Introduction to Resonant Leadership

Foundation for Jewish Camp

Yitro Fellowship - September 2024

**Note:** Much of the following is adapted from Becoming a Resonant Leader, by Annie McKee, Richard Boyatzis, and Frances Johnston.

***Your Personal Power***

See p. 15-16

List of People and Groups Who Turn to Me for Help, Guidance, or Direction

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***Leaders to Consider***

Adapted p. 18

Two Leaders – past or present, whom you consider great leaders?\*\*\*

* Write their names.
* What question would you ask him/her/them?
* How would they answer: “What Makes You a Great Leader?”
* Write the characteristics, qualities, behaviors, attitudes, or habits that made them great leaders.

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| Leader | Question | Characteristics, Qualities, Behaviors, Attitudes |
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***Leaders to Consider Continued***

Adapted p. 19

Who are the leaders, managers or bosses who brought out the best in you?\*\*\*

* Write their names.
* Write some notes about how each person typically acted and his/her/their impact on you and others.

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| Leader, Manager, or Boss | Characteristics, Behaviors, Attitudes, How Acted, Impact, etc. |
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***Resonance and Resonant Leadership***

* With Resonance “The energy that you put into the system adds to the energy that’s already there.” - Steve Mould - <https://www.youtube.com/watch?v=dihQuwrf9yQ>
* Resonance is “...a powerful collective energy that reverberates among people and supports higher productivity, creativity, a sense of unity, a sense of purpose, and better results.” p. 39-40
* Dissonant environments are “...marked by negative emotions like fear, anger, anxiety, pessimism, and often extreme individualism.” p. 40

***How am I a Resonant Leader?***

Adapted from p. 42

If you are wondering how you are a resonant leader, ask yourself these questions:

Am I inspirational? How do I inspire people?

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Do I create an overall positive emotional tone that is characterized by hope? How?

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Am I in touch with others? Do I really know what is in others’ hearts and on their minds? How do I show this?

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Do I regularly experience and demonstrate compassion? How?

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Am I authentic and in tune with myself, others, and the environment? How can people see this in me?

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***The Three Myths***

1. Smart is Good Enough
2. Your Mood Does Not Matter
3. Great Leaders Thrive on Constant Pressure

***Six Styles of Leadership***

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| ***\*\*Leadership Styles***Resonant and DissonantVisionaryCoachingAffiliativeDemocraticPace-SettingCommand and Control\*\*EI Domains and Competencies, and Leadership Styles as shared in the book Resonant Leadership |

Which style does your organization or your supervisor lean towards? What suggests this?

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Which style do you lean towards? How does this (do these) style(s) show up for you?

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Which style(s) do you want to develop? What about that style would you like to develop? How might you go about this?

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**Intentional Change Theory and Resonant Relationships**

***Resonant Relationships***

A. List at least 1-2 names of people with whom you have resonant relationships that you feel good about now (it’s OK if you don’t have any to list here yet. You can find and nurture those relationships).

B. List at least 1-2 names of people with whom you see the potential for a resonant relationship(s), but where you need to nurture the relationship a bit more: ❖

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| Resonant Relationships | Potential Resonant Relationships |
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❖Limiting or eliminating relationships that aren’t resonant can be essential alongside nurturing resonant relationships. You may not be able to eliminate all negative relationships, but often you can find ways to limit their impact on you.

\*Resonant Relationships are discussed in depth in Resonant Leadership

***Resonant Relationships – Action Steps***

List 1 or more names of people with whom you would like to nurture a resonant relationship: ❖

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| Person | Action(s) to Nurture the Relationship  | Tips:· Consider what you have to offer, even with people in a seemingly more powerful role or position than yours.· Use praise thoughtfully.· Share an article, a connection, a reason you thought of him/her/them.· Be specific about how someone might support you, especially with those with whom you already have a resonant relationship.  |
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\*Use “tab” from the bottom right box to add a row to the chart.

❖Limiting or eliminating relationships that aren’t resonant can be essential alongside nurturing resonant relationships. You may not be able to eliminate all negative relationships, but often you can find ways to limit their impact on you.

***Resonant Relationships – Network: Mentors, Allies, and Powerbase***

Now that you’ve identified current resonant relationships, resonant relationships you hope to develop, and steps to take towards developing those relationships, consider your network. When I speak with people about developing their networks they often react in two ways. The might say something like, “Oh, I don’t need to do that now I’m not looking for a job,” or they might share that, “networking feels so artificial. I don’t want to do that.”

The reality is that your network as I understand it is a group of people with whom you like being connected and with whom you share work, learning, life, and mutual respect and benefit. To have strong, familiar connections with a network, waiting for when you need the network is too late. You choose your network. You get to determine who you want to connect with.

There are at least three types of connections in your network, and each can be helpful. Sometimes these types overlap or evolve.

1. Mentors: Mentors support you and have your best interest at heart. Oftentimes mentors are guides in your field or a related field. They share personal experience and advice. Mentor relationships are often one-directional, though that may evolve over time.

2. Allies: Allies are friends, colleagues, or community connections who support you and who you support. They see your gifts and find ways to “be on your side.”

3. Powerbase: Your powerbase includes people who have power, whether formal or informal, in your organization, community, or field. You can contribute to these relationships, though your contribution may look different than with allies or mentors.

Consider:

As you reflect on mentors, allies, and powerbase, are there people you’d like to add to your list(s) of resonant relationships?

As you reflect on the list(s) you have created, are there people on those lists who you would like to connect with as mentors, allies, or powerbase?

***Mindfulness, [Hope, and Compassion]***

Adapted from p. 50-51

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| **Mind** | **Heart** |
| **Body** | **Spirit** |

**What have I discovered/learned already?**

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**What actions will I take based on these discoveries/learnings?**

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