



PASSION ENERGIZES!

BEING AN INSPIRING LEADER
IN TIMES OF UNCERTAINTY

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MAY 13, 2020

LET'S TALK ABOUT PASSION!



passion noun

A strong feeling of enthusiasm or excitement for something or about doing something.

The more passionate the leader, the more inspirational they become to others!

IN THIS WEBINAR WE WILL EXPLORE:

- Why Passion Matters in Leaders
- How To Discover Your Passion At Work
- Ways To Cultivate Passion In Others





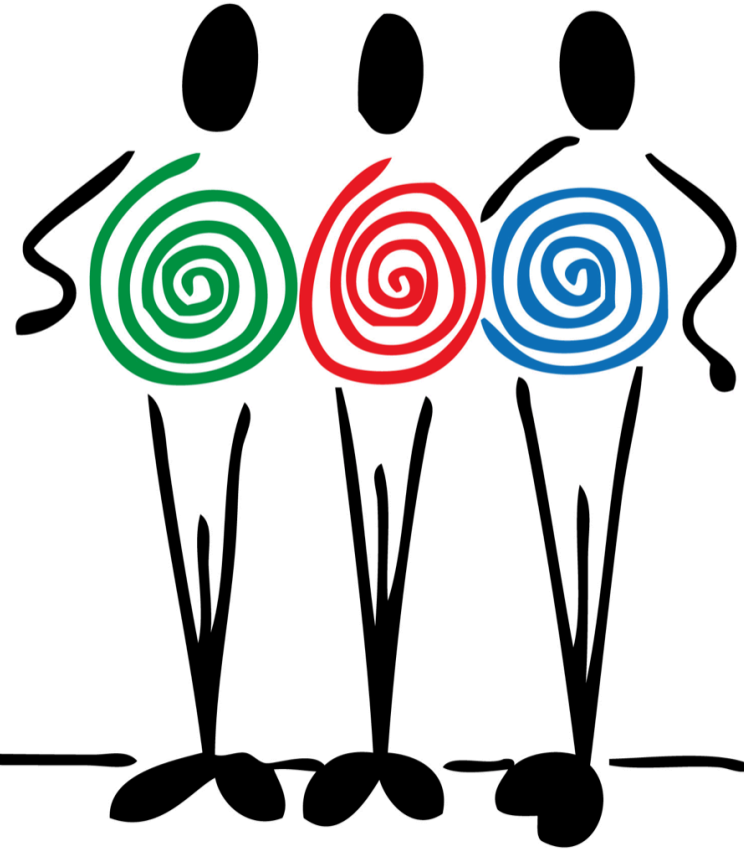
"A person can succeed at almost anything for which they have unlimited enthusiasm."

— Charles M. Schwab, American Steel Magnate

WHY DOES PASSION MATTER?



