

# Leader Impact

## Inspired Leadership & Performance

Laura Campbell + Gabi Joyce  
InspireCorps

@inspirecorpSCO



# LEADERSHIP

**Intentionally inspiring and growing yourself and others for positive impact.**

...

**The aspirational and relentless pursuit of excellence in both the being and doing of great leadership.**



# CORE LEADERSHIP PRINCIPLES

**Lead from wherever you stand.**

**Leaders are made, not born.**

Leadership is intentional and a craft to be honed over a lifetime.

**A leader's first job to inspire self.**

It's personal, authentic and contagious.



## History



### **1. Sustainable Inspiration™**

(Inspiration Fingerprint)

### **2. Leadership Agility**

(Leader Guide)

### **3. Awareness**

(Energy Management + Resets)

### **4. Agency**

(Influence)

### **5. Leadership in Action**

(PULSE)



# TODAY

---

**Who are you going to be as a leader  
and how are you going to lead into  
the future to support continued  
growth + success?**



# Leader Lab

## VIA Strengths

**Break into groups of 3.**

**Share your top 2 insights from our time together.  
How has your leadership changed and evolved as a  
result?**

***Listeners: Ask clarifying questions; offer  
observations and acknowledgements***





Debrief

# Key Insights



# Crafting Your Leader Impact

## Your Leadership Compass





# Leader Impact Toolkit



©InspireCorps

## Crafting Your Leader Impact



More than ever, leaders need to activate inspiration for themselves and others. Use this framework to design a strengths and purpose-driven leader impact plan.

### Engineering Your Leader Impact

**What are your unique strengths as a leader?**

**Identify the shared values you want to activate:**

- What personal values guide you?
- What shared team values guide you?

**Identify your leadership guiding principles:**

How do you want people to characterize your leadership?

**What is your desired impact?**

(Micro + Macro)

**Write down your overarching leader impact statement**, defined as: how you use your unique strengths and leadership principles to have the kind of impact you want to have as a leader

# Leader Impact Toolkit

10 Minute Individual Activity:  
reflect + craft your leader impact  
statement

**STRENGTHS: VIA Strengths**

**VALUES: Individual + Team/Org**  
(See Worksheet Packet)

**IMPACT: Your Impact/ Personal  
Reflections google doc**



# Leader Impact Examples

"As a leader, I use my strengths of social intelligence and leadership to be a translator and a connector, bridging communication between my manager, direct reports, and clients. I will lean on my Advocate style to connect people, and I will further develop my Innovator to find new pathways to create high quality communication across our team so we can be effective, engaged, and productive."

"As a leader in higher education, I am committed to developing academic (and co-curricular) programs that are innovative, meet ever-changing demands in the marketplace, and enhance students' overall experience. At a systems level, I am committed to establishing structures and mechanisms that facilitate effectiveness, transparency and accountability. I use my strengths of social intelligence and a love of learning to inspire others to excel in their own work, and to work their hardest in achieving the team's goals. I'll be the Driver I usually am to persist in making it happen, and I will develop my Pillar style to create institutions that will last."

"Today, we are at a crossroads with a choice to idly sit back or lean into the discomfort of change and engage together with clients to raise the bar on what we accomplish together, as partners. As a leader, I use my strengths of honesty, teamwork, and fairness to move the needle of clients' mindsets so they view us as partners in their success in developing their greatest resource: their talent."

"As a leader I would like to engage with an array of stakeholders and rally their support and help to develop the most innovative, successful, sustainable and patient centered healthcare centers of excellence."



# VIA Strengths + Virtues

## Wisdom + Knowledge

creativity  
curiosity  
love of learning  
judgment  
perspective

## Transcendence

appreciation of beauty +  
excellence  
gratitude  
hope  
humor  
spirituality

## Courage

bravery  
perseverance  
honesty  
zest

## Temperance

forgiveness  
humility  
self-regulation  
prudence

## Humanity

love  
kindness  
social intelligence

## Justice

teamwork  
fairness  
leadership



# VALUES (individual)

Aesthetics, arts  
Accuracy, precision,  
correctness  
Achievement, merit  
Accountability,  
responsibility  
Advancement, promotion  
Adventure, excitement,  
risk  
Affection (love, caring,  
empathy)  
Affiliation, belonging  
Authority  
Autonomy, independence  
Balance  
Challenge  
Collaboration  
Community  
Competence, mastery  
Competition  
Connection

Contribution, impact  
Cooperation, teamwork  
Country, culture  
Courage  
Creativity, innovation  
Diversity, tolerance  
Duty, honor  
Economic prosperity  
Economic security  
Efficiency, market  
Empowerment  
Engagement, involvement  
Environment, nature  
Ethics, integrity  
Excellence  
Fame  
Family  
Financial gain, wealth  
Freedom, democracy

