LEADERSHIP FROM THE INSIDE OUT

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Leadership philosophy that a Leader is not separate from the person, contrary to the old belief that the act of leadership is an external event.

The essence of leadership and executive development is growing the whole person to grow the whole leader, and leadership comes from a deep reality within us: it comes from our values, principles, life experiences and essence.

Involves connecting with your core talents, values and beliefs to the organization, the customers and their lives.
Leadership needs to be balanced from THE INSIDE OUT, moving from viewing leadership only from its external manifestations (vision, innovation, results, drive, etc) to seeing it from its internal source.

Success used to be measured by the degree with which we have mastered our external environment (revenue, profit, new product breakthroughs, cost savings, and market share).
The core questions:
- Where do the external results come from? Is focusing on external achievements the sole source of greater accomplishment? Could it be that our single-minded focus on external results is causing us to miss the underlying dynamics supporting sustainable peak performance?
It is not enough to have competency models in our organizations, but when competency models are perfectionist, mythical, and unconnected to the unit needs, they are counterproductive.
Fundamentals to the most effective, results-producing leaders that supports their various competencies and styles:
- **Authenticity:** Well developed self-awareness that openly face strengths, vulnerabilities and development challenges.
- **Influence:** Meaningful communication that connects with people by reminding self and others what is genuinely important.
- **Value Creation:** Passion and aspiration to serve multiple constituencies – self, team, organization, world, family community – to sustain performance and contribution over the long term.
DEFINITION

- (PERSONAL) LEADERSHIP IS AUTHENTIC INFLUENCE THAT CREATE VALUE.
- Leadership is not hierarchical; it exist everywhere in the organization
- Roles of leadership change, but the core process the same
- Anyone who is authentically influencing to create value is leading
Leaders who work with congruence – alignment of their real values and their actions – are more energetic, resilient, effective and interpersonally connected.
Involves clarifying our inner identity, purpose, and vision,

Maximizing our full potential,

So that our lives are dedicated to a more purposive, intentional manner of living and leading
leaders must first be open.

- They must step beyond the boundaries of what is familiar and routine, and directly touch the people and environment they want to inspire.
Leading others requires that we first open ourselves to the world around us.
The best leaders work from THE INSIDE-OUT, opening themselves to others, and sharing what inspires them.

- WE LEAD BY VIRTUE OF WHO WE ARE
PATHWAYS TO ACHIEVE LEADERSHIP

FROM INSIDE-OUT
- Personal mastery
- Purpose mastery
- Change mastery
- Interpersonal mastery
- Being mastery
- Resilience mastery
- Action mastery
PERSONAL MASTERY

“Leading with Awareness and Authenticity”
- Breaking free of self-limiting patterns
- Integrating all life’s experiences into a meaningful context
- Deepening authenticity for a sustainable leadership
- Exploring beliefs
1. Take total responsibility
2. Bring beliefs to conscious awareness
3. Develop awareness of character and coping
4. Practice personal mastery with others
5. Listen to feedback
6. Consider finding a “coach”
7. Avoid confusing “self-delusion” with self-awareness
8. Be agile
PURPOSE MASTERY

“Leading on Purpose”
1. Get in touch with what is important to you
2. Act “on purpose“
3. Find team core purpose
4. Do not mistake the path for the goal
5. Focus on service
6. Be purposeful in all domains of our life (work, home, relationships etc)
7. Learn from failure
8. Be flexible
INTERPERSONAL MASTERY

“Leading through Synergy and Service”
1. Know yourself authentically
2. Listen authentically
3. Influence authentically
4. Appreciate authentically
5. Share stories authentically
6. Serve authentically
CHANGE MASTERY

“Leading with Agility”
1. Be open to the learning
2. Practice present-moment awareness
3. Integrate immediate focus and broad awareness
4. Trust yourself
5. Develop resiliency through mental-emotional stretching
6. Remember that all significant change begins with self-change
7. Practice the change mastery shifts
8. Take the leap

8 POINTS FOR CHANGE MASTERY
RESILIENCE MASTERY

“Leading with Energy”
1. Be on purpose, but be aware
2. Foster your energy vs managing time
3. Learning to exercise with ease
4. Deal with life damaging habits
5. Avoid taking yourself too seriously
6. Develop mind-body awareness
7. Manage stress more effectively
8. Nurture your close relationships
9. Simplify your life
10. Take real vacations
11. Integrate more reflection and introspection into your lifestyle
BEING MASTERY

“Leading with Presence”
1. Take your own journey into being
2. Resolve life challenges by going to a deeper level
3. Consider learning to meditate
4. Integrate some reflection into your life
ACTION MASTERY

“Leading through Coaching”
3 STEPS FOR ACTION MASTERY

1. Building awareness
2. Building commitment
3. Building practice
In Conclusion –

Leadership from the INSIDE-OUT is leading by perfecting all the types of self-mastery, so as to radiate his successes in the service of others,

That will significantly accelerate organizational progress

And together, create a better world!