



InspireCorps

IGNITING THE NEXT LEVEL NOW

Building Leadership Awareness & Agility

@InspireCorpsCo



Today's Objectives

- Introduce a tool (IPQ) to build awareness and agility as a leader.
- Develop agility across 4 leadership performance zones.
- Identify how these performance zones support your leadership goal(s).



Leadership

Actions & choices that inspire commitment by activating possibility and invincibility toward a shared mission.

It's about mobilizing efforts through intentional practice and systems to both achieve results and build capability in the process.





- **Where we have been:**
01-Leading with Sustainable Inspiration- redefining leadership, creating leadership goals, reflecting on how to get/stay inspired.
- **Where we will go today:**
02-Awareness + 03-Agility
Building awareness & agility through the IPQ model, learning leadership styles and how they can support your leadership goal for this year.



Awareness & Agility Defined

Leadership awareness is an accurate assessment of one's current emotions, presence and style and how well they align to the situation at hand.

Agility is the ability to adjust presence, style, or approach as needed to achieve desired outcome.



Leading Today
**The Case for
Awareness & Agility**

- **Emotion contagion**
- **New/modified ways of working**
- **Ongoing Change**
- **Renewed emphasis on DE&I**



***Think of someone who has inspired you
to learn, grow, be at your best...***

Identify 3 behaviors that inspire you...



Inspiration & Performance Model & Questionnaire

The *Inspiration & Performance model and questionnaire (IPQ)* is a research-inspired model of extraordinary performance and results in the modern workplace.



