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Live, Love & Lead from I2We: w/Purpose2Impact!

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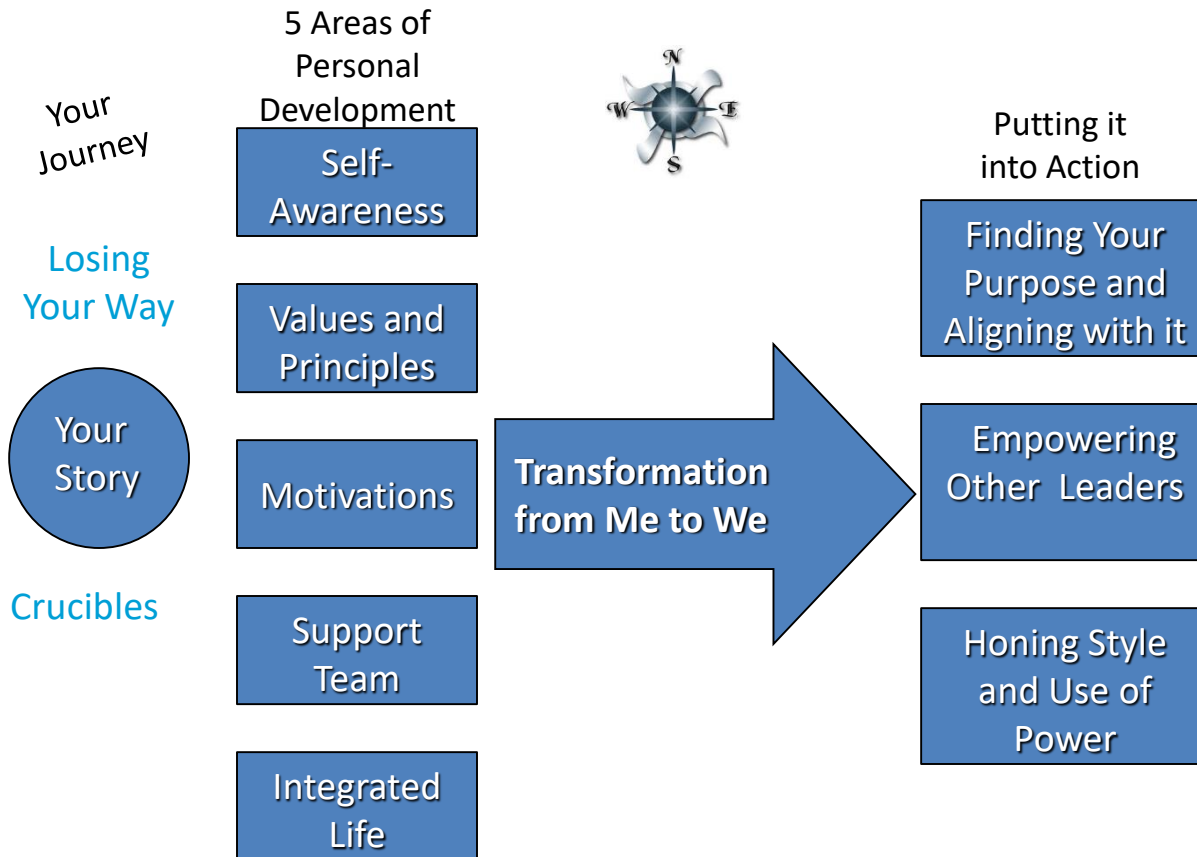
Authentic Leadership

- The key to accelerating executive's **growth** and deepening their **impact**, in their **professional** and **personal** lives, is in the process of articulating their **life-leadership purpose** and finding the courage to live it.
- This “**purpose to impact**” (Snook and Craig, 2014) is the single most important developmental task you can undertake as a leader.
(Bill George, 2015)



Authentic Leadership Development

The Course Map



Why

- 1000+ leadership studies:
 - very little evidence any set of traits will ensure effectiveness in your leadership efforts to make the world a better place.
 - each of us is too complex, unique and distinctive, and you are the only you.
 - Additionally, as the world becomes more **v**olatile, **u**ncertain, **c**omplex, and **a**mbiguous (**VUCA**) a strong guidance system is important to chart the future course.

Who are you?



