



Becoming an Intentional Leader

September 15, 2021



Laura Senior Garcia (R/Y)
COO, Equilibria

- Name
- E-Colors
- This is what it says on my coffee mug
- E.g. Ahmed, Y/R, Focus & Listen
- Why I choose to be an intentional leader





1. To understand and learn how to manage our own behavioral & communication style more effectively (**SELF**).
2. To receive tools to boost our intentional leadership, increasing our ability to understand, communicate and collaborate with others.

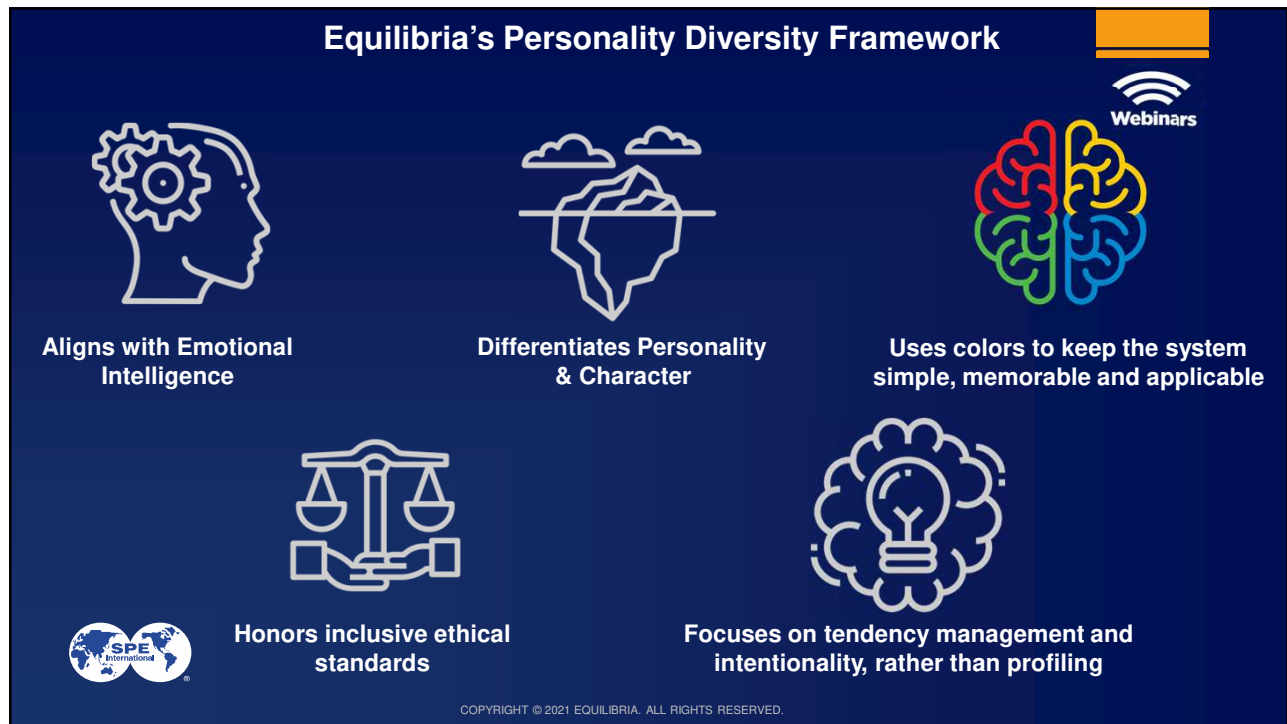


**Lewis Senior (Y/R)
CEO, Equilibria**

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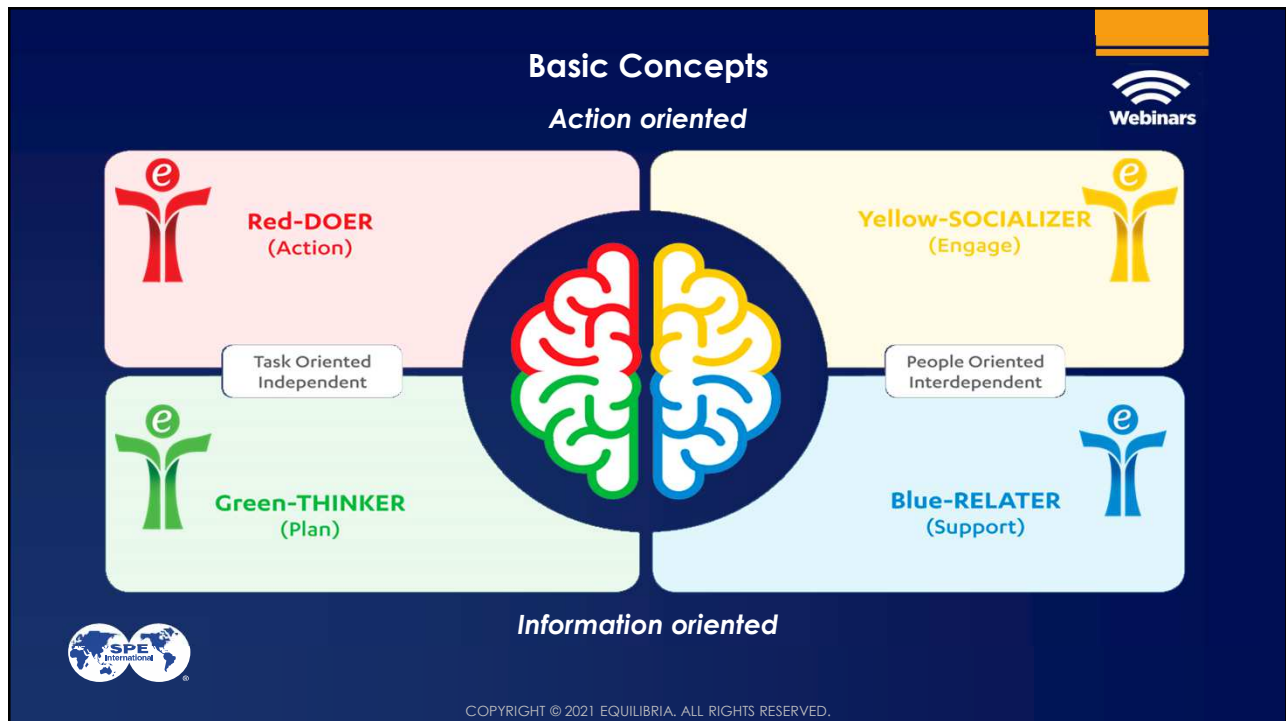