Impacts Your
Performance



Impacts the Performance
of Others

IMPACT ON YOU

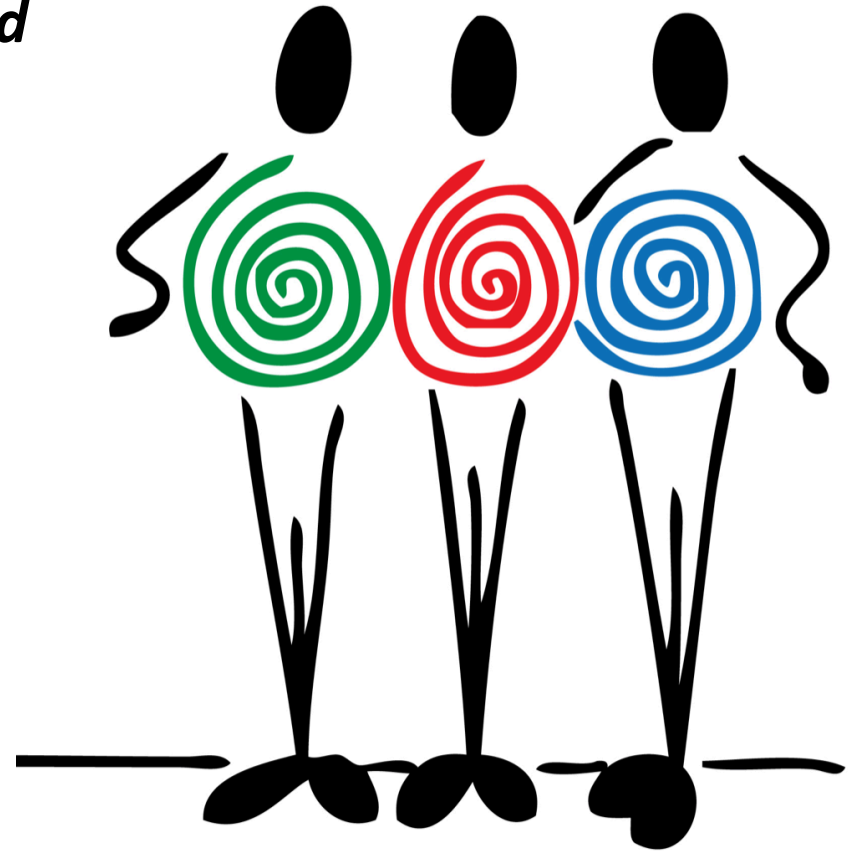


Impacts Your
Performance

- Since passion is born out of something that is meaningful to you, it often ***leads to mastery and success***
- Passion influences your daily choices and activities and ***gives you perspective and clarity***
- Passion ***inspires others*** to join and identify with your vision

IMPACT ON THE PERFORMANCE OF OTHERS

- Passion *elevates productivity and employee commitment*

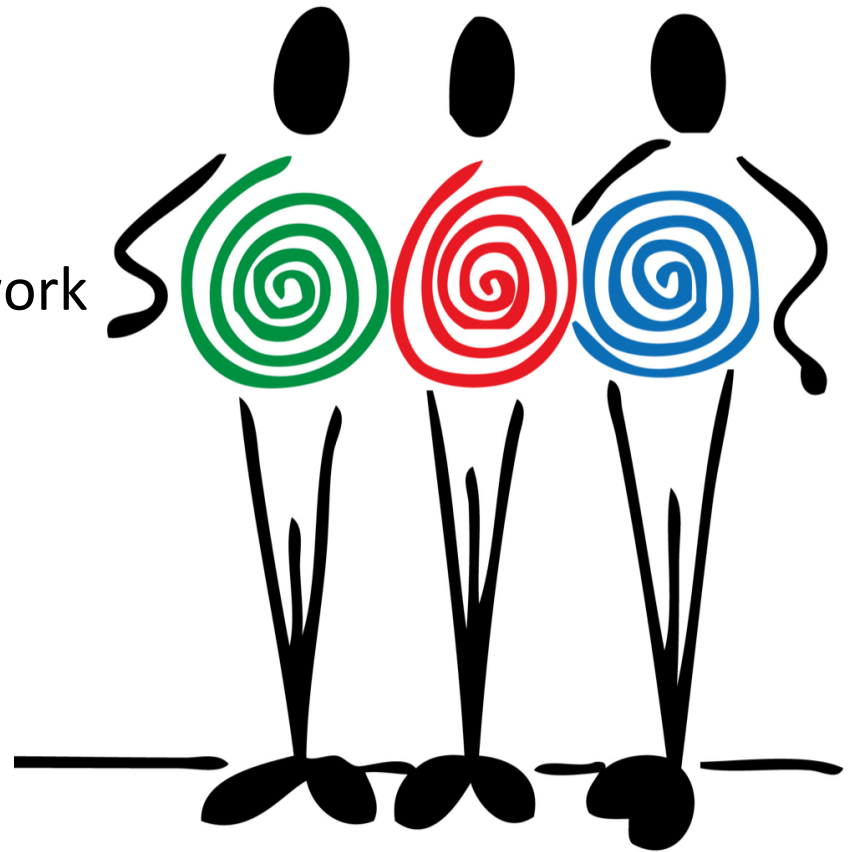


IMPACT ON THE PERFORMANCE OF OTHERS

Engaged Employee

- Involved at work
- Committed to their role
- Enthusiastic about the overall work experience

