

Welcome

Fundamentals in Practical Leadership for New & Emerging Leaders

Session I: Your Reason to Lead

"I cannot believe that the purpose of life is [only]to be happy. I think the purpose of life is to be useful, to be responsible, to be compassionate. It is, above all to matter, to count, to stand for something, to have made some difference that you lived at all." —Leo Rosten



Land Acknowledgement



About Us...

- Together we have XXX years of field experience
- Our lived experience includes....
- Our education includes....
- Our favourite places in the world include....
- Our hope for this program includes....

Services



Our Why

To create greater good for our world by strengthening organizations, communities and systems to better serve their people

Visit: www.cfoe.ca



Date	Topic
Sept 18 In-Person	Session 1: Your reason to lead Goodwill Industries, 255 Horton, 3 rd floor
Oct 20 Virtual	Session 2: What changes for you as you become a leader/manager? <i>Ahead of the session watch the 1-hour webinar and review the reflection question to prepare for the Community of Practice (virtual)</i>
Nov 17 Virtual	Session 3: How do you influence with formal and informal leadership? <i>Ahead of the session watch the 1-hour webinar and review the reflection question to prepare for the Community of Practice (virtual)</i>
Jan 19 Virtual	Session 4: Communication Basics <i>Ahead of the session watch the 1-hour webinar and review the reflection question to prepare for the Community of Practice (virtual)</i>
Feb 23 Virtual	Session 5: Conflict Resolution <i>Ahead of the session watch the 1-hour webinar and review the reflection question to prepare for the Community of Practice (virtual)</i>
Mar 23 Virtual	Session 6: Human Resource Essentials <i>Ahead of the session watch the 1-hour webinar and review the reflection question to prepare for the Community of Practice (virtual)</i>
Apr 13 Virtual	Session 7: Improving Outcomes Session - 1 hour virtual <i>Ahead of the session watch the 1-hour webinar and review the reflection question to prepare for the Community of Practice (virtual)</i>
May 11 Virtual	Session 8: Financial Accountability <i>Ahead of the session watch the 1-hour webinar and review the reflection question to prepare for the Community of Practice (virtual)</i>
June 15 In person 9:30 – 12:30pm	Session 9: Strategic Thinking applied to day-to-day work and decision-making <i>Presentation of culminating assignment (more details will follow)</i> Celebration

This session invites you to think about why you want to be a leader/manager, what is it about leadership/management that fits with your personal values? What is the difference between management and leadership? This session invites you to consider these questions, then look at your personal value system and consider its alignment with the organizational mission.



[Resource: Simon Sinek's Start with Why](#)

