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KEY EXECUTIVE LEADERSHIP PROGRAMS

Leading in fearful times

"We cannot solve our problems with the same level of thinking that created them."
--Albert Einstein

Dr. Ruth Zaplin
Key Executive Leadership Programs
4.1.2020

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How we are "wired" by natural selection

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1. Trapped by simple stories

"For every complex problem, there is a simple solution that is elegant, easy to understand, and wrong."
                        -H. L. Mencken

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"Being willing to change allows you to move from a *point of view* to a *viewing point*—a higher, more expansive place, from which you can see both sides."
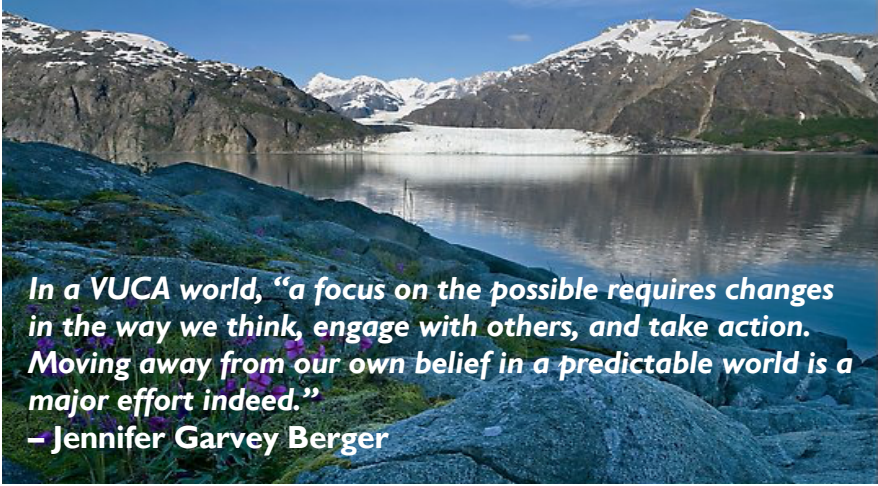   **-Thomas Crum**

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In a VUCA world, "a focus on the possible requires changes in the way we think, engage with others, and take action. Moving away from our own belief in a predictable world is a major effort indeed."
– Jennifer Garvey Berger

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2. Trapped by rightness

"Faced with the choice between changing one's mind and proving that there is no need to do so, almost everyone gets busy on the proof."

- John Kenneth Galbraith

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3. Trapped by agreement

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4. Trapped by control

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What is your predominant leader mindtrap—the one that most speaks to you? Think of specific examples of how you might employ the antidotes presented:
1. Carry/entertain different stories (simple story)
2. Listen to learn to self and others (rightness)
3. Disagree (respectfully) to expand the solution set (agreement)
4. Experiment "at the edges" to generate new information (control)
5. Determine who you want to be next (ego)

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Universal antidotes to leader mindtraps

- Reframing
- Mindfulness meditation

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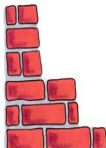
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Personal reframing examples

Frame	Reframe
"People never listen to me"	While it's unfortunate that this person doesn't appreciate my idea as much as they should, many other people do. In fact, just yesterday I had a number of people agree with my proposal about ____."
"Anyone Could Do What I Do."	"I'm very good at what I do. My skills are impressive. Some people might wish they could do what I do."
"I didn't get that job. I'm worthless."	"I should not take this personally. There were probably a number of factors that went into this decision. Maybe this just wasn't my opportunity."

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Your Turn:

- Think of a frame (or mental model) statement that plays over and over again in your head.

- Reframe this statement.

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Mindfulness meditation practice can help us to emerge from the embeddedness of our leader mindtraps that do not serve us well
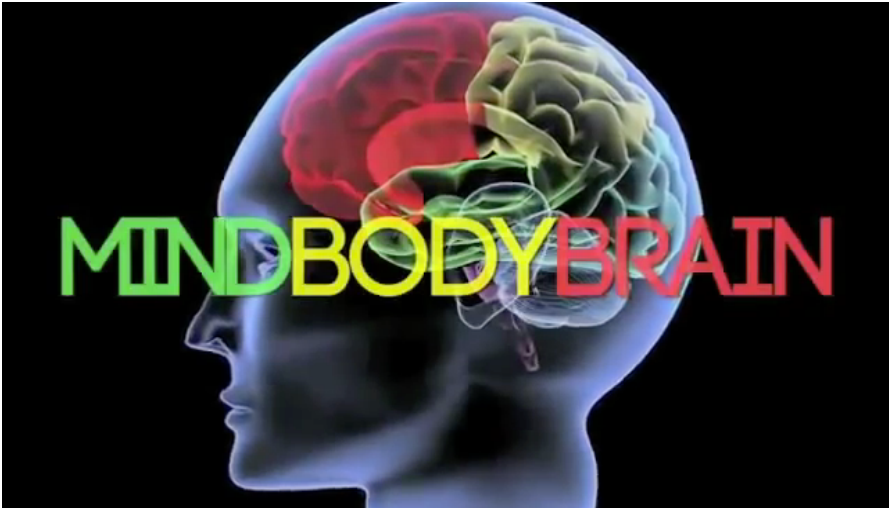

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Mindfulness meditation

"Paying attention in a particular way: on purpose, in the present moment, and non-judgmentally."

– Dr. Jon Kabat-Zinn

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The mind, body, brain connection

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Rest in Open Awareness

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"I can find a meaningful purpose in life."

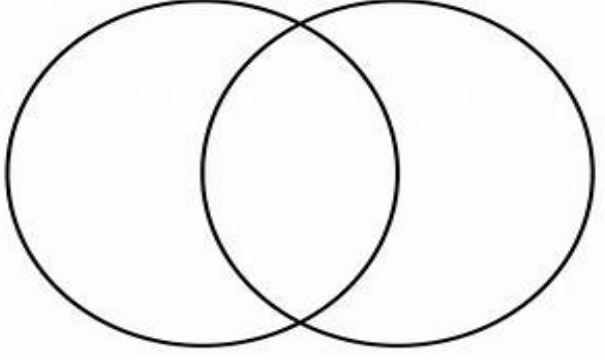*"I can influence my surroundings and the outcome of events."*

"Both positive and negative experiences will lead to learning and growth."

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Questions?

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