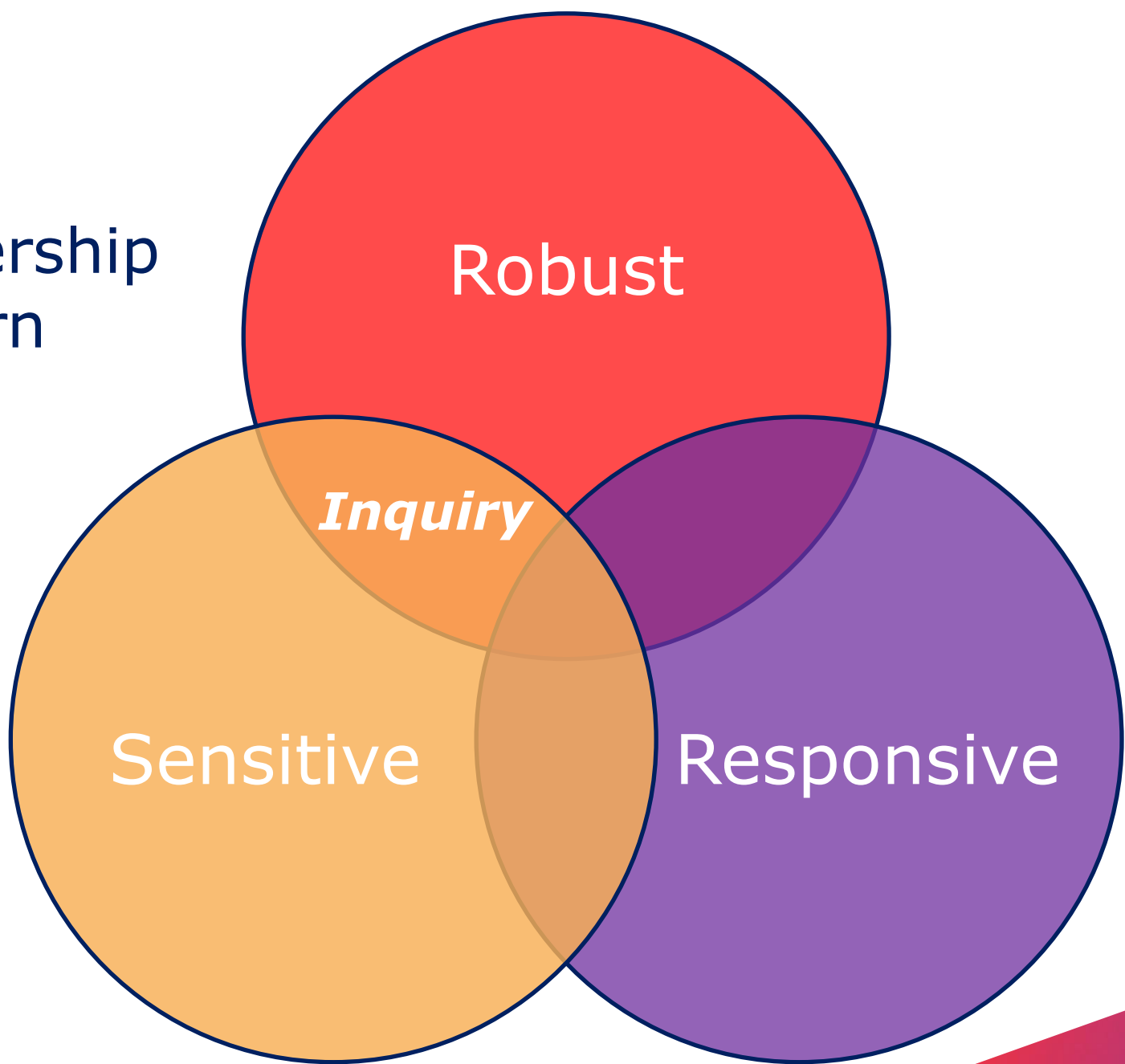


- ▶ Courage
- ▶ Timeliness
- ▶ Sense of urgency
- ▶ Patience
- ▶ Sensemaking
- ▶ Story telling
- ▶ Dialogue
- ▶ Multi-solutions
- ▶ Flexible roles
- ▶ And . . .



