

DAO Leaders Workshop

Workshop Outcomes

- Everyone has visible breakthroughs and acquires skills that can be applied in their organization immediately.
- Each participant adopts the attitude/knowledge that they are 100% responsible, that everything in their organization is a function of who they are or something they are doing.
- Each participant has a newfound ease around communications.
- We will learn and improve ourselves and this workshop.
- Participants create a relatedness with one another as leaders and colleagues that are a resource they can turn to ongoingly.

DAY 1	
Introduction	Outcomes and purposes of the workshop. Transparency and authenticity Paired and group exercise
Why leading from the side?	Cultural changes: millennials, remote workforces, multicultural organizations. Global shifts: Need for faster decision-making, agility, personalization
Leadership and declaration of leadership	A leader is someone who has followers. Everyone is a leader in some area. Declaration of leadership: what have you declared as a leader? What has your organization declared? What does that assume others will declare?
Significance	What makes you unique? What makes your company unique? What do you take pride in as a businessperson/leader? What are the positive and negative impacts of that uniqueness? How can you express this same significance and mitigate the downsides? Where do you see other people in your organization expressing their significance in healthy and

Agenda



<p>Authenticity and values.</p> <p>Contracts and complexes</p>	<p>unhealthy ways? What can you do as a leader to encourage significance without the divisiveness?</p> <p>What are your values? We cover the essential in detail and go into the values of your specific organization. Where do you see conflicts between what the stated values are and the behaviors? Workability / Integrity Sustainability Social Responsibility Diversity</p> <p>A complex is a set of behaviors and assumptions about particular people or situations. Lawyers are like this and developers are like that. Women are like this and men are like that. Complexes and the way they affect relationships in your organization.</p>
<p>DAY 2</p>	
<p>Visualization exercise</p>	<p>Seeing a vision of our own responsibility</p>
<p>Responsibility</p>	<p>Declaration of leadership: What can you see are the gaps now? Where are there gaps in others' leadership? Responsibility vs. Blame, how to eliminate blame while encouraging responsibility.</p>
<p>Diversity and culture</p>	<p>How are you? What is the appropriate answer in your culture when someone asks how you are? What does an argument look like in your culture? We look at use cases in different cultures and see the habits we have and forms of communication that are "automatic" and therefore meaningless to people outside of our cultures. We explore how to bridge these cultural gaps with straight and clear communication.</p>
<p>Honesty</p>	<p>What if your brain and foot didn't have total transparency and honesty? Decision making is impossible without honesty and transparency. Encouraging, measuring and institutionalizing honesty.</p>
<p>Alignment</p>	<p>Tiers of alignment: Values, behaviors (means to an end), outcomes, consequences.</p>
<p>Advanced communication</p>	<p>Influencing the communication of others in the organization (not just what comes out of your own mouth.).</p>
<p>Conclusions and takeaways</p>	<p>Integration of the key things we learned, applications in our own organizations.</p>

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