

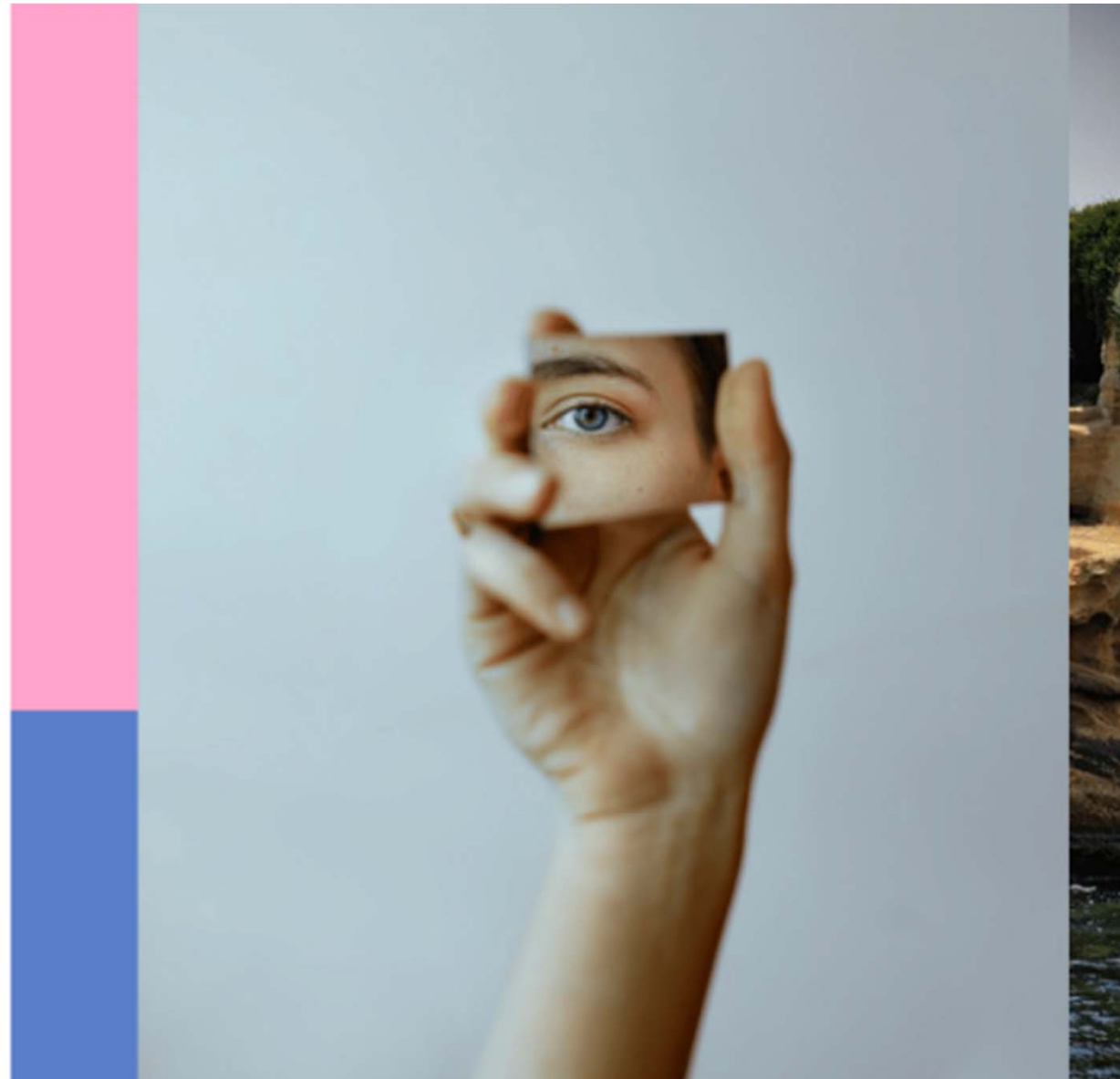


DR. DEREK
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KNOW THYSELF

The Power of Authentic
Leadership and Storytelling in
Transforming Communities

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LOVE



IN THE NEXT THREE MINUTES...YOUR GROUP WILL SELECT THREE SONGS WITH THE WORD "LOVE" ANYWHERE IN THE LYRICS AND PREPARE A 45-60 SECOND PERFORMANCE (WITH CHOREOGRAPHY!) OF THIS MEDLEY OF "LOVE" MUSIC!



ONE

400 TRILLION



Impossible
=
I'm possible



Everyone has a story...