34 %

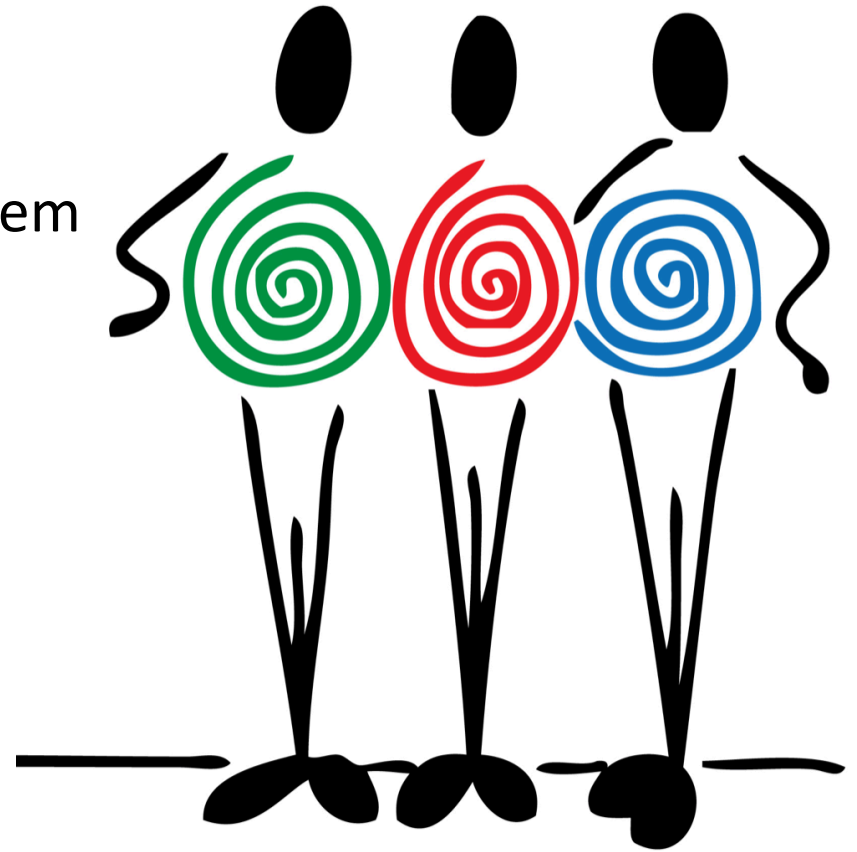


IMPACT ON THE PERFORMANCE OF OTHERS

Actively Disengaged

- Unhappy with job
- Let overall unhappiness push them at work
- Spread negativity to co-workers

13 %



IMPACT ON THE PERFORMANCE OF OTHERS

Not Engaged

- Generally satisfied
- Fine just showing up & doing bare minimum
- Have no cognitive or emotional connection to their role or the workplace