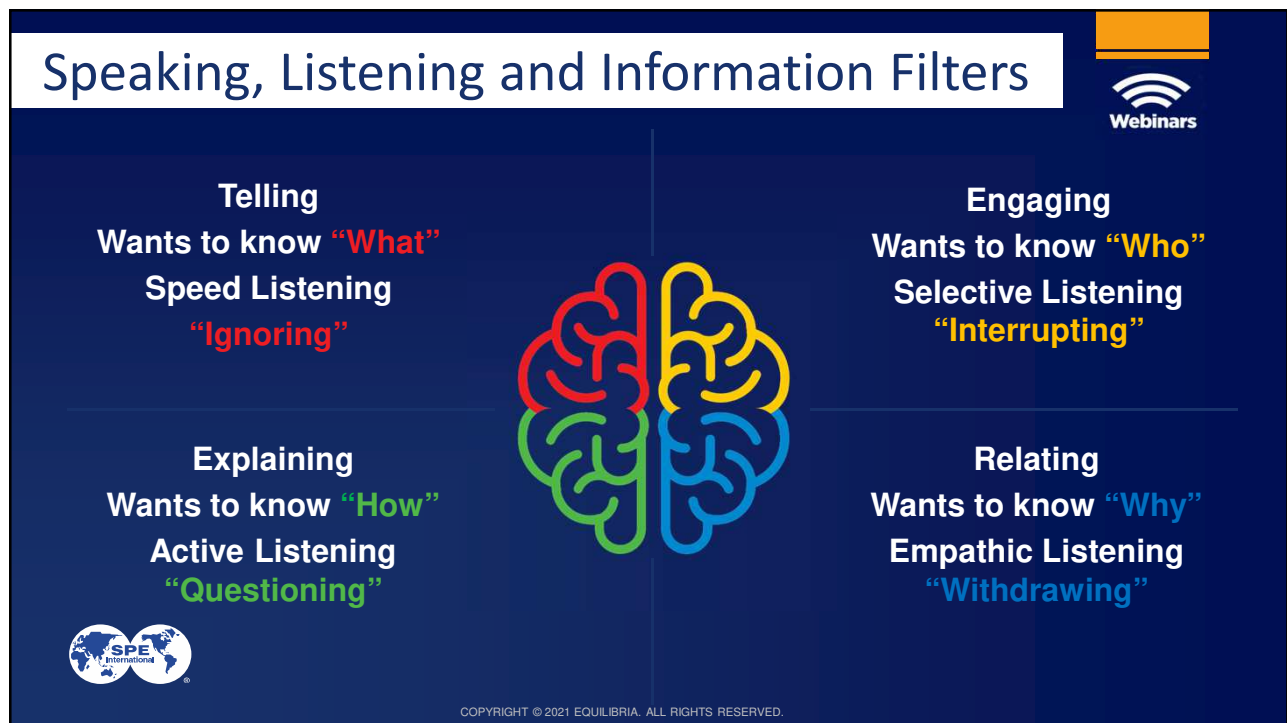
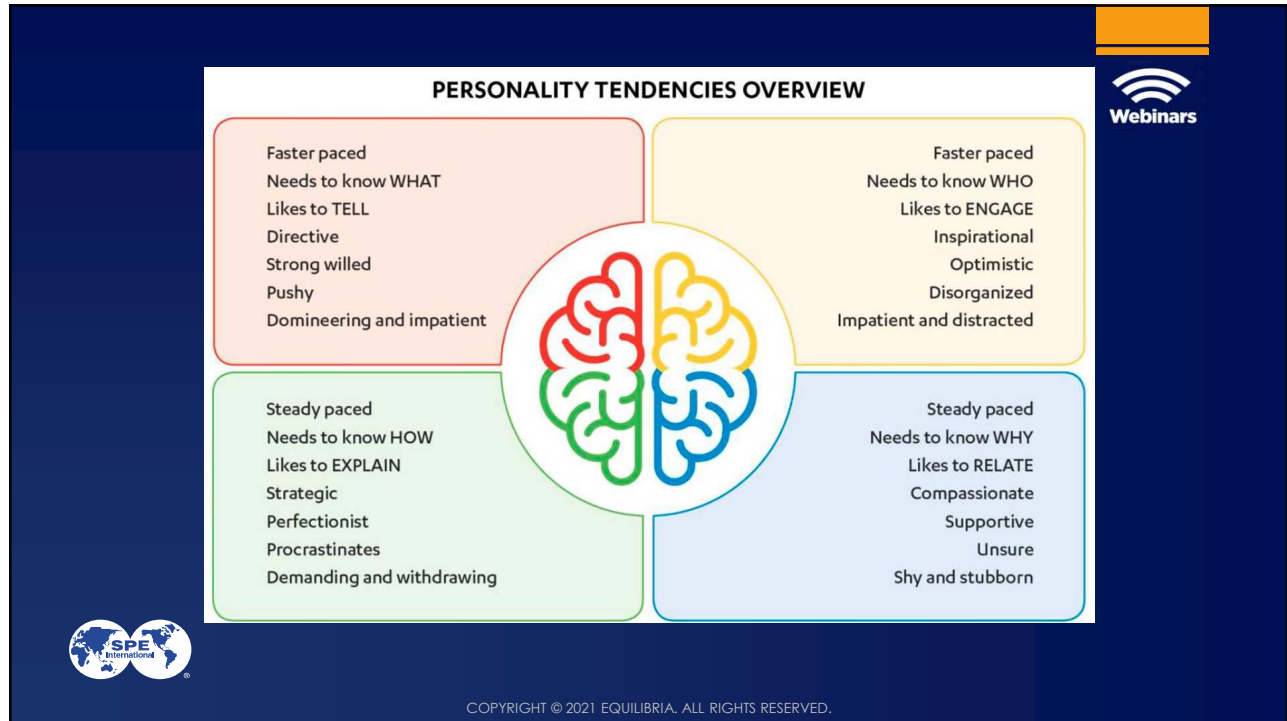




EMOTIONAL INTELLIGENCE by Daniel Goleman

	SELF	SOCIAL-RELATIONAL
AWARENESS	<u>Self-awareness</u> Emotional Awareness Accurate Self-Assessment Self-Motivation Self Confidence	<u>Social Awareness</u> Empathy Organizational Awareness Service Orientation
REGULATION	<u>Self-Management</u> Emotional Self Control Transparency Adaptability Achievement Orientation Initiative Optimism	<u>Relationship Management</u> Developing Others Inspirational Leadership Influence Change Catalyst Conflict Management Teamwork & Collaboration







Intentional Leaders....



...have high levels of Self and Team Awareness and possess both intellectual, emotional and social intelligence. They practice mindfulness and are thoughtful and deliberate in everything they do. They bring people together by creating a strong team culture aligning attitudes, behaviors and activities in pursuit of a common goal.