*Always remember that
you are **absolutely unique**...*

*...just like **everyone else**.*

--Margaret Mead
(Anthropologist)

Emotional Intelligence
(Burns, 1979; Goleman, 1996)

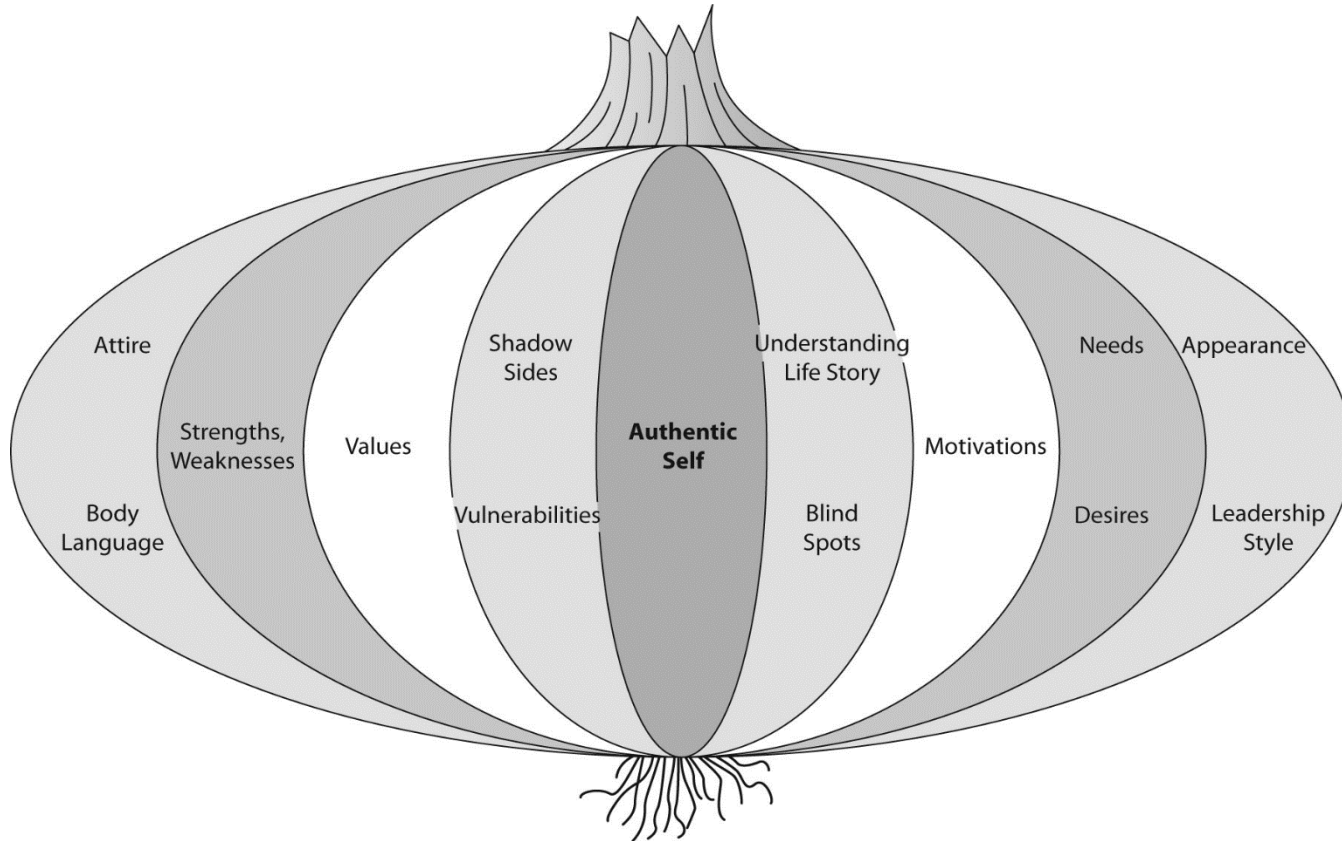
Self-awareness
Self-regulation
Motivation
Empathy
Social Skills

Understanding of own emotions
Ability to control and adapt emotions
Initiative, optimism
Service to others, understanding
Building relations, conflict management

Knowing WHO you are & WHY you are is critical

- Your effectiveness is rooted in your **life story** and the opportunity to fuel your **purpose and direction**.
- As you step more fully into your originality you will experience more meaning and purpose to positively impact how you **live, love and lead with purpose to impact**.
- This session will offer preliminary results of a Harvard Longitudinal Leadership Study and executive focus on **authenticity**.
- This can be a transformative experience in your personal and professional life as you embrace your “**strengths** such that your weaknesses become irrelevant” (Peter Drucker)
- and when you embrace the fact that “***your life story is not your life, it is your life story.***” (John Barth)

“The Person of the Leader”



Your Life Story...

- 1) What is **your story**?
- 2) How is it created? Told? Who authors **your story**?
- 3) How does **your story** influence your...
actions?
relationships?
leadership?

Our Stories...

- 1. We Tell Others About Ourselves**
- 2. Others Tell About Us**
- 3. We Tell Ourselves About Us**

(