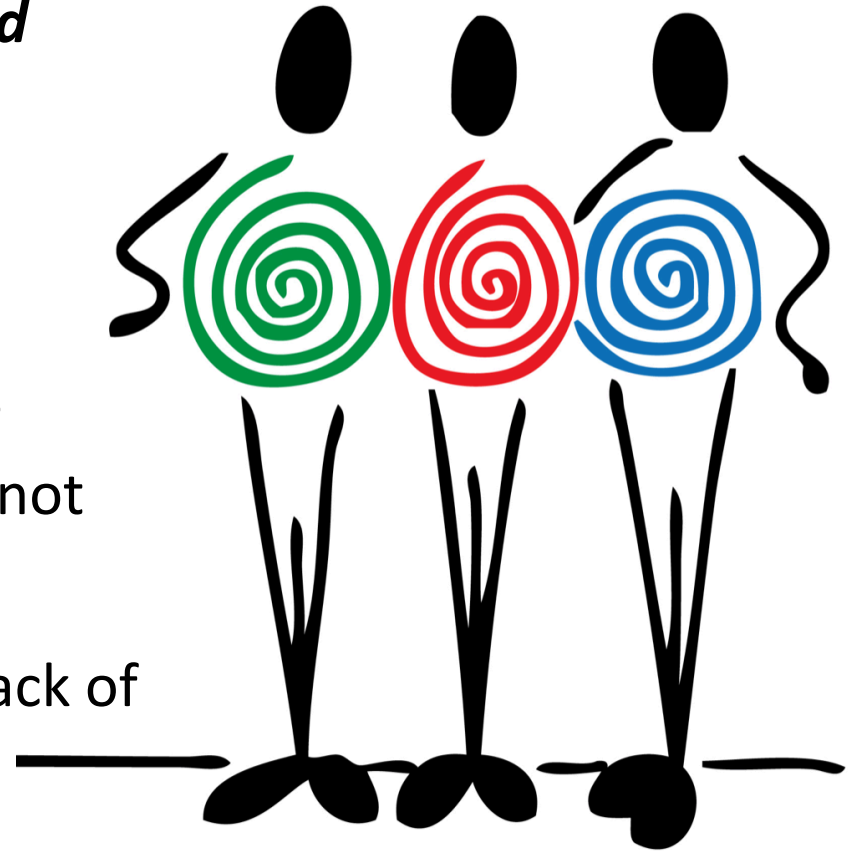
53 %



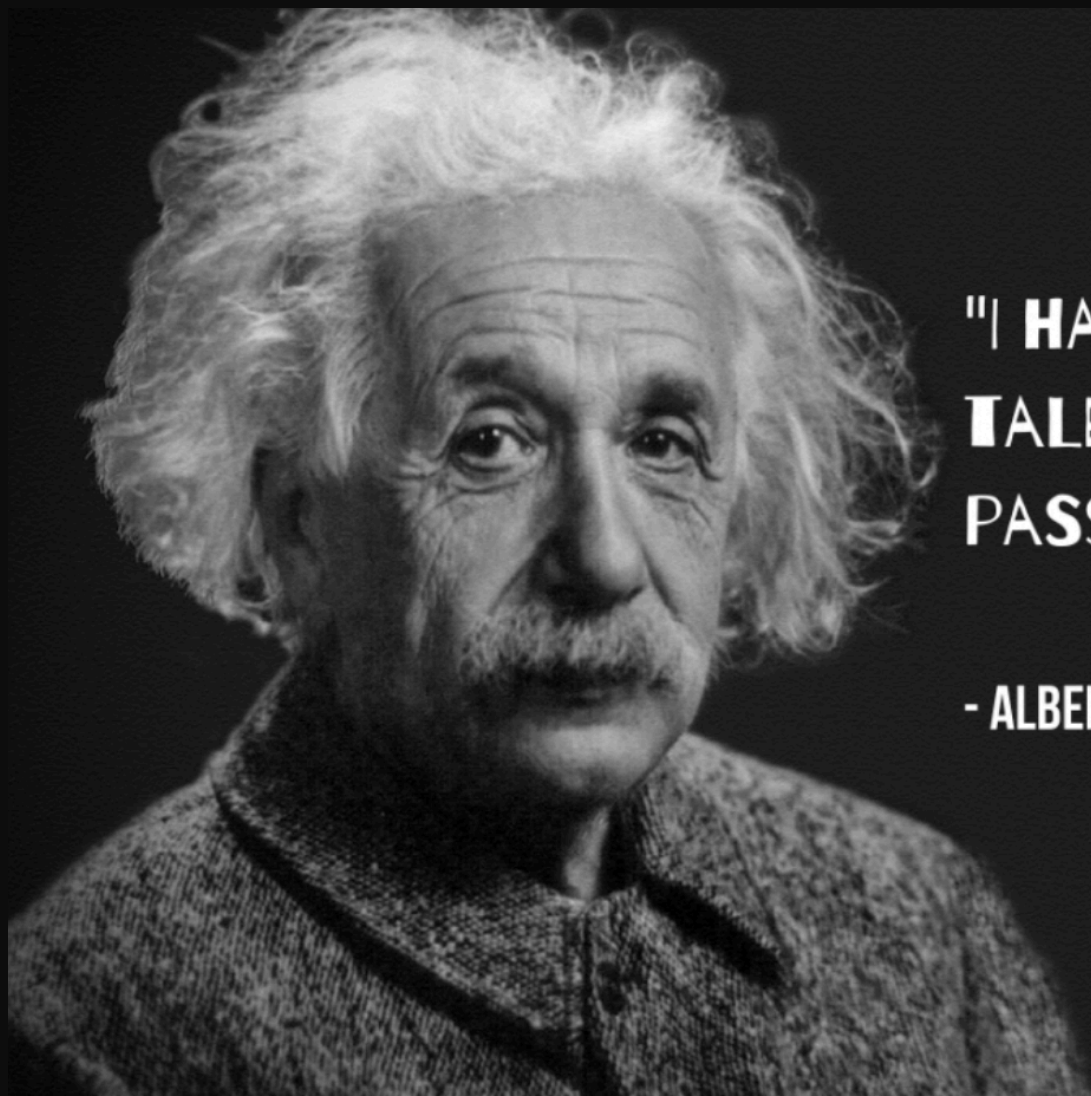
Due to their lack of attachment, they'd accept another role for a slight pay raise or just "quit and stay".