Situational Leadership
1967

Kinesthetic Intelligence
1983

Positive Psychology & Org. Scholarship
1998

Adult Learning and Change Theory

Meta-Analyses on Leadership
2008

Dare To Inspire Interviews
2019

Emotional Intelligence
1990

Authentic Leadership
2003

Inspiration Thrash & Elliot
2014 - present

IPQ

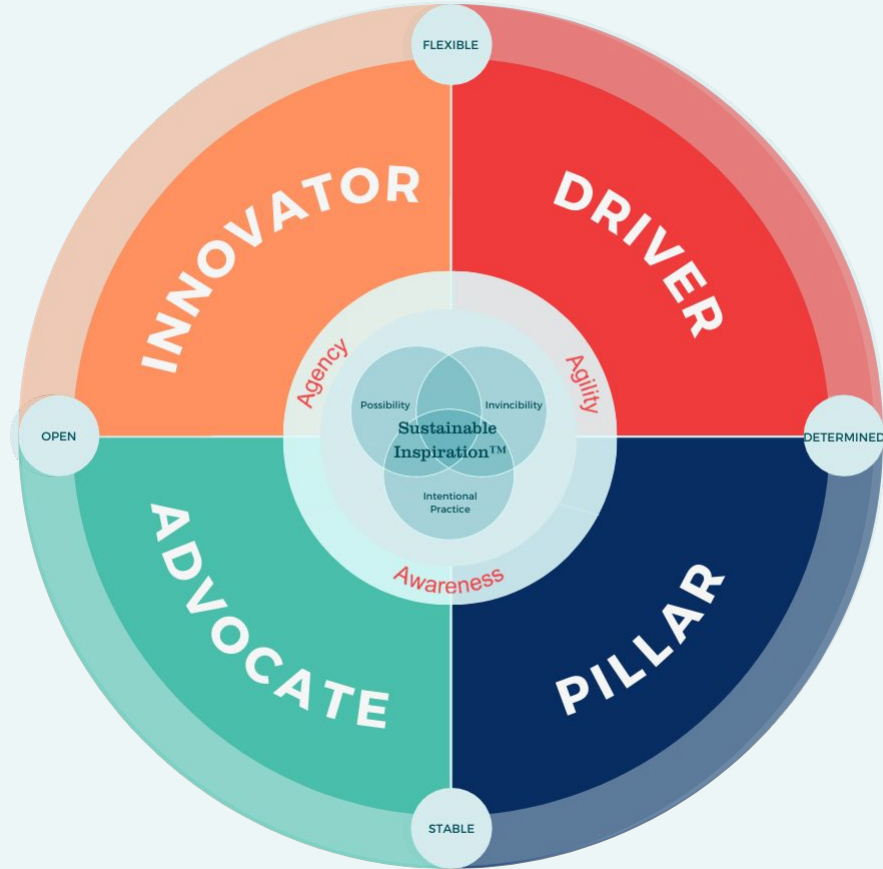


IPQ

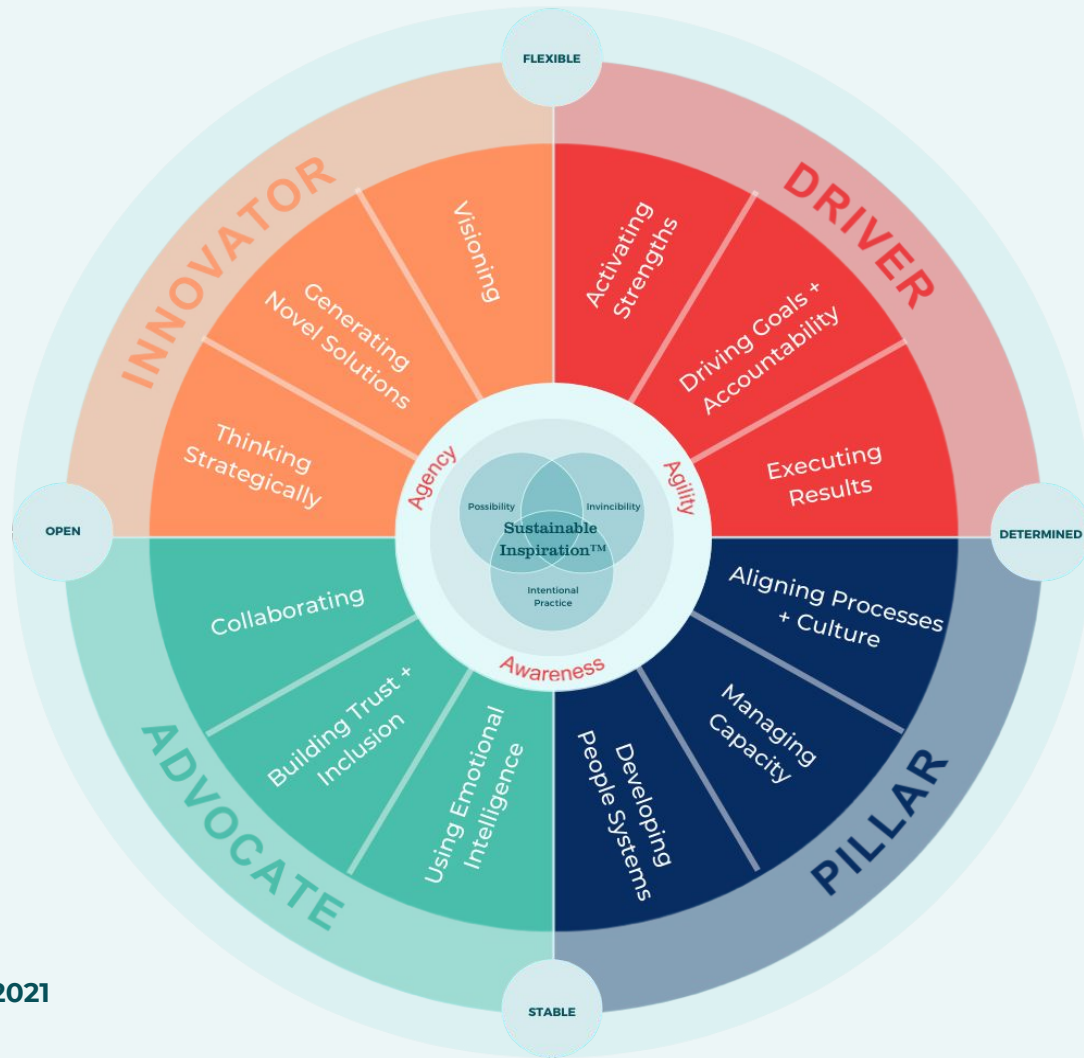