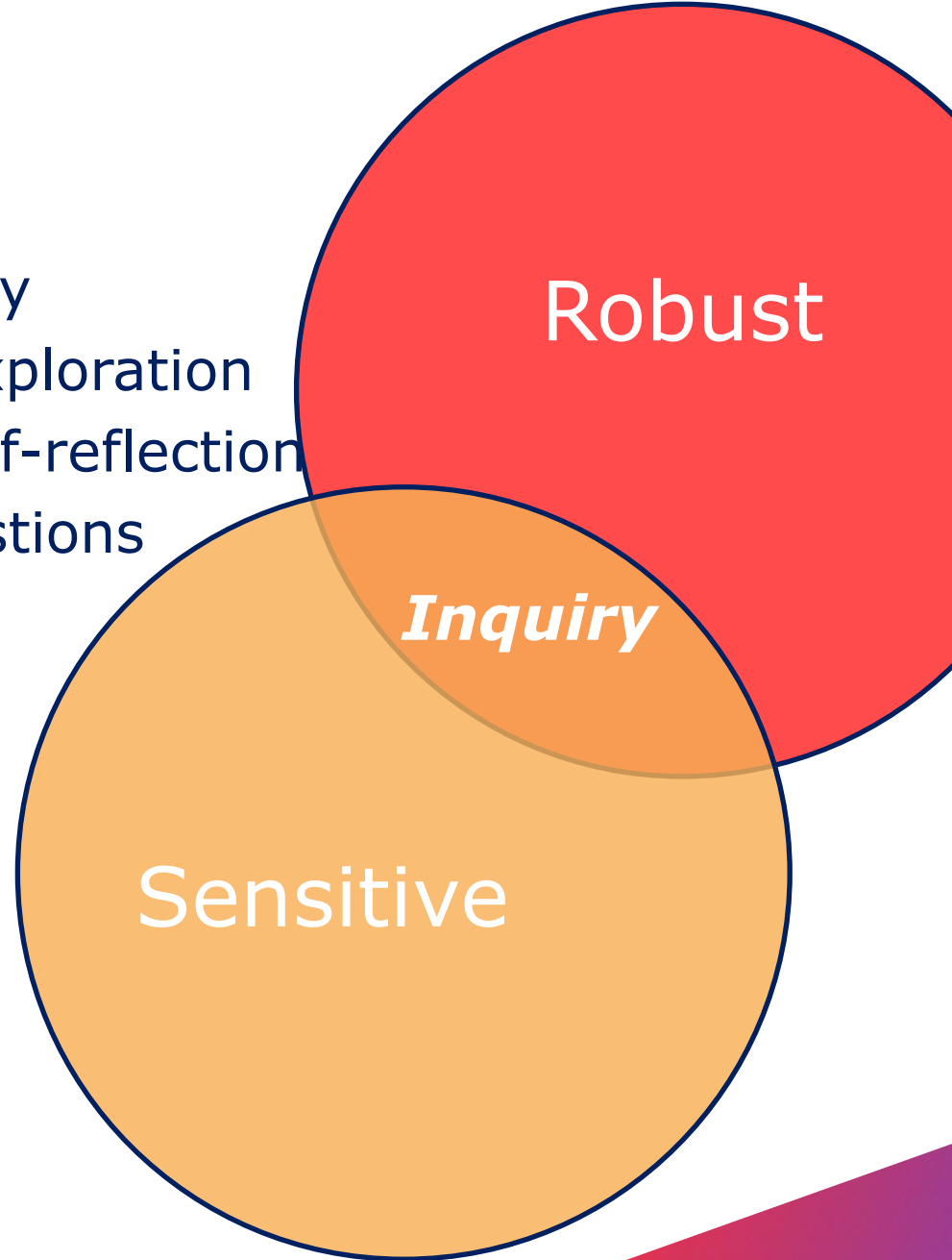


Leadership Pattern



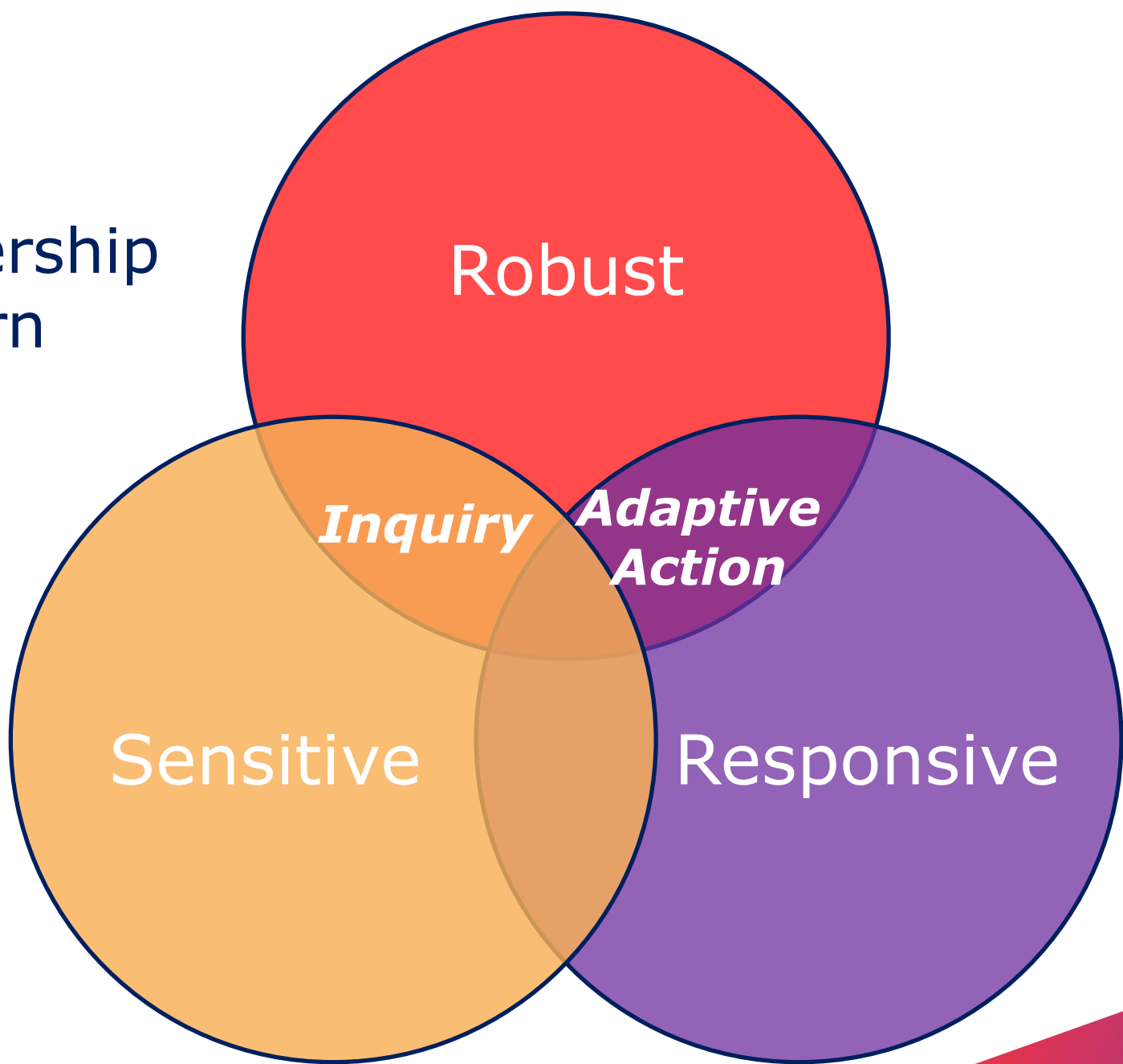