IMPACT ON THE PERFORMANCE OF OTHERS

- Passion *elevates productivity and employee commitment*
- Passion *fosters employee commitment* to your vision
- *Inspires others* - No one has ever been inspired by a leader who is not passionate
- Passion – and alternatively, the lack of passion – *is contagious!*



If you want to have a passionate, inspired workforce, it begins with you: the leader



**"I HAVE NO SPECIAL
TALENTS, I AM JUST
PASSIONATELY CURIOUS."**

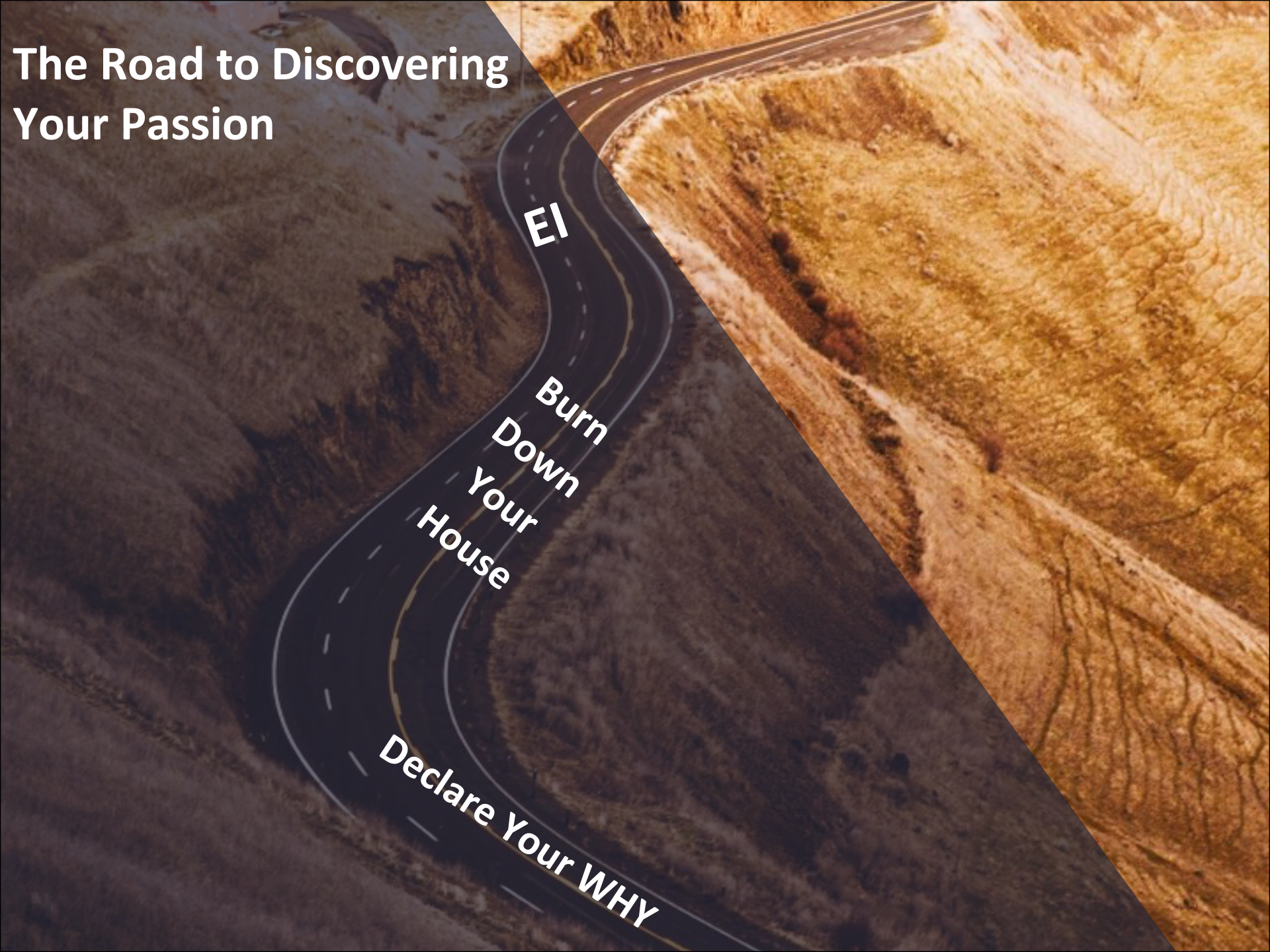
- ALBERT EINSTEIN

The Road to Discovering Your Passion

El

Burn
Down
Your
House

Declare Your WHY



DISCOVERING YOUR PASSION AT WORK

e·mo·tion·al in·tel·li·gence

noun

the capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically.

"emotional intelligence is the key to both personal and professional success"



Emotional Competence Inventory, published by The Hay Group



DISCOVERING YOUR PASSION AT WORK

Increase ***self – awareness*** by tapping back into your knowledge of yourself and do an inventory of what you need at work during this time:

- Emotionally
- Physically
- intellectually



DISCOVERING YOUR PASSION AT WORK