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IPQ



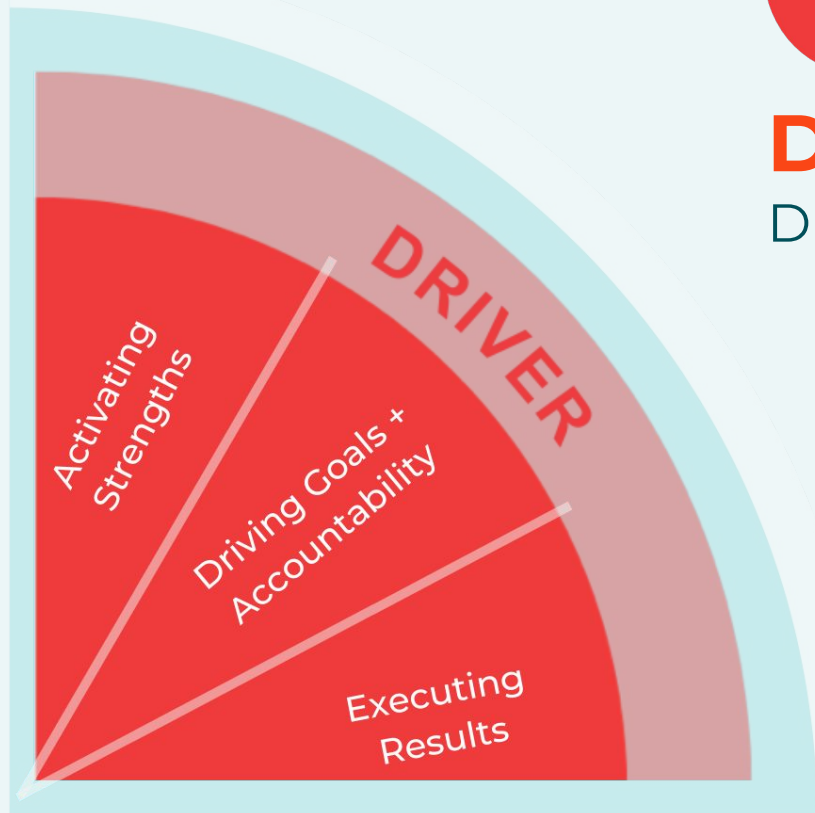
IPQ





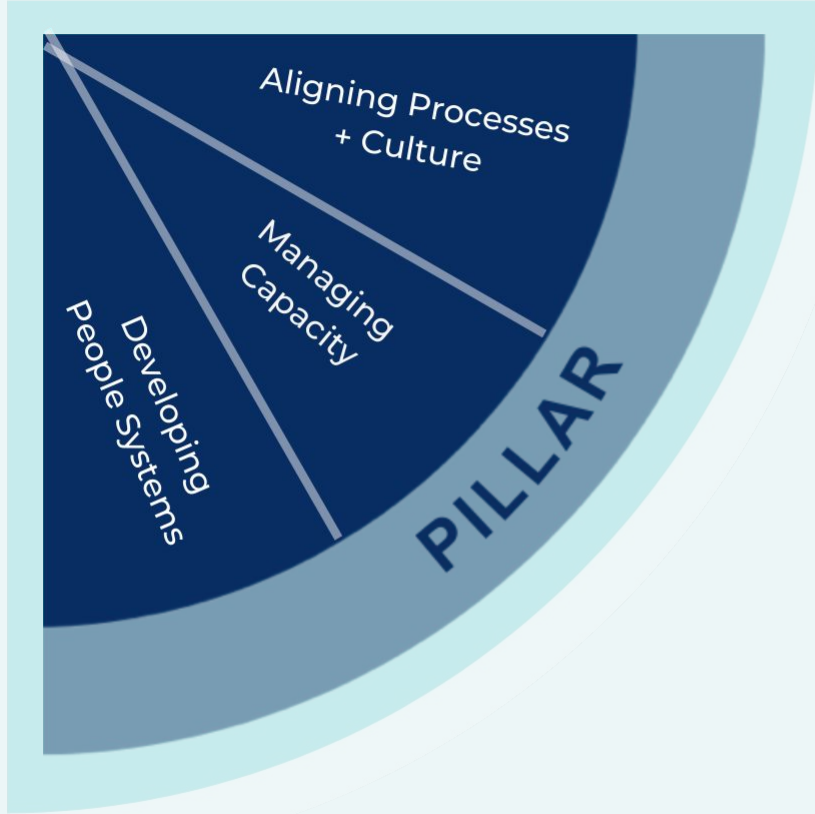
DRIVER

Driving to Results



- *Where do I use this zone most in my current role?*
- *Where could I bring MORE of this in my current role?*





PILLAR

Scaling Excellence

- *Where do I use this zone most in my current role?*
- *Where could I bring MORE of this in my current role?*