My WHY – Core Purpose | Mission

Maria Sanchez-Keane

Knowing we belong to an everlasting story of love,

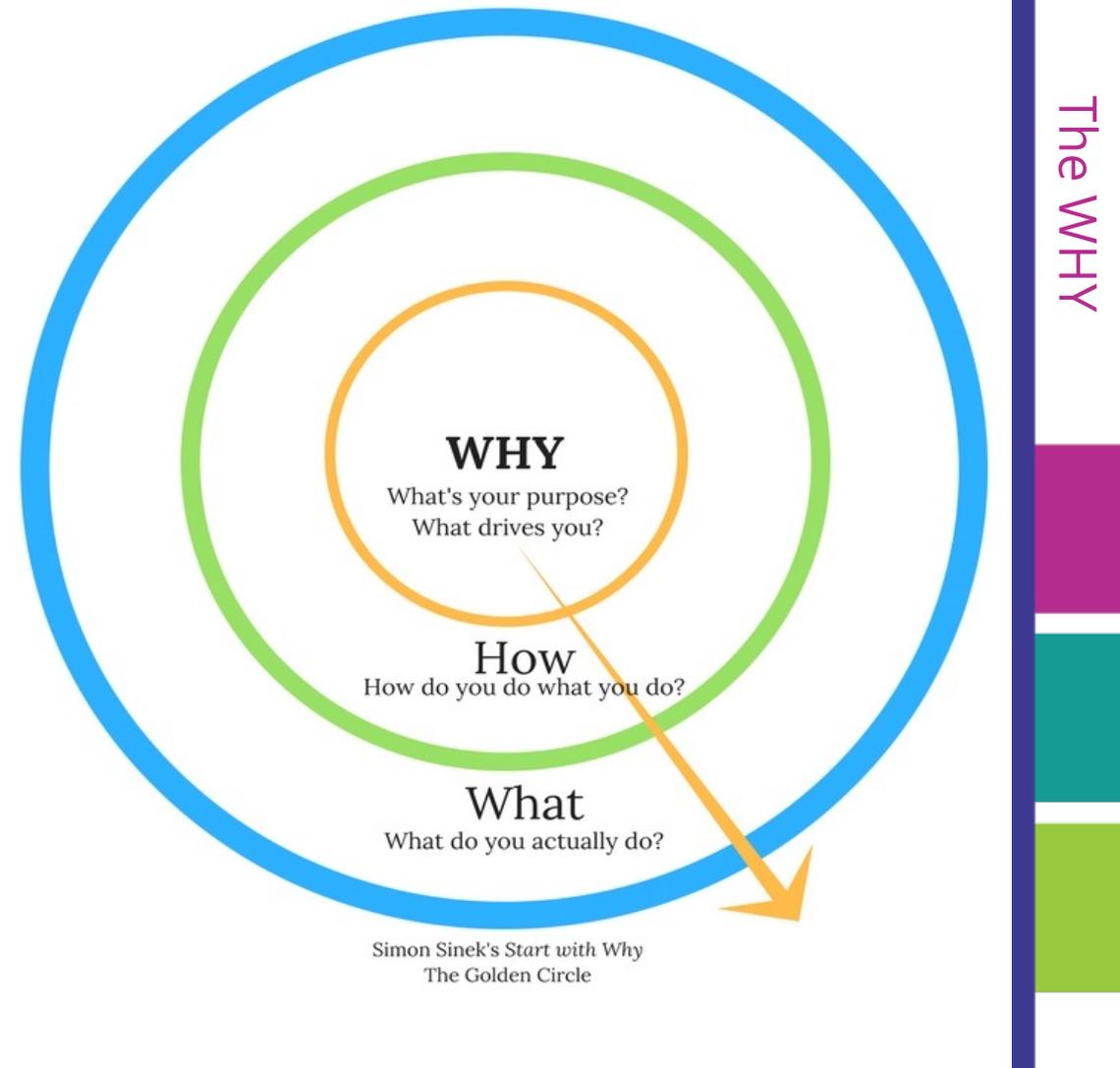
- may my life be an expression of this as I make relationships the focal point of my life. May these relationships be built on love, passion, intimacy, honesty, integrity, laughter and joy. Qualities I desire for myself. May these qualities be truest in my marriage – with my most intimate companion, with my family and friends
- may I be a mother whose actions, words, intentions and desires lead my children to realize they are a part of this everlasting story of love
- may my life be an expression of this as I work with others to co-create a world of justice, peace and love - using all my gifts for the service of others – especially the “least” in our world
- may I lead from a place of servant-leadership, celebrating when others say, “we did it ourselves”
- may I take time to exercise, rest, relax, celebrate and nurture myself and
- may our home be a place of welcome and hospitality where others are reminded that they too belong to this everlasting story of love

What do you think?.....



How do you go about creating your “WHY” Statement

- No need to wait until you are in formal leadership, never too late to write one
- Leadership springs from your core identity
- Why do you get out of bed in the morning? Then add, how does your ‘why’ connect with leadership?



How do you go about creating your “WHY” Statement – One Potential Process (there are many)

Take time.....beach, great food, ‘wine’, a place where you can be centred, alone, relaxed, open....or with a buddy, if dialogue is better.....

- Consider/write all of your roles (holistically)
- Consider/write your values (brainstorm), then select top 5
- Now, breathe, relax, and imagine (in quiet time....)
- Use the 80th birthday party guided meditation
- Come out of your guided meditation and write some of what you heard
 - Role & tribute words
- Use this to inspire you to write your first draft “WHY” statement | core purpose | mission statement
- There is no write or wrong to this statement (pithy, lengthy, by role, values focused)

[Resource: Franklincovey](#)

[Resource: Leadership Matters](#)

[Resource: Harvard Business Review](#)



80th Birthday Party Guided Meditation

At your 80th birthday party – imagine an amazing celebration, where people from all your walks of life are there. Imagine the party in as much detail as you can (who is there, the setting, the decorations, the food, the music)

Now imagine individuals from your life, standing there and one-by-one sharing who you are, and how you have impacted their life, work, your community, the world. Imagine, you have fulfilled your roles and your leadership roles to your fullest potential.