Identify sources of stress and the negative impact. Exercise *self-management* by consciously changing the patterns you've created (others have gotten used to).



DISCOVERING YOUR PASSION AT WORK

Increase your **social awareness** by going on a 5-10 minute “tour”.

During the workday, take a few minutes to observe things you’ve never noticed before. Things to “look” for virtually could include the look and feel of people’s home workspace, the timing of when different people speak during meetings, and which people seek interaction versus who does not.

- Avoid making too many assumptions or conclusions
- Simply observe
- Think about your new *social awareness*



DISCOVERING YOUR PASSION AT WORK

Relationship management is especially critical in times such as those we are currently experiencing.

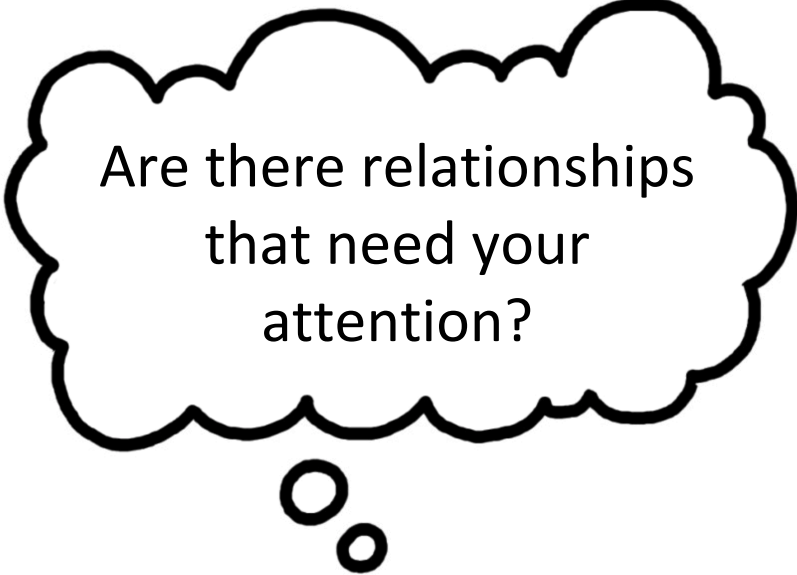
- Communication methods have changed
- Rhythm of work varies
- Feelings of uncertainty become amplified



Now, more than ever, passionate leaders need to be ***open and curious.***

- Share information about yourself
- Ask meaningful and respectful questions

DISCOVERING YOUR PASSION AT WORK



Are there relationships
that need your
attention?