They do this through the development and deployment of a practical and functioning Team Compass, composed of Shared Mission, Vision, Values and Strategy. Intentional Leaders work at becoming excellent communicators who adapt their natural communication style to meet the needs of the team and to ensure Clarity of Roles and Processes.

They are also confident enough to reveal their own vulnerabilities with the understanding that the willingness to reveal vulnerability itself is a strength, and that no leader has all the answers. In doing so, they establish high levels of Trust on the team to the degree that all team members feel respected and empowered to voice their own opinions without fear of recrimination.



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Intentional Leaders...



This in turn leads to high levels of Diversity and Inclusion where diversity is not only respected but embraced and leveraged. Intentional Leaders realize that 100% consensus on a team is rarely achievable, but that 100% Commitment is possible when there is effective communication and clear mutual expectations, and when team members know that if they voice their opinions, ideas and concerns, then their teammates will genuinely listen to them.

With Commitment comes Accountability and members of high performing teams are comfortable holding themselves and others accountable for their attitudes, actions and behaviors. Finally, Intentional Leaders live their lives in a state of Learning and Continuous Improvement while encouraging and inspiring their people to do the same.



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Intentional Leaders...

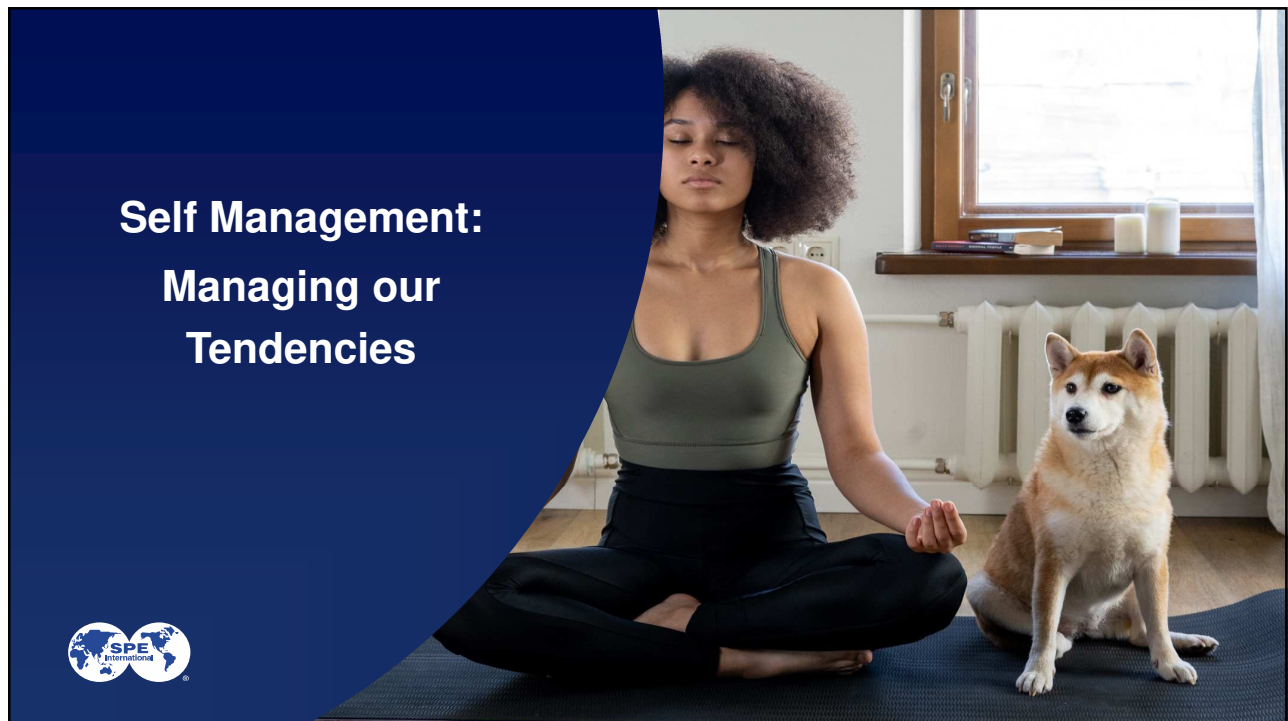
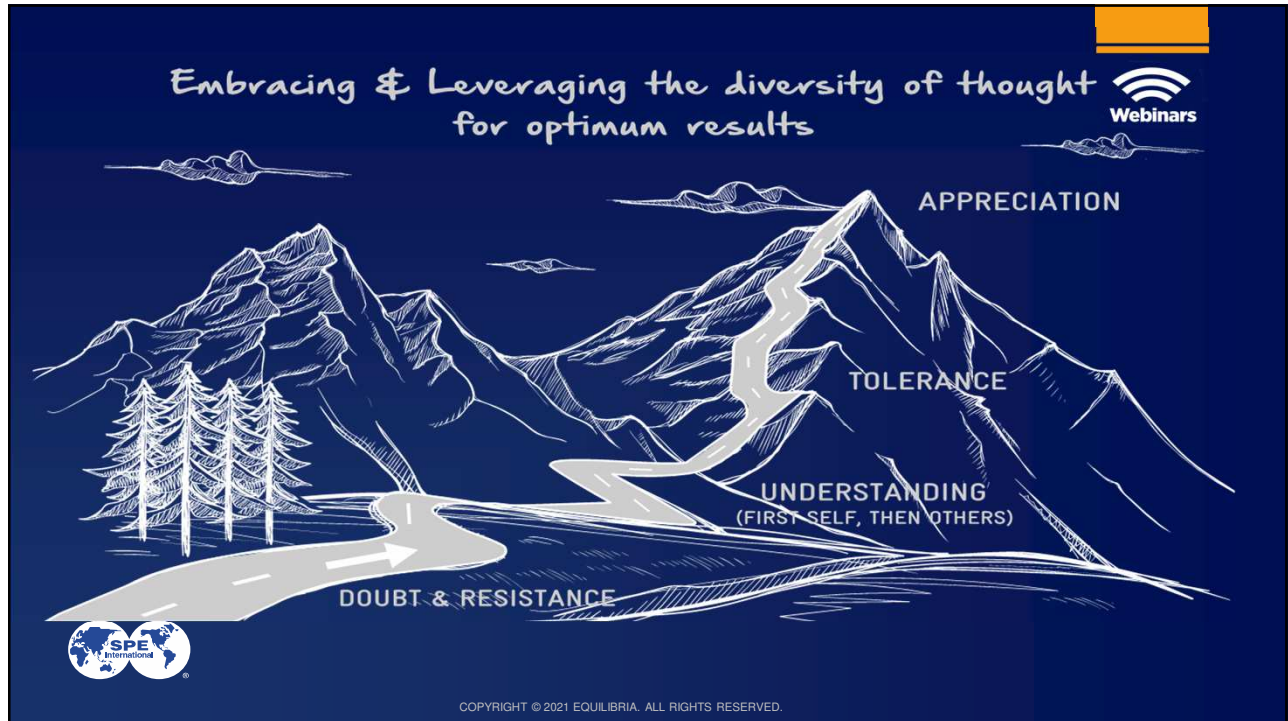


