



Leading Change at YLS October Session

@InspireCorpsCo



A Year In Review

LEAD Plan

- *Leading with Strengths - VIA Signature Strengths Exercise*
- *Leader Summit - Crucible Moments + Who I aspire to be as a leader*
- *Coaching Mindset + Meaningful and Motivating Feedback*
- *Leadership: Being + Doing*
- **CORE:**
 - *Awareness + Agility + Agency*
 - *Inspiration Practice - activating engines of inspiration*

Initiative Support

- *Guiding Principles + Critical Questions*
- *Progress & Impact Partnership*



LEAD Plan

The image displays four panels of the LEAD Plan template, each with a header for the YLS Initiative Committee and the LEAD Plan logo. The first panel is an overview showing a central 'LEAD' pentagon surrounded by five numbered sections: 01 Leading with Sustainable Inspiration, 02 Awareness, 03 Agility, 04 Agency, and 05 Inspiration in Action. The second panel, '01 Leading with Sustainable Inspiration', includes a section for 'How will get/stay inspired as a leader?' and 'Strategies to inspire my team?'. The third panel, '03 Agility', features a circular diagram with four quadrants (DRIVER, FILLAR, ADVOCATE, INNOVATOR) and sections for 'Performance quadrants() most natural to me', 'Performance quadrants() will practice and grow', and 'Strategies to activate'. The fourth panel, '04 Agency', includes sections for 'My leader impact statement', 'What I can let go of (can't control/change)', 'What I can control or influence', and 'My milestones and steps to move forward'. Each panel also includes a footer with 'MY LEADERSHIP GROWTH GOAL:' and logos for INSPiRECORPS and SUSTAINABLE INSPIRATION™ WICKER.IT.

Overarching Partnership Objectives

- *This program is built on the foundational work of 2019/2020 to: identify key areas of priority growth for YLS into the future, clarify and integrate the core mission/values of YLS, and identify and cultivate a strong bench of leaders.*
- *The Initiative Leaders roadmap develops a cohort of inspiring leaders at YLS that are successfully leading 3 priority change initiatives: Meeting Effectiveness, Collaboration & Feedback.*
- *The Steering Committee roadmap supports a cohort of YLS senior leaders to serve as stewards and sponsors of the priority initiatives and the development of the changemakers.*



How we felt then...

What are you most excited about in terms of growing YLS culture?

- The opportunity to **collaborate more across functions and departments**, i hope this inspires people moving into leadership positions to collaborate more.
- Excited for them to **get to know each other**, what their strengths are and how they can **connect and collaborate** in even stronger ways. Activating the breadth and depth of strengths and talents of our people.
- In my entire life there has never been a better **opportunity to reboot** - preparing to come back **better** and **stronger**.
- Glad to be working on something that isn't tactical - forcing myself to spend time on something that is a bit different. I want this to be a place that people want to come to work. **Takes work to cultivate a great culture.**
- We don't always have to look to grow vertically, but here is an **opportunity to grow horizontally** and from where you are.



How we felt then...