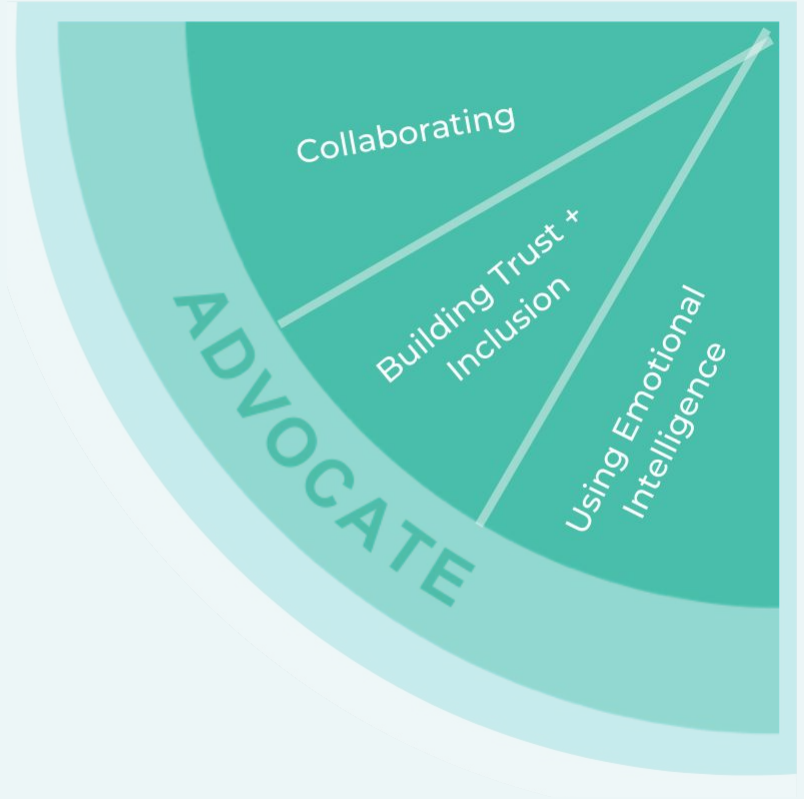




ADVOCATE

High Performance Teaming

- *Where do I use this zone most in my current role?*
- *Where could I bring MORE of this in my current role?*

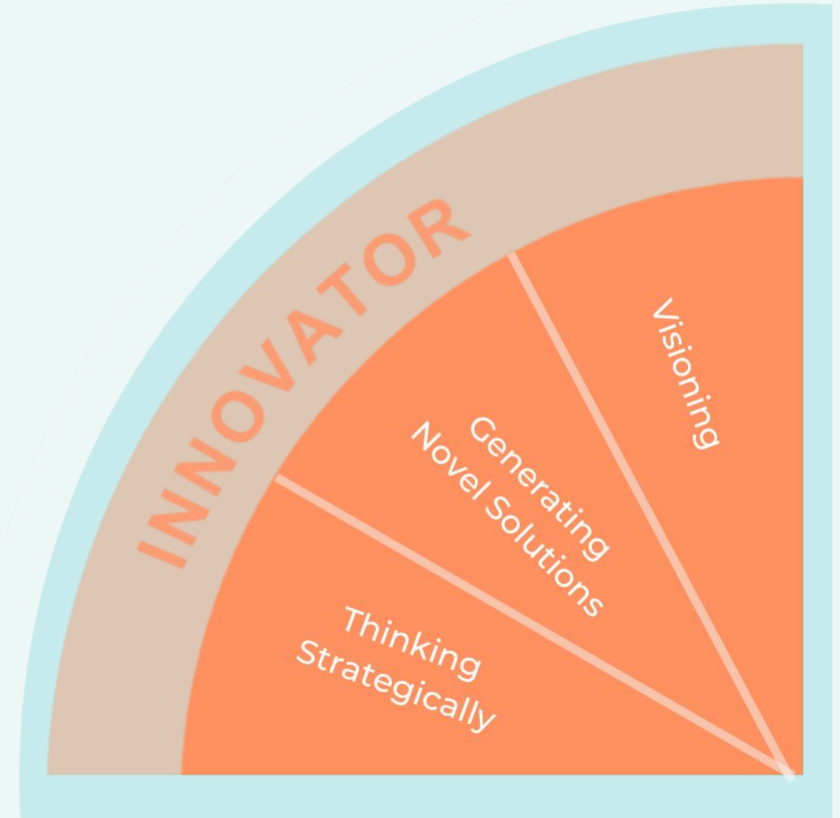




INNOVATOR

Envisioning Greatness

- *Where do I use this zone most in my current role?*
- *Where could I bring MORE of this in my current role?*