Telling our stories is not an end in itself, but an attempt to release ourselves from them, to evolve and grow beyond them. We tell our stories to transform ourselves; to learn about our history and tell our experiences to transcend them; to use our stories to make a difference in our world; to broaden our perspective to see further than normal; to act beyond a story that may have imprisoned or enslaved us; to live more of our spiritual and earthly potential.

- Rachael Freed



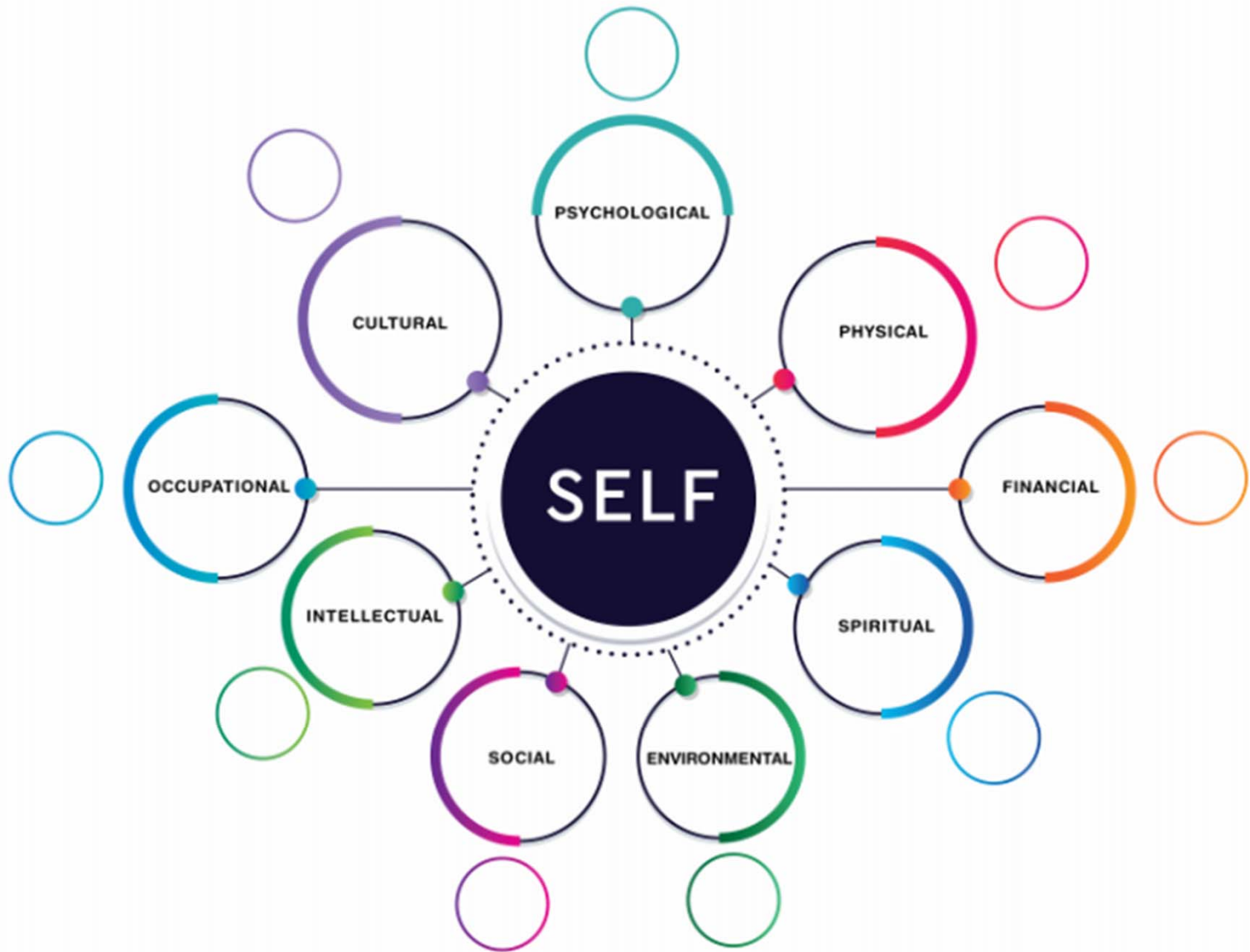
**Share a story of a
time when you were
deeply aware
that you someone
truly believed in you.**



True leadership requires
courage to be authentic and
strength to be vulnerable.

#LeadWithIntention

Why can this
approach be
so valuable as
a leader?