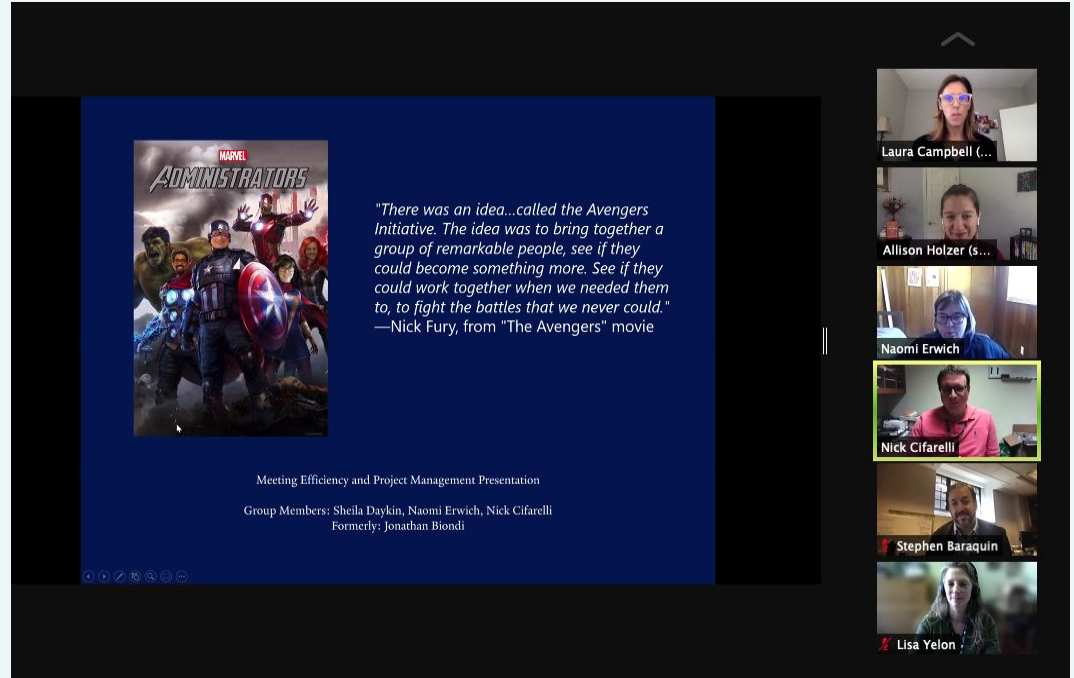
And the part you get to play in it?

- *I hope that we can be a **part of getting an actual work plan across the goal line** - scaffolding and support in moving towards implementation.*
- *I want to be a part of **sustaining the initiatives over time.***
- *We are all going to be **aligned on goals and having a shared language and vision.***



Initiative Highlights

- *Key insight around connectivity of all initiatives*
- *Key insight around breaking down silos, creating more connections*



The screenshot shows a Zoom meeting interface. The main content is a presentation slide with a dark blue background. On the left side of the slide is a movie poster for 'The Avengers' with the word 'ADMINISTRATORS' overlaid. On the right side is a quote: "There was an idea...called the Avengers Initiative. The idea was to bring together a group of remarkable people, see if they could become something more. See if they could work together when we needed them to, to fight the battles that we never could." —Nick Fury, from "The Avengers" movie. Below the quote, it says "Meeting Efficiency and Project Management Presentation" and "Group Members: Sheila Daykin, Naomi Erwich, Nick Cifarelli Formerly: Jonathan Biondi". At the bottom of the slide are navigation icons. On the right side of the Zoom window is a vertical stack of six participant video thumbnails, each with a name below it: Laura Campbell (...), Allison Holzer (s...), Naomi Erwich, Nick Cifarelli, Stephen Baraquin, and Lisa Yelon.



DISCUSSION

Naming The Program



DISCUSSION

Vision for 2022 Roles



MY LEADERSHIP PROFILE



BASIC INFORMATION

NAME / PRONOUNS

THEME SONG

TOP STRENGTHS
ACCESS VIA HERE

FAVORITE MEME AND/OR QUOTE



LEADERSHIP

LEADER IMPACT STATEMENT
SEE ARTICLE HERE

LEADERS WHO INSPIRE ME

WHAT I DO TO GET AND STAY INSPIRED?



REFLECTING BACK

WHAT I'M MOST PROUD OF

WHAT I'VE LEARNED ABOUT MYSELF



LOOKING FORWARD

WAYS I'M LOOKING TO SHIFT AND GROW

WHAT I'M WORKING ON IN MY LEADERSHIP - HOW I'M GROWING THROUGH NEW MINDSETS, BEHAVIORS AND STRATEGIES

Next Steps: Joint Meeting

1. Sharing the plan for the initiative group

- Profile Share (leadership)
- Initiative Share

2. Steering presentation on profile

- Come as participants to share individually:
 - Where I have grown as a leader
 - What I want to know more/less of