Friendship  
Fun, humor  
Happiness  
Health  
Helpfulness, healing  
Honesty, openness,  
candor  
Inner harmony  
Intellect, ideas  
Intuition  
Knowledge  
Labor  
Leading, inspiring  
Loyalty  
Making a difference,  
public service  
Moderation  
Order (tranquility,  
stability)  
Personal development  
Pleasure, recreation

Power, influence  
Purity  
Quality  
Reason, science  
Recognition  
Responsibility  
Safety  
Security  
Self - motivation  
Self - respect  
Social welfare, social  
change  
Sophistication, erudition  
Spirituality, faith  
Stability (tradition, history)  
Status, prestige  
Trust, reliability  
Truth  
Variety, change  
Wisdom



# VALUES (Branded Group)

## Be Dedicated

Demonstrate loyalty and respect to colleagues and clients.

## Be Honest

Be true to yourself and to the organization.

## Be Humble

Approach every situation knowing that there is always something new to learn.

## Be Altruistic

Always give freely for the better of society.

## Be Adaptable

Approach change with flexibility and open-mindedness.



## Be Better

Strive to be better for yourself, the company, the client, and the community.



# IMPACT (anonymous google doc)

Branded Group & InspireCorps-Session 5



## LEADERSHIP

### When you're at your best (doing and being)...

How might it feel to those around you when YOU are at your best?

- Supported and inspired by
- It feels like nothing can go wrong. Even little hiccups seem easy to resolve.
- Hopefully inspiring. Motivating the others around me. Lifting people up.
- Supportive, helpful, indestructible and engaging
- Work flows smoothly - great teamwork
- I feel super positive and can handle anything
- Driven to strive for continuous improvement and success
- Supportive, day goes smoothly, teamwork all around
- Energized, focused, strong

When others around you are at their best, how does it feel and impact you?

- Work seems easy and enjoyable
- When my team is at their best, work does not seem challenging. The day goes by fast and we get everything done with no stress.
- Like I can relax a little more on focus on tasks that have been put off
- Similar to above, pushes me to be the other additive to support - team work makes the dream work
- I love to see others at their best makes me want to up my game. Feels like we're a real team and taking care of biz
- I love to see my team work together - people step up and take on extra duties to help their teammates
- Team has a great vibe, energy feeds off everyone
- Excited for harmonious achievement
- Happy, connected

---

When you're not at your best (doing and being)...

What does it look like? Feel like? Sound like?

- Scattered, anxious, not focused
- Overwhelmed, panic
- Overwhelmed, frustrated
- Impatient, annoyed, negative
- Tired, not focused
- Irritating to those around me, negative
- Less focused, scattered.
- Frustrated, anxious, scattered
- Loud and scattered, not engaged
- Not focused, irritable, feels like I get nothing accomplished

How might it feel to those around you when YOU are NOT at your best?

- I tend to be short and unenergetic
- If I am not at my best, it can be contagious and result in others not taking initiative
- They feel unsupported
- I am sure I am more quiet, less motivating. Unsupportive.
- Angry
- I think just quiet, I try not to emit my feeling on others, I try to keep/deal with it personally to avoid affecting anyone else
- Probably like the job is not going well, definitely contagious.

---

When others around you are not at their best, how does it feel and impact you?

- It upsets me and I wonder what I can do to help them.
- Feels like work starts to pile up and you aren't making any progress
- Depleted and defeated
- Draining, discouraging, frustrating. I like to fix things, and when someone isn't at their best, I want to be helpful. It is hard when I can't fix it.
- Frustrated that I've spent time talking about the issues and giving direction but we continue to have the same issues come up
- Unmotivated; feel like my dedication and efforts are not appreciated. And helpless because I want to make things better for everyone.
- I can feel the poor energy, I want to try to give a power boost since we all feed off each others energies



# Leader Lab

## Leadership in Action

### Break into groups of 3 and share:

- How will you put this leader impact statement into action?
- Share your impact statement with the group and the behaviors it translates to.





# Leader Impact Statements

**Share your leader impact statements to the google doc:**

[https://docs.google.com/document/d/15Ihhle\\_nyunTT1DMHdgEYweE0izNMj86fGBxF8jeV0Uw/edit#heading=h.htjzanfsdt6l](https://docs.google.com/document/d/15Ihhle_nyunTT1DMHdgEYweE0izNMj86fGBxF8jeV0Uw/edit#heading=h.htjzanfsdt6l)





Group Debrief

# Key Insights



**THE WORLD NEEDS  
YOUR INSPIRATION.**



A grid of 24 light bulbs arranged in three rows and eight columns on a teal background. The text 'Q&A' is centered over the middle row. The light bulb in the bottom row, sixth column from the left, is highlighted with a bright glow.

# Q&A



# Housekeeping

1. Put your leader impact into action
2. Support each other
3. Check landing page for resources
4. Session Survey





# Thank You!

Stay Connected!  
@InspireCorpsCo



# SURVEY