Leadership Personality —

propensity to lead/act in a particular manner

Leadership Style —

the approach you intentionally take as a leader





CULTURE EATS
STRATEGY
FOR BREAKFAST

Transactional



TASK



Transformational

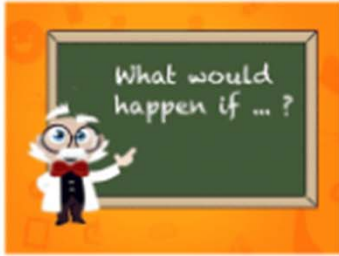


CONTEXT



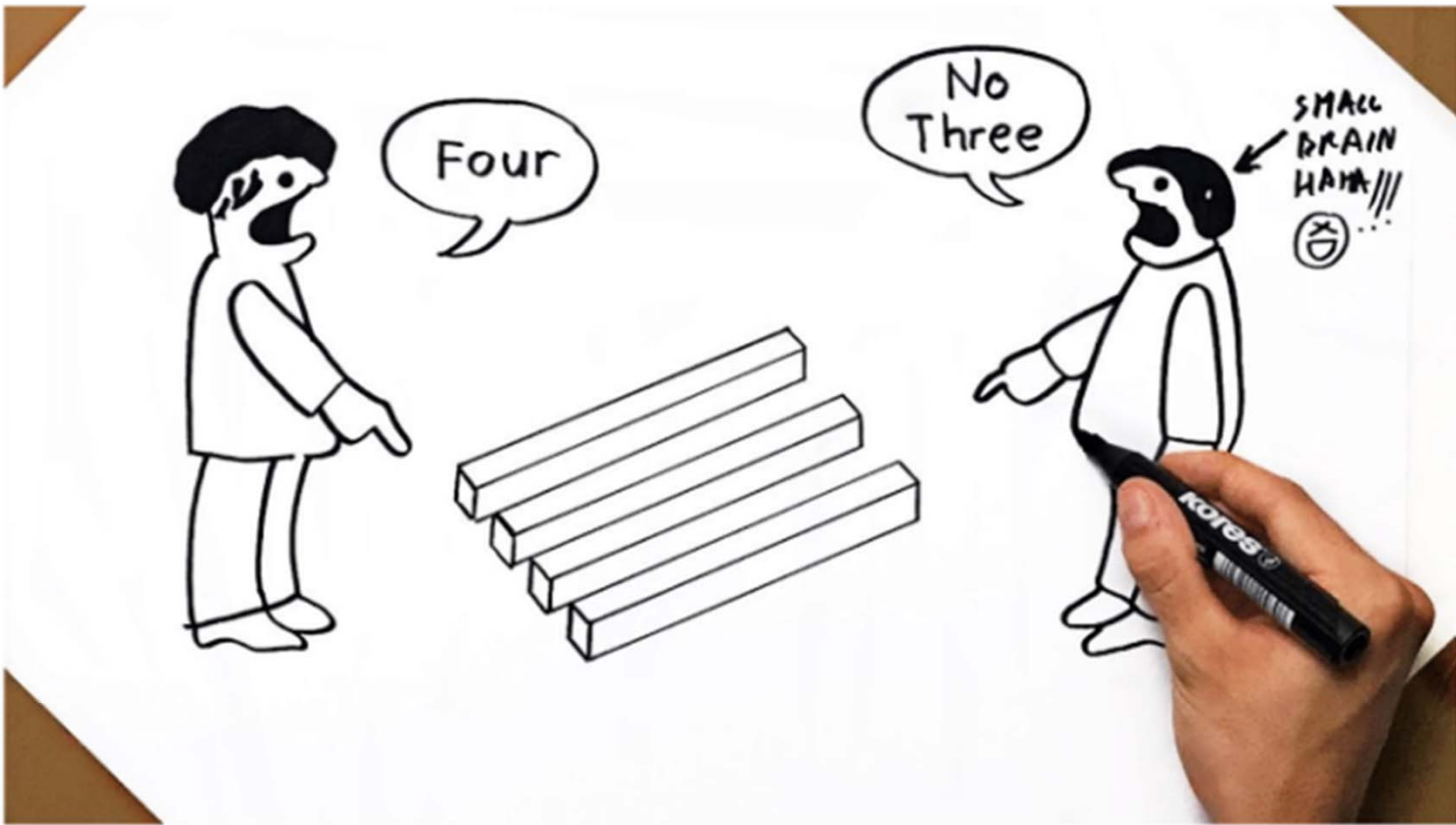
DeeDee Merritt @Deidre927 · 22h
I have been looking forward to this day all week.
Coffee with DeeDee has officially begun!!
Let's sip and chat! #NCAALearnLead





THE ME THEY DON'T SEE







If you don't have to think about it, it's a privilege.