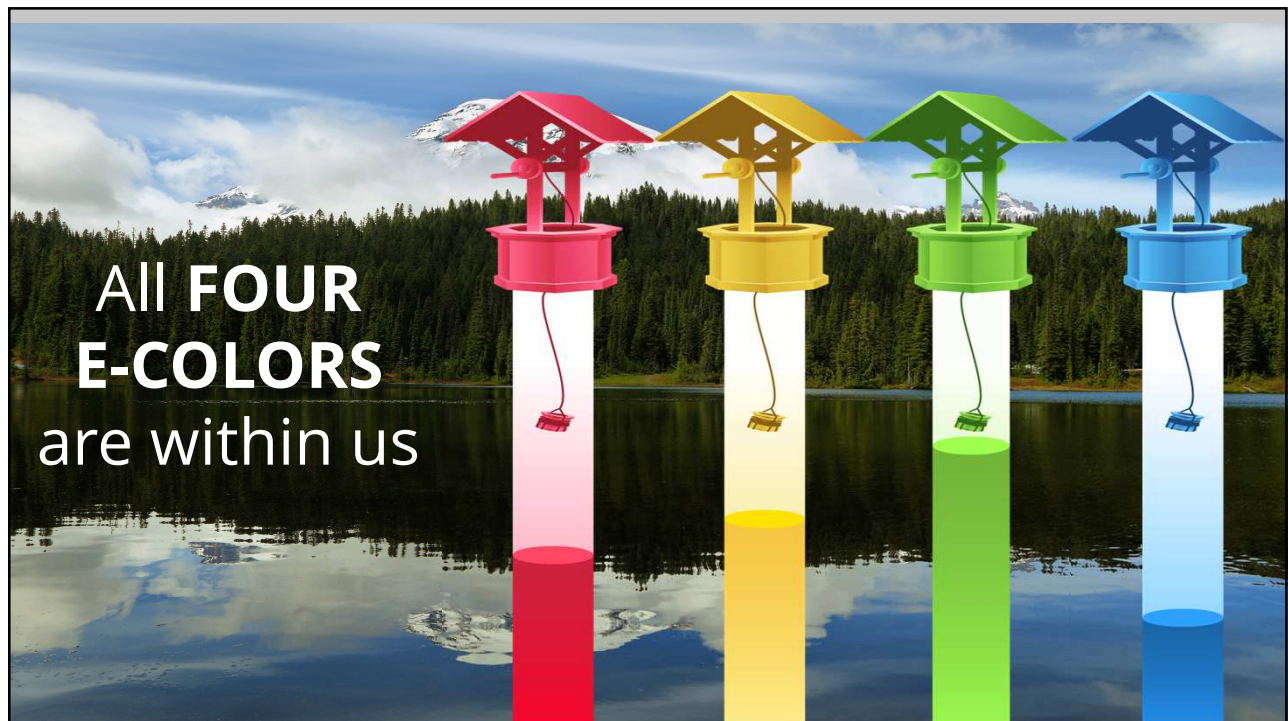
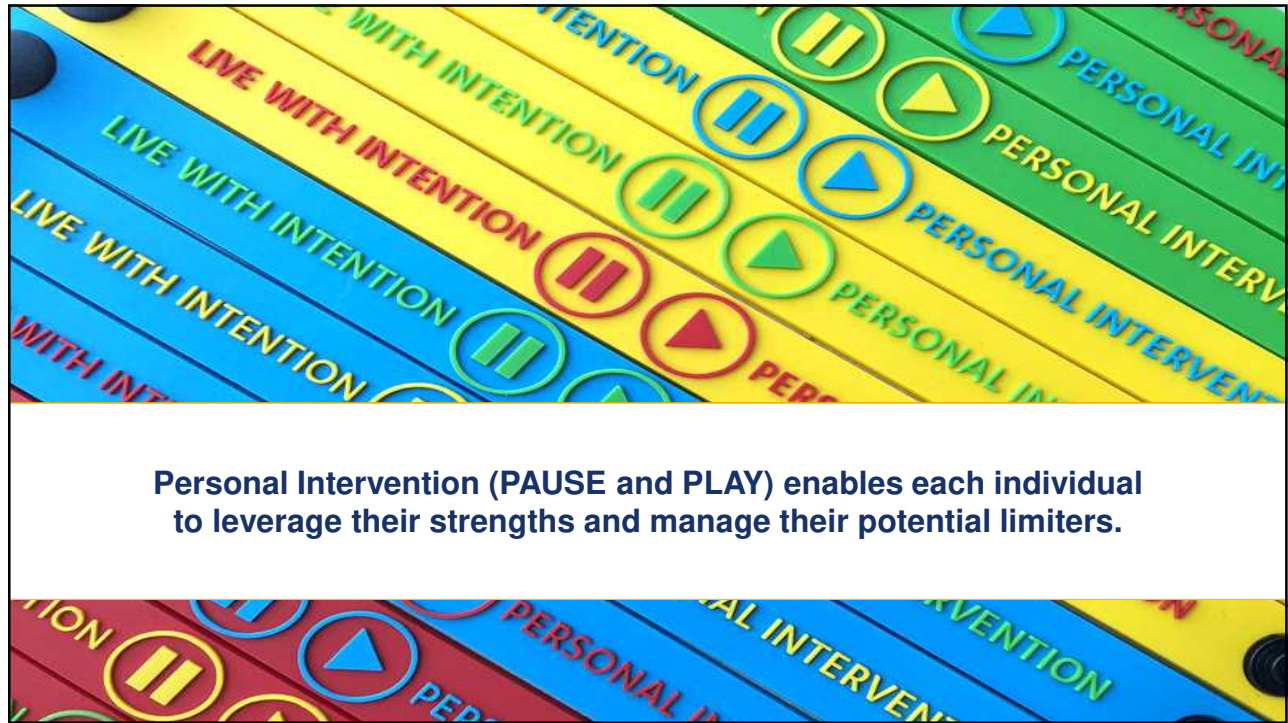
On the chat tell us:

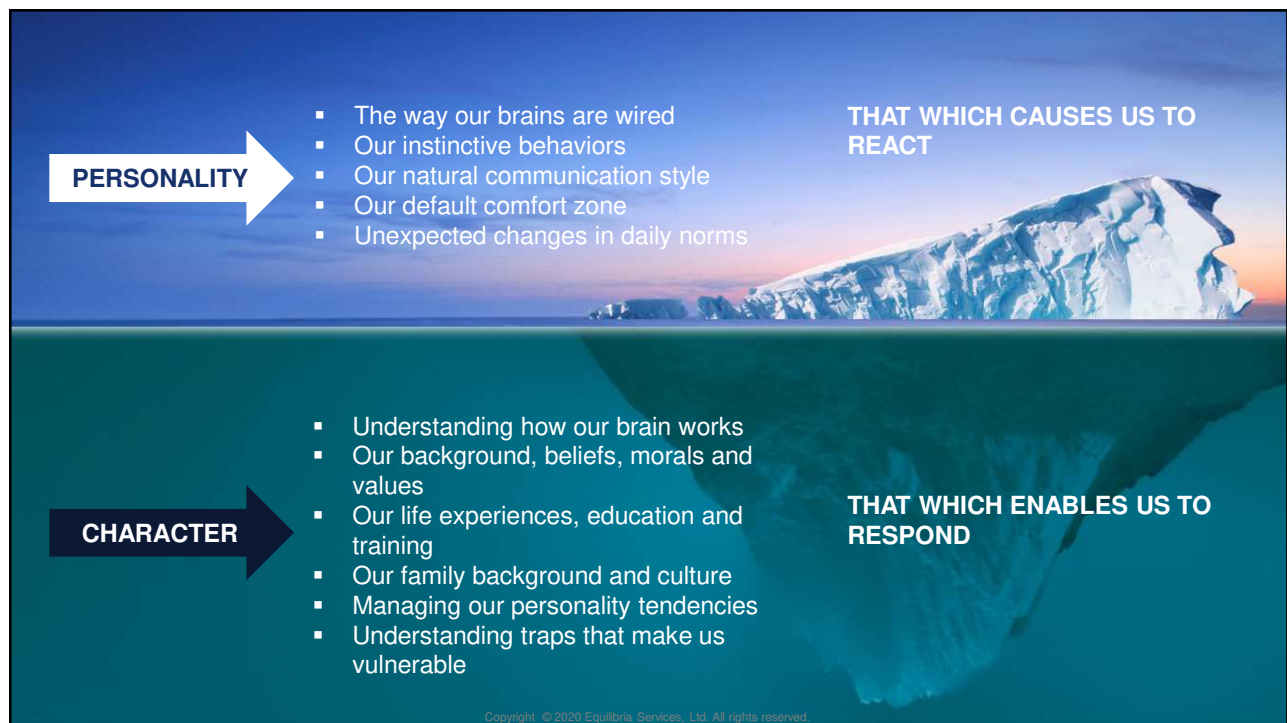
What are some of the actions you take as a leader today, that are aligned with the definition of being an intentional leader?