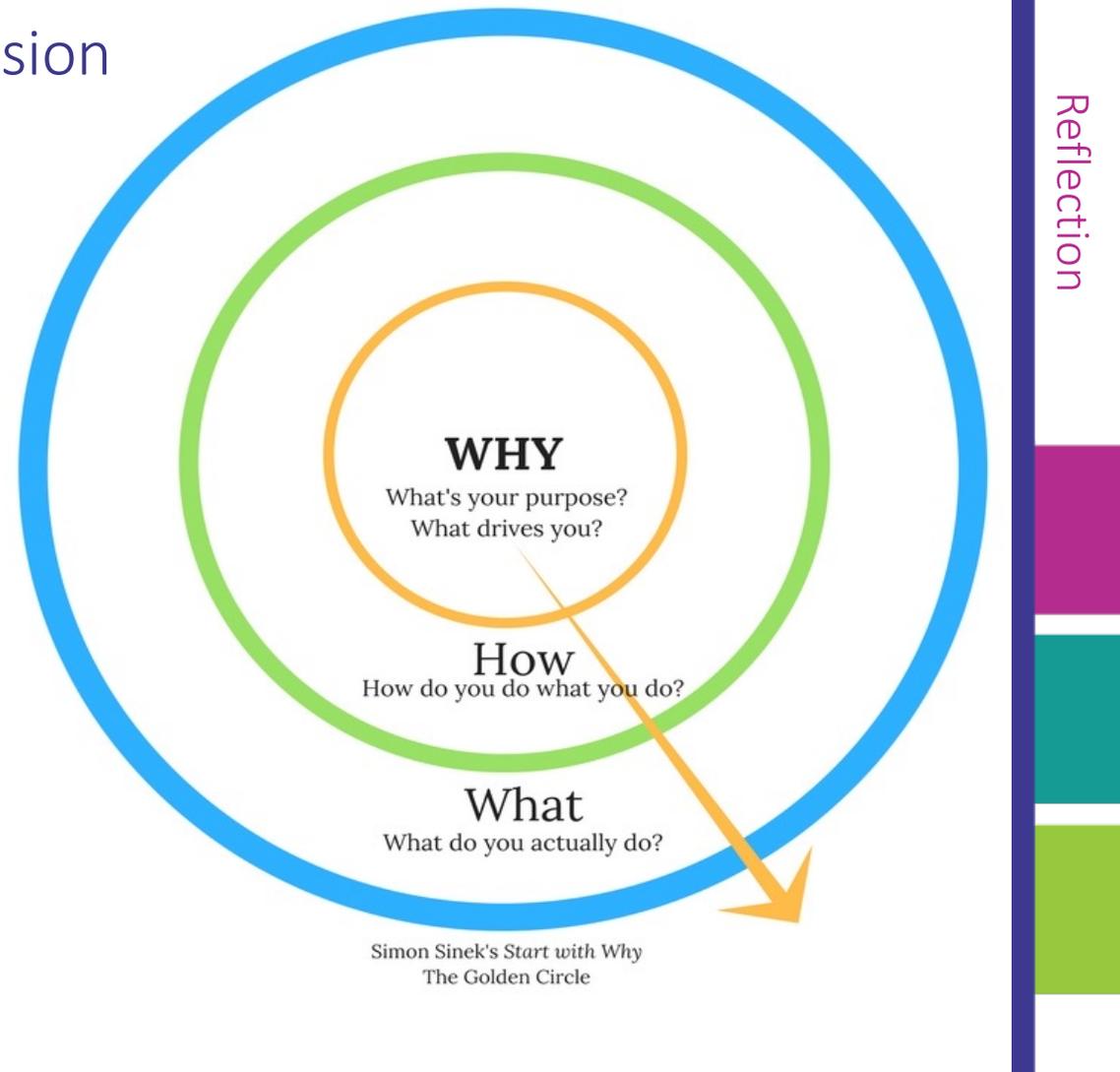
<p><u>My WHY</u> Knowing we belong to an everlasting story of love,</p> <ul style="list-style-type: none"> • may my life be an expression of this as I make relationships the focal point of my life. May these relationships be built on love, passion, intimacy, honesty, integrity, laughter and joy. Qualities I desire for myself. May these qualities be truest in my marriage – with my most intimate companion, with my family and friends • may I be a mother whose actions, words, intentions and desires lead my children to realize they are a part of this everlasting story of love • may my life be an expression of this as I work with others to co-create a world of justice, peace and love - using all my gifts for the service of others – especially the “least” in our world • may I lead from a place of servant-leadership, celebrating when others say “we did it ourselves” • may I take time to exercise, rest, relax, celebrate and nurture myself and • may our home be a place of welcome and hospitality where others are reminded that they too belong to this everlasting story of love 	<p><u>This Year</u> Decade – Revitalize Earth, Community, Human Spirit</p> <p>2025 – Renaissance - a period of profound rebirth and renewal; resurgence of creativity, relationships, and passion in the cathedral of nature</p> <p>Gifts I bring into 2025</p> <ul style="list-style-type: none"> • Relationship • Self-awareness – this is a time for renaissance • Time for healing and repair • Wanting meaningful time including fun! <p>Resistance Afraid</p> <ul style="list-style-type: none"> • Not seeing change • Not staying true to what I need
<p>Yearly Goals</p>	<p>Ongoing Reflection</p>
<ul style="list-style-type: none"> • Stay physically, spiritually and mentally fit. • Focus on Relationships • Celebrate • Reach out • Balance Work 	<p><u>What went well last week?</u></p> <ul style="list-style-type: none"> • <p><u>What didn't go so well last week?</u></p> <ul style="list-style-type: none"> • <p><u>What are the priorities for this week?</u></p> <ul style="list-style-type: none"> • <p><u>What are some ways I can continue to focus on my goals & tackle this week's priorities?</u></p> <ul style="list-style-type: none"> •