LET'S TALK...

Select one or more social identities that truly matter to you.
Why are you proud to be _____?

When was a time when you had to deal with exclusion or discrimination for this identity?

How does this identity shape the way you show up or experience work? How does it shape your approach to communication?



Cooperative overlapping — talking as another person continues to speak — is typical of Jewish conversational style, according to linguist Deborah Tannen, and can be a way of showing interest and appreciation.



CRITICAL TIP:

*Start with experiences,
not ideas.*

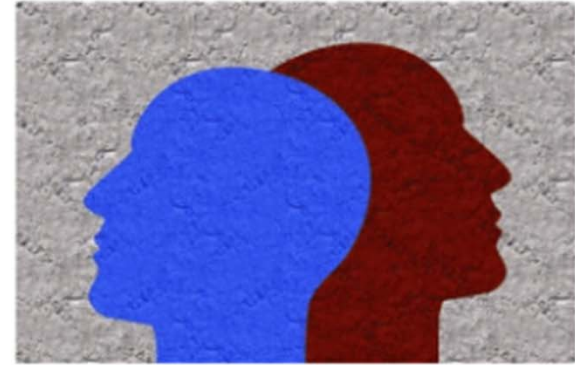


“If you’ve got a **brain**,
you’ve got **bias**.”

-VERNÄ MYERS
Cultural Innovator & Activist



affinity bias



Stereotypes Prejudice Unfair
Research Behavior Beliefs
UNCONSCIOUS
Measure Reaction **BIAS** Implicit Subtle
Corporations Decisions Race
People Social Subconscious
Judgement Hidden Ethnicity
Cognition Preferences Gender

<p>CULTURAL ADD</p> <p>Implementation Difficulty ○○○○○</p> <p>INNOVATION</p> <p>Principle based PROACTIVE</p> <p>💡</p> <p>DIVERSITY</p>	<p>CULTURAL FIT</p> <p>Implementation Difficulty ○○○○○</p> <p>STATUS QUO</p> <p>Ambiguous + Inconsistent REACTIVE</p> <p>☑</p> <p>CONFORMITY</p>
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Courtesy of Perkins + Will, Yukon Services

A different horizon: Native American views on leadership



LET'S WORK AT IT...

What is a problematic bias/barrier/blindspot that you recognize within yourself? Within your organization?



What is a concrete plan for you to address the bias within yourself? What might be some strategies for positively impacting the workplace bias issue?



Cross-Cultural Communication

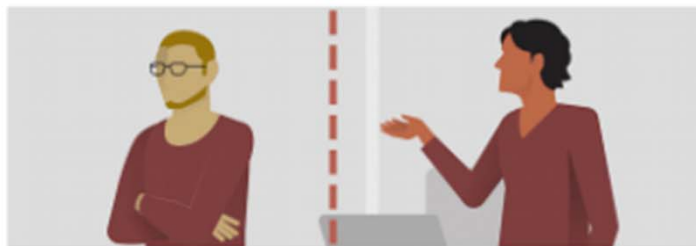


Be mindful of differences in terms of style and content

Focus on listening, understanding, and finding common ground

Ask questions... of the other person and of yourself

Be authentic and honest





I Message Sentence Starters

- I want ...
- I feel ...
- I would appreciate it if ...
- I think ...
- I need ...
- I expect ...
- I wish ...
- I understood you to say ...
- I thought you said ...
- It was my understanding that ...
- I guess I misheard. Please ...
- I would like it very much if ...



How to Give a True Apology

What to Avoid

- A **"but"** ("I'm sorry, but...") invalidates the apology.
- **"If"** ("I'm sorry if...") suggests that a hurt may not have happened.
- **Vague wording** ("I'm sorry for what happened") evades responsibility.
- Too many **justifications** and explanations can crowd the picture.

What to Do

- **Really listen** to the person who has been hurt. Try to understand their view.
- Make a sincere statement of **responsibility and empathy**.
- **Make up** for any wrongs done, with a "do-over" or another form of action.
- Ensure that it **doesn't happen again**.



**“WOMEN ARE JUST TOO
EMOTIONAL TO BE STRONG,
EFFECTIVE LEADERS!”**



STAND UP ACTIVITY

Please... no talking during the activity.
Focus in as a family.

While I encourage you to take meaningful risks,
you do **NOT** have to answer any question
if you don't feel comfortable.

THIS IS MY
story



“Take Care Of
Yourself
And
Each Other.”





Thank you!

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