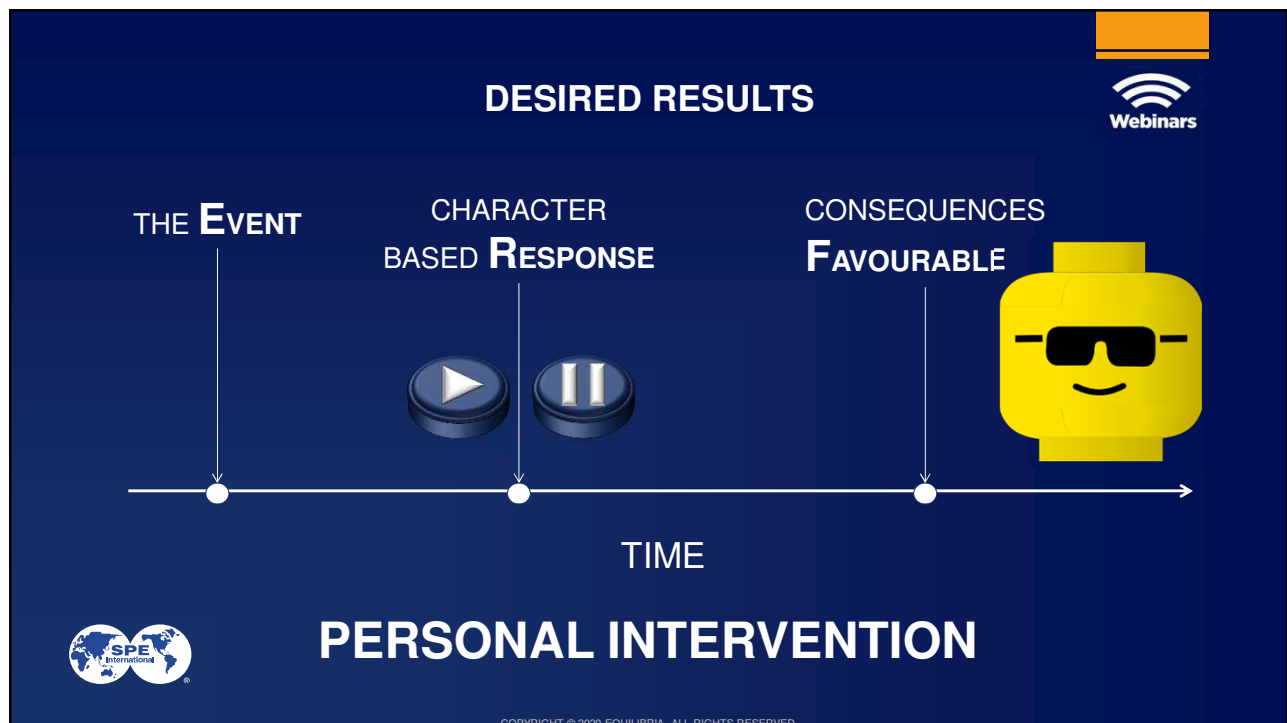
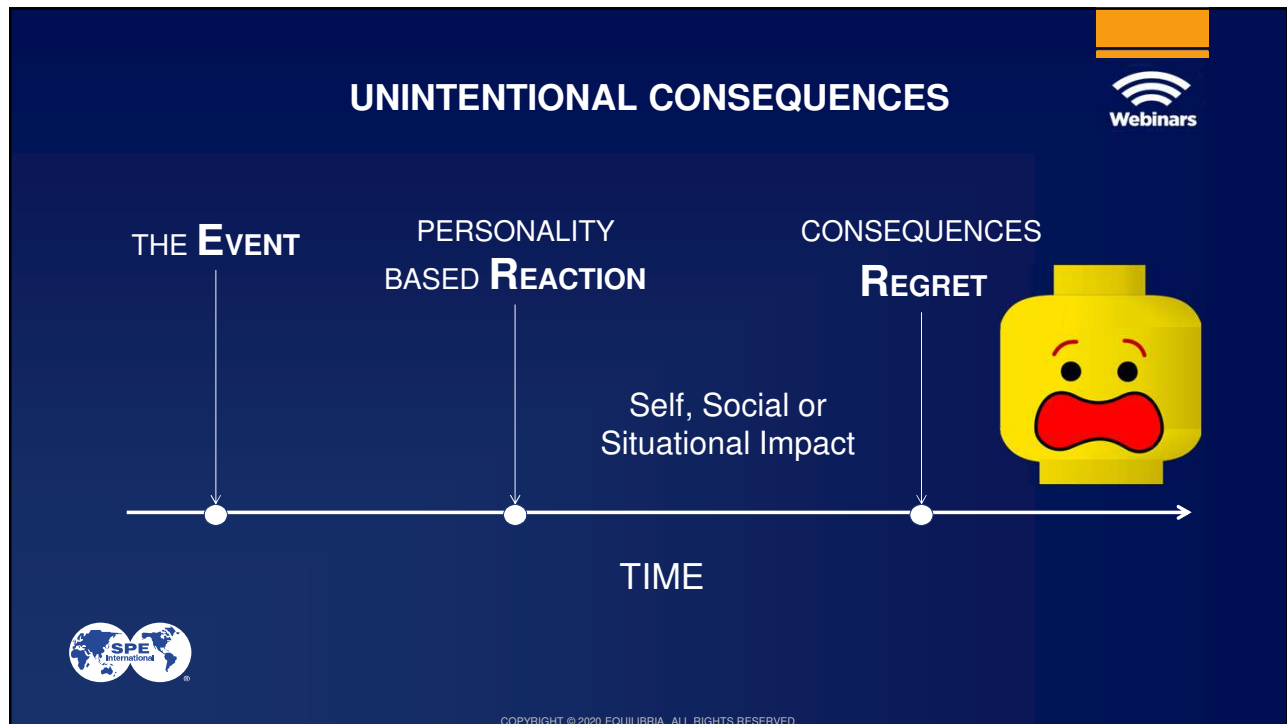


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On the chat tell us:

Examples of how you can use Personal Intervention (Pause/Play) moving forward?