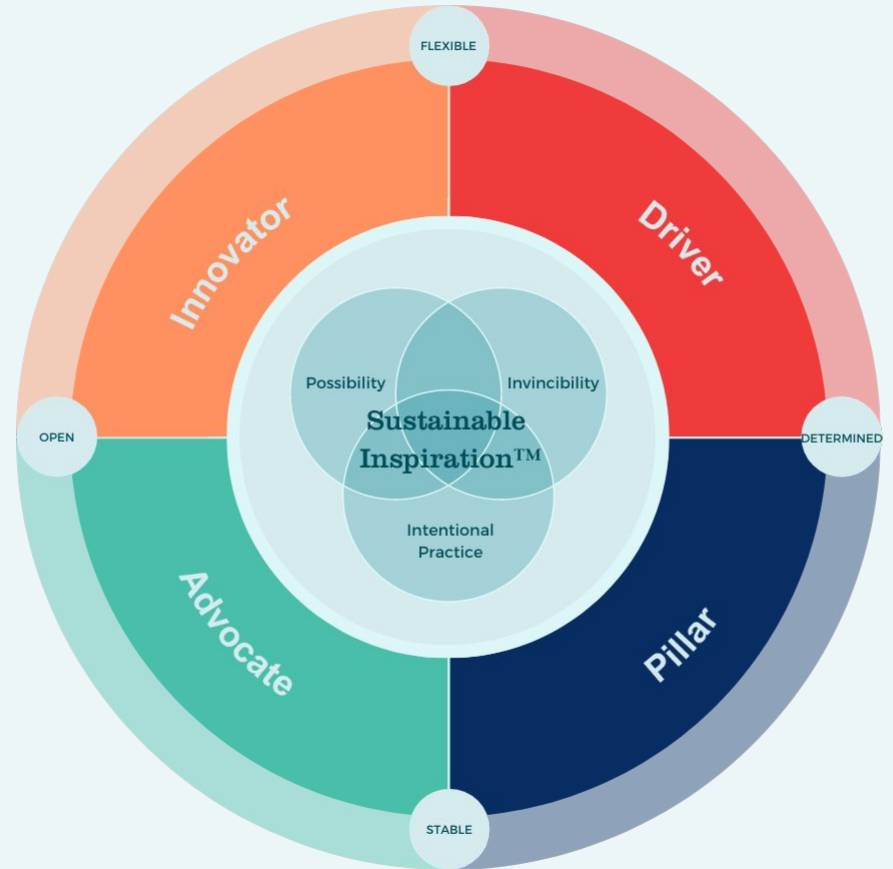


Annotate

**In your role, what style(s)
are most needed?**

**What styles feel most
natural to you?**

**What style(s) feel most
unfamiliar to you?**

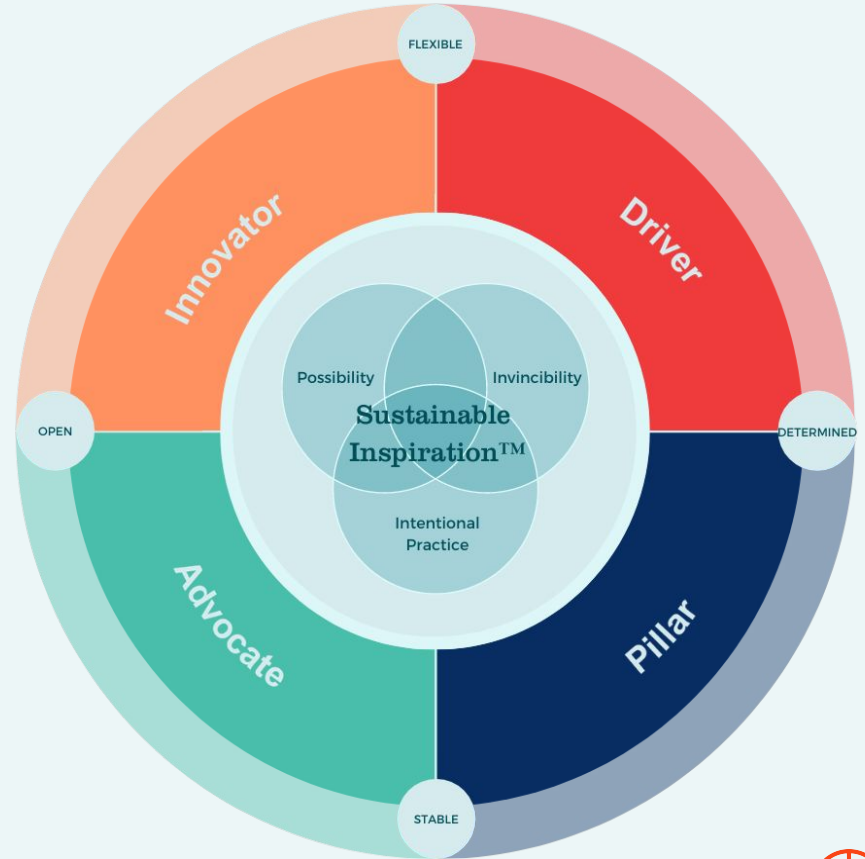