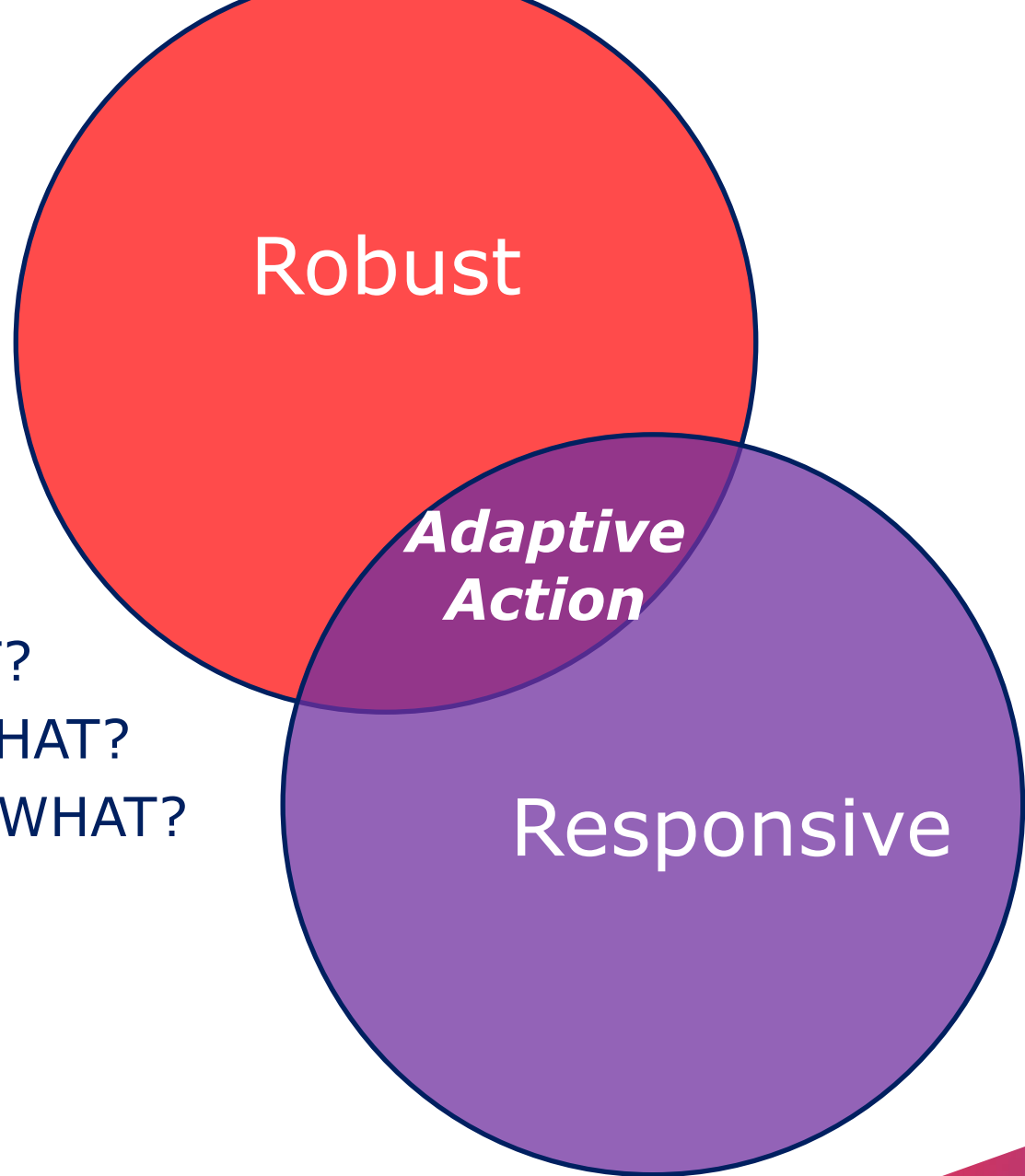
- ▶ Judgment to curiosity
- ▶ Conflict to shared exploration
- ▶ Defensiveness to self-reflection
- ▶ Assumptions to questions