<p>Team's WHY Core Purpose – ALWAYS aligned to Vision & Mission of the Organization</p>	<p>Reflection on the Year 2025 Year of</p> <p>Gifts/Strengths/Skills we bring into 2025</p> <p>What needs do we have?</p> <p>Hope for 2025</p>
<p>Yearly Goals</p>	<p>Ongoing Reflection Continuous Improvement</p>
<p>Aligned to your organizations mission and strategic plan, focused on your team's mandate</p>	<p><u>What went well last week?</u></p> <ul style="list-style-type: none"> • <p><u>What didn't go so well last week?</u></p> <ul style="list-style-type: none"> • <p><u>What are the priorities for this week?</u></p> <ul style="list-style-type: none"> • <p><u>What are some ways we can continue to focus on my goals & tackle this week's priorities?</u></p> <ul style="list-style-type: none"> •

Questions | Comments | Feedback....

Reflection Question – Post Session

1. Go through a process to write/update your “WHY” statement (core purpose/mission statement), ensure it includes an element around leadership
2. Reflect on how it aligns with the ‘why’/mission of your organization
3. Share what the process of creating/refreshing was like for you and how you can incorporate this with your team/others





Leadership & Management

Is there a difference?

What do you see as
the distinction?

The Role of Leading & Managing for New & Emerging Leaders within an organization

1. Leadership fosters the vision, management requires tenacity
 - a. How do I foster and get my team excited about the vision of where we are going?
 - b. How do I continually work toward meeting the goals set before us?
2. Leadership inspires change, management manages the transformation
 - a. How can I inspire my team toward the changes required within the organization?
 - b. How can I develop a plan to transform my team toward the change?
3. Leadership uses imagination, management requires specifics
 - a. How can I work with my team to imagine a new way of being within the context of the organization's vision?
Strategic plan?
 - b. How do I develop a detailed plan to translate broad goals into specific actions?
4. Leadership needs to think broadly/systematically, management requires concrete data
 - a. How can I make connections with the vision and the system that I interact with? (internal and external)
 - b. How can I ensure I have the right data and can work with it to ensure optimal results?
5. Leadership requires the ability to engage, management requires the ability to accomplish
 - a. How can I continually work toward engaging my team in the work ahead?
 - b. How do I create a work plan to ensure we meet our targets?

[Loosely adapted from Leading vs. Management](#)



What changes for
you when you
become a leader?

What changed for me.....

Next Steps

<https://www.cfoe.ca/webinar-series-thenetwork/>

Password: cfoe-the-network

1. Review the Session I webinar (optional); **Your Reason to Lead**
2. Review the Reflection Questions: Develop your WHY statement

Ahead of October 20

1. Review Session 2 webinar: **What changes for you as you become a leader/manager?**
2. Review the reflection questions
3. Come prepared to discuss your learnings/insights from that webinar to the community of practice

Certificate

To complete the program and receive the certificate:

- Attend both in-person sessions
- Watch all Webinars
- Attend all Communities of Practice
- Present the Culminating Project

Thank you!

Maria Sánchez-Keane
maria@cfoe.ca
519.636.3887

Keri Selkirk
keri@cfoe.ca
519.282.9182



info@cfoe.ca | 519.636.3887 | www.cfoe.ca
P.O. Box 67028 | London, ON | N6G 0W5