DISCOVERING YOUR PASSION AT WORK

Sir

Richard Branson



Branson at [Chatham House](#) in March 2015

Born	Richard Charles Nicholas Branson 18 July 1950 (age 69) ^[1] Blackheath, London, England
Occupation	Businessman, author, philanthropist
Years active	1966–present
Known for	Founding Virgin Group
Net worth	▲ US\$4.4 billion (April 2020) ^[2]

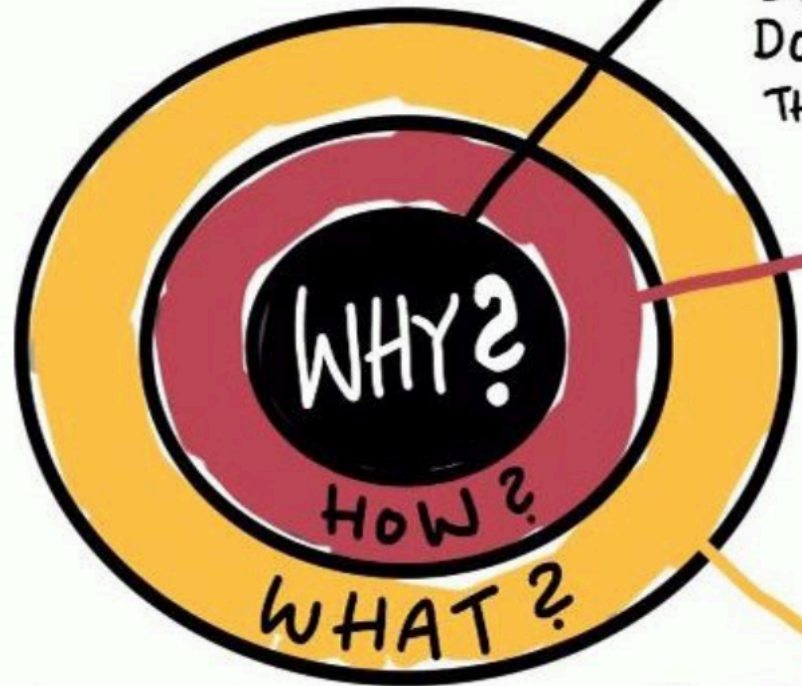
- If you lost everything tomorrow, would you
- Rebuild your home in exactly the same way?
 - Fill it with all the same stuff?
 - Start your career over, and in the exact same way?
 - Recruit all the same people back into your life and work?

"I'd not wish it on anyone," Branson said, "but sometimes the best way to get clear about what has meaning to you is to imagine starting over from scratch!"



DISCOVERING YOUR PASSION AT WORK

GOLDEN CIRCLE

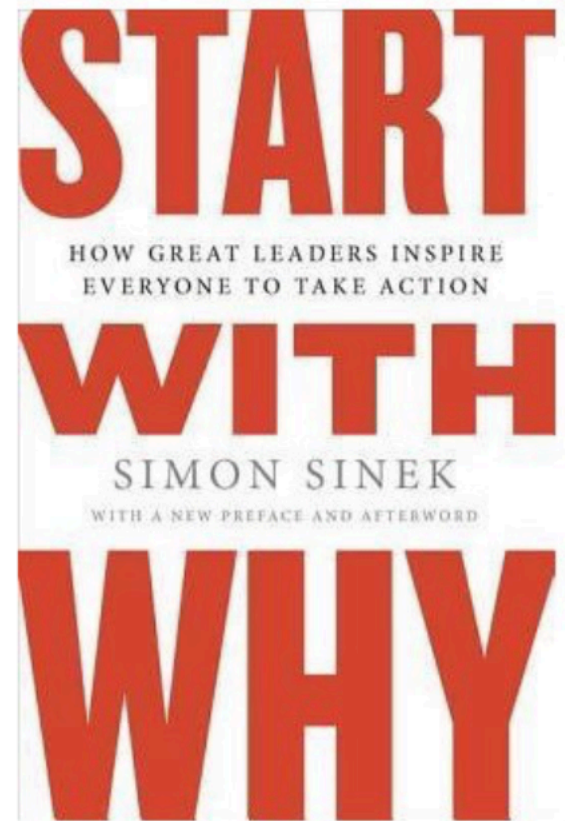


WHY DO YOU DO WHAT YOU DO? WHAT'S THE PURPOSE?

HOW DO YOU DO WHAT YOU DO?

WHAT DO YOU DO?

IDEA: SIMON SINEK



DISCOVERING YOUR PASSION AT WORK

To help you define your “**WHY**”:

- What attracted you to the career / field / role you are currently in?
- Do you love your work?
- What parts energize you?
- What parts drain you?
- What gives you a sense of meaning in your day / work?
- What elements might you begin to appreciate if you looked at them from a different perspective?
- What do you want to change?

We lead who we are and cannot create what we have not become. Leadership is first an inside job.



A dramatic landscape photograph of a lake and mountains under a cloudy sky. The image is split diagonally from the top-left corner to the bottom-right corner. The upper-left portion is a dark, monochromatic grey-blue, while the rest of the image shows a vibrant blue sky with white clouds, a calm lake reflecting the sky, and rugged mountains in the background. In the foreground, there are large, dark rocks in the water.

Cultivating Passion in Others

TIPS FOR CULTIVATING PASSION IN OTHERS

Share

Be open about things you are passionate about and ways this has shaped your decisions and contributions, be a role model for pursuing and publicly owning your purpose.



TIPS FOR CULTIVATING PASSION IN OTHERS

Inquire

Make a habit of genuinely asking others about their passion one-on-one and in group settings.



TIPS FOR CULTIVATING PASSION IN OTHERS

Encourage

Provide opportunities for team members to publicly pursue their passion whenever possible.

Help others to see the relationship between passion and their inherent gifts and talents.



TIPS FOR CULTIVATING PASSION IN OTHERS

Acknowledge

Be transparent about acknowledging that you and others may not be passionate about *everything*.



I LOVE LUCY, Vivian Vance, Elvia Allman, Lucille Ball, 2nd season episode, 'Job Switching', aired on September 15, 1952.

Courtesy Everett Collection



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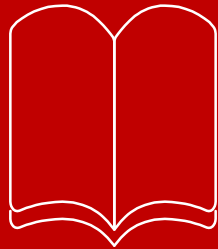
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Be transparent about acknowledging that you and others may not be passionate about *everything*.



RESOURCES



BOOKS

Emotional Intelligence 2.0

Bradberry, Travis & Greaves, Jean

Work is Love Made Visible; Finding Your Purpose from the World's Greatest Thought Leaders

Hesselbein, Frances, Goldsmith, Marshall, McArthur, Sarah

Start With Why; How Great Leaders Inspire Everyone To Take Action

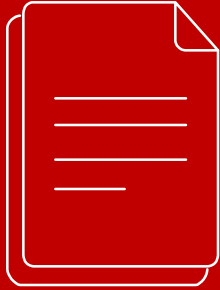
Sinek, Simon

Drive: The Surprising Truth About What Motivates Us

Pink, Daniel H.



RESOURCES



ARTICLES /
BLOGS

“If you love them, set them free”

Why building the workforce you need for tomorrow means giving them wings to fly today

<https://www2.deloitte.com/us/en/insights/topics/talent/future-workforce-engagement-in-the-workplace.html>

“Activate Yourself to Crush Mediocrity”

<https://davidspungin.com/tag/leadership-behaviors/>

Dare to Lead <https://brenebrown.com/blog/2020/03/28/weekly-round-up/>

“Fewer e-mails, more dialogue: sharing creativity at the office, wandering spirit and innovation”

<https://www.fondazionepirelli.org/en/corporate-culture/blog/fewer-e-mails-more-dialogue-sharing-creativity-at-the-office-wandering-spirit-and-innovation/>





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