Becoming a leader is synonymous with becoming yourself. It is precisely that simple, and it is also that difficult."

- Warren Bennis
If I had asked the customer what he wanted he would have said a faster horse (Henry Ford).

We cannot create what we cannot imagine.
What I currently believe about myself does not capture who I really am.

I Become who I really am when:
- Feel Challenged
- Fully focused
- Fearlessly Engaged
- Whole and Authentic
- Evolving a New Perspective
- Seeing Possibility and Hope
- Listening and Co-Creating

Cannot Image Our Most Positive Self
We Not Imagine Positive Leadership

Three Kinds of Executives

• Leaders
• Managers
• Technicians

We cannot imagine an organization of leaders
We Cannot See All of Reality

**People:**
- Live in hierarchies
- Act with self interest
- Minimize personal costs
- Fail to learn
- React to constraints
- Comply with demands
- Fail to see opportunities
- Compete for limited resources

**People:**
- Live in social networks
- Sacrifice for the common good
- Make spontaneous contributions
- Experiment and grow
- Expand roles, craft jobs
- Take charge, express voice
- Envision possibilities
- Expand the resource pool
Positive Leadership

We cannot imagine developing people of moral power.
Current Approach to Leadership Development

Knowledge and Skills: 15% of learning from traditional classroom-style training results in sustained behavioral change within workplaces (S. Cromwell & J. Kolb, 2004).
The Monday Problem: Culture eats leadership development for breakfast.

The culture destroys what the organization pays for.
Owning Your Own Leadership Development

New Program
• 100 Days of Becoming Yourself
• 3 Minute Videos
• 3 Developmental Questions
Experience and Reflection

Squeezing

**Daily**
- Video clip
- 3 questions

**Weekly**
- Review
- Paragraph - Success
- Share – Digital Community
Phase Two

• Digital community
• Designed HR

Transformation

Leadership Development
Becomes Cultural Change

• Emergent change from the bottom up