Leadership Pattern

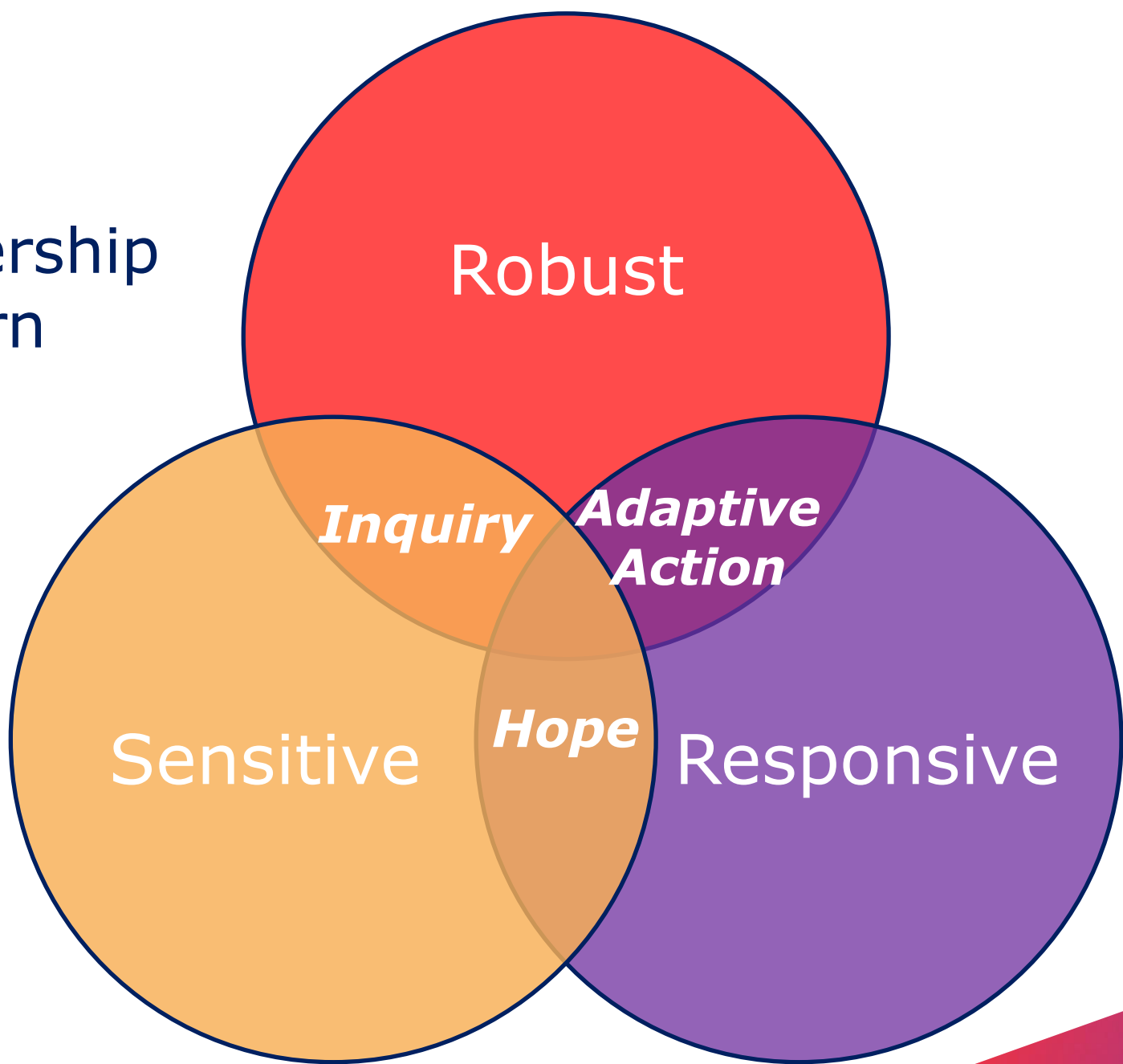


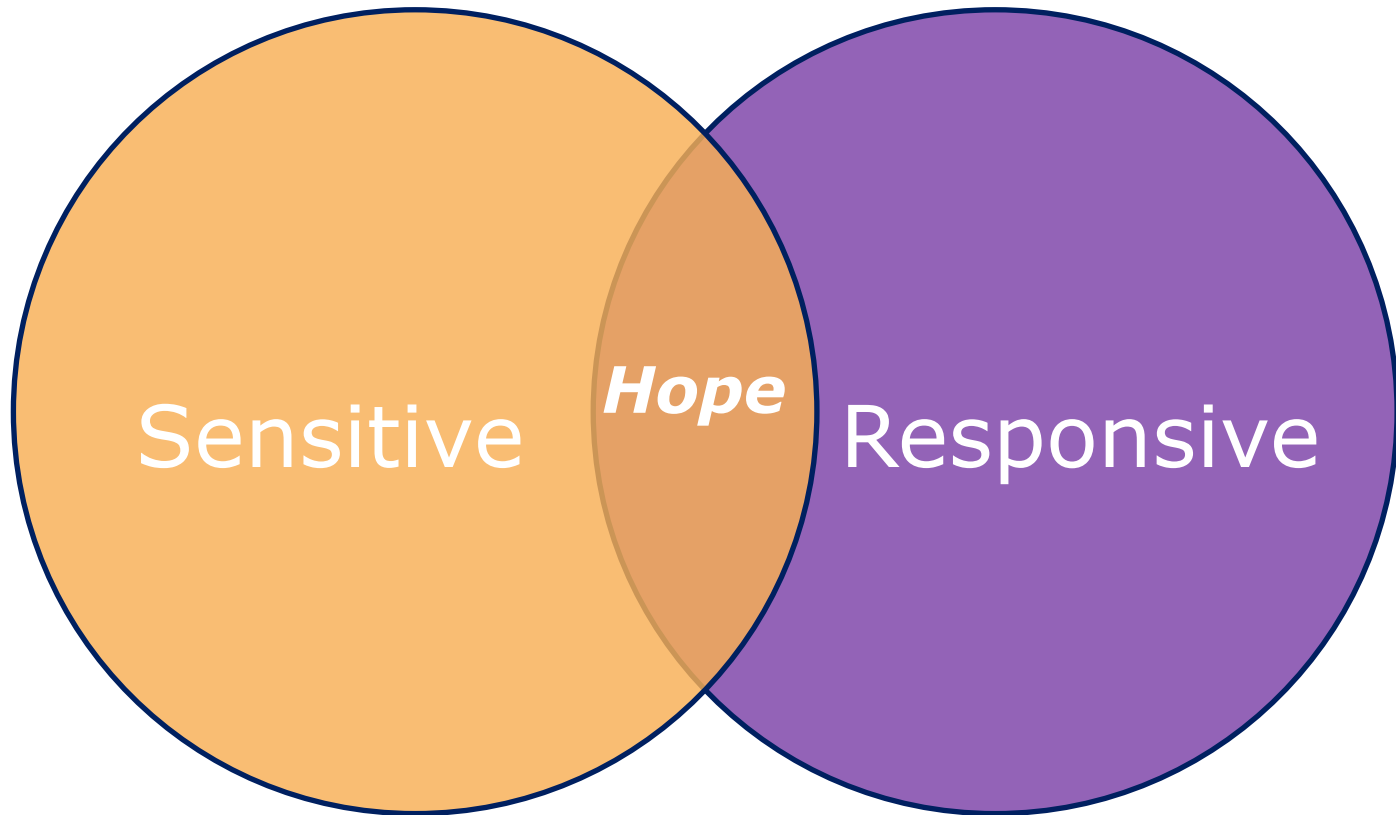


- ▶ WHAT?
- ▶ SO WHAT?
- ▶ NOW WHAT?



Leadership Pattern



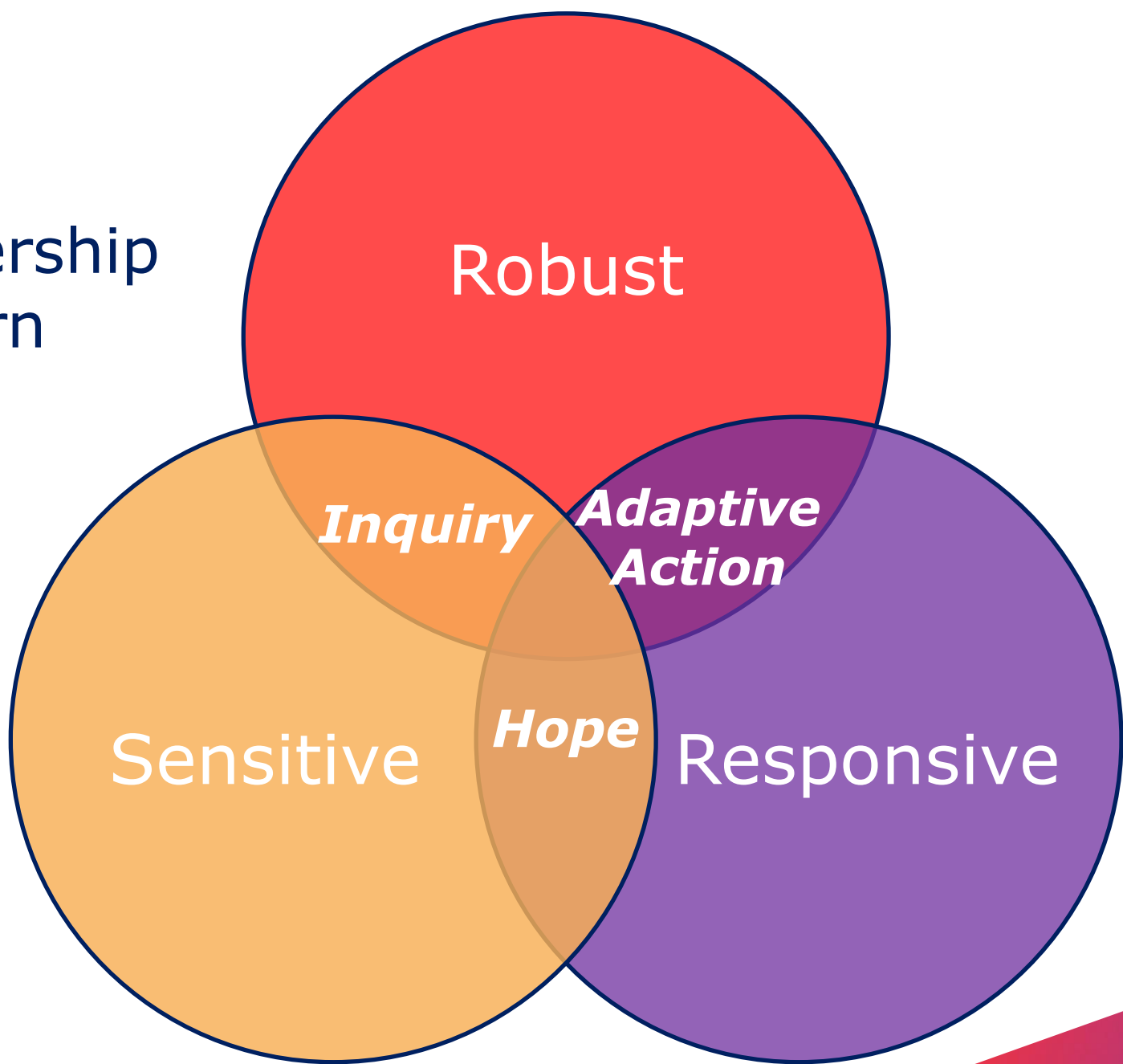




NOW WHAT will inform leadership
action for you?



Leadership Pattern





Other Resources

- ▶ *Simple Rules: A radical inquiry into self* (Holladay & Tytel, 2011)
- ▶ *Adaptive Action: Leverage Uncertainty in Your Organization* (Eoyang & Holladay, 2013)
- ▶ *Facilitating Organization Change: Lessons from Complexity Science* (Olson & Eoyang, 2001)
- ▶ www.hsdinstitute.org
- ▶ Join our community to receive regular mailings (info@hsdinstitute.org)



Learning Opportunities

HSD Professional Certification

Holladay & Eoyang

Patterns & Possibilities

9 – 23 Sept

Continuing Oct - Dec

Simple Narrative for Complex Change

Holladay & Jones-Patulli

25 and 28 Sept

HSD Community Convening

17 Sept

11 – 12:30 CDT

Free

Leading in Uncertainty

Negstad & Eoyang

Sept 2020 – Feb 2021

Inquiry IS the Answer

Becker & Eoyang

Weekdays

10 – 10:20 CDT

Free

Learn more and register: bit.ly/LearnmoreHSD



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