From Awareness to Agility...



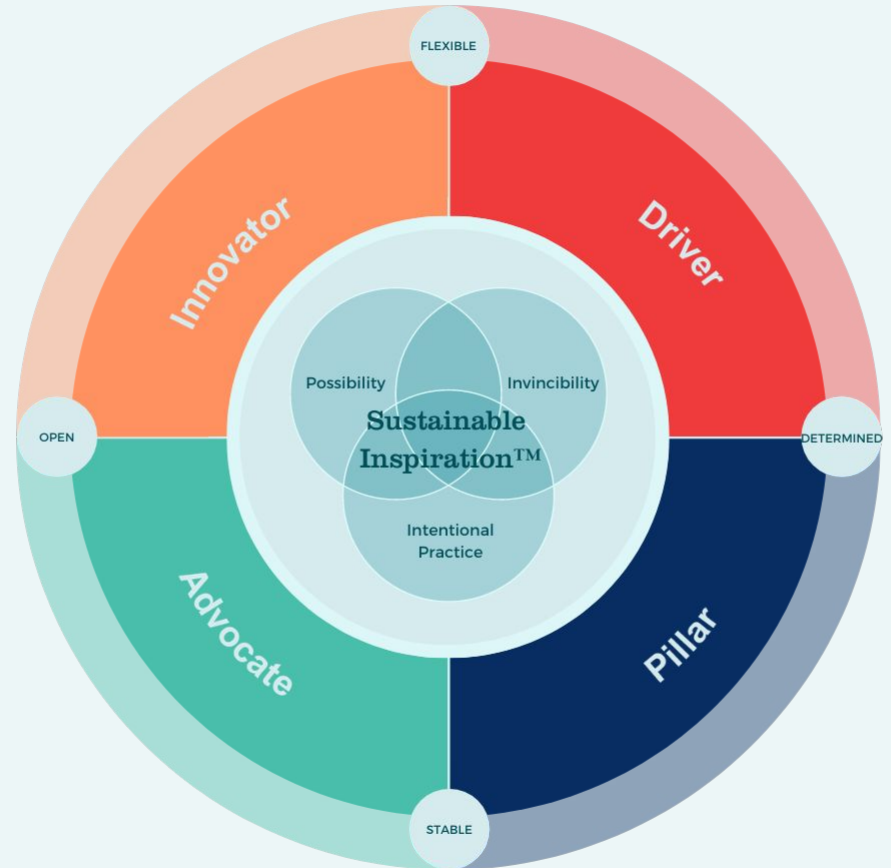
Key Points

- All styles are essential
- Some might feel more natural
- Activating styles when needed
- Increase awareness and agility across all four for best results



CASE: Strategies to Shift

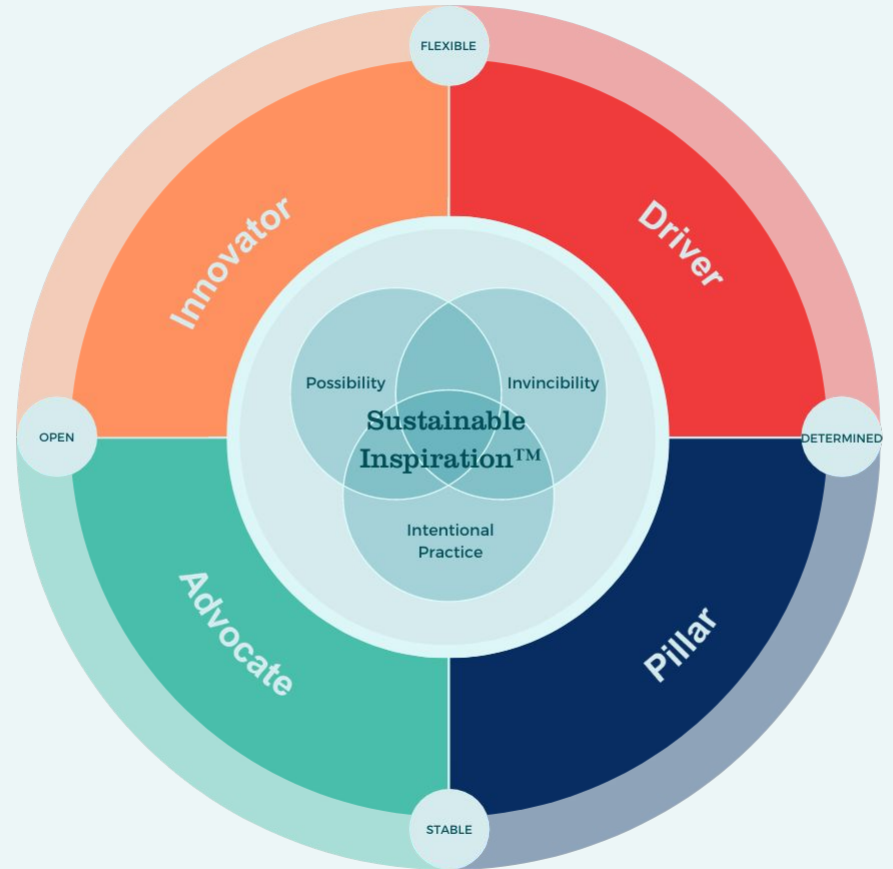
- *I'm in Driver mode and need to bring empathy to a conversation...*
- *I'm focused on spreadsheets and about to go into a strategy/brainstorm meeting...*



Breakout Pairs

Which of these style(s) will help you achieve your leadership goal?

How will you activate this style, when needed, to support your leadership goal?



Leader Lab
Mo Cheeks



Leadership Practice Challenge:

Identify the next important meeting on your calendar...

Think about your leadership goal and what your ideal leadership presence and contribution looks like...

- What style(s) do you want to bring to the meeting?
- What can you do to prepare and activate this style(s)?



Group Debrief

Questions? Insights?



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Next Steps:

1. Leadership Practice Challenge
2. Progress Updates to Steering Committee
3. Check landing page for resources & survey
4. Summer sessions (June, July, Aug)
5. LEAD Plan sections 1-3



LEAD PLAN

YLS Initiative Committee
LEAD PLAN

01 Leading with Sustainable Inspiration

02 Awareness

03 Agility

04 Agency

05 Inspiration in Action

LEAD

MY LEADERSHIP GROWTH GOAL:

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LEAD PLAN

01 Leading with Sustainable Inspiration

How will get/stay inspired as a leader:

Strategies to inspire my team:

02 Awareness

Anchor My understanding/abilities / strengths	Sparks what does that look like best energy	Red Flag what does that look like best self

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LEAD PLAN

03 Agility

Performance quadrant(s) most relevant to me:

Performance quadrant(s) will practice and grow:

Strategies to activate:

- DRIVER
- PILLAR
- ADVOCATE
- INNOVATOR

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LEAD PLAN

04 Agency

My leader impact statement:

What I can let go of (part control/change):

What I can control or influence:

Leading with Sustainable Inspiration

Key milestones and steps to move forward:

Communication & Accountability
How can I communicate my plan out and to whom?

What will possibly impact macro and/or micro systems:

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APPENDIX

What the IPQ is...

- The survey and model are intended to be used for self-discovery, awareness building and development.
- It is a *self*-assessment of behaviors and preferences.
- It is a snapshot of current time, conditions, and context.
- Behaviors and preferences can, and do, shift over time.
- Often, when stretched in new ways (i.e., new roles, big projects), behaviors across zones will drop.
- The goal is to assess current behaviors/preferences against desired ones; using the tool as a guidepost for where to focus growth.

What the IPQ is not...

- A personality test or tool for typing.
- Fixed over time.
- An objective measure of your abilities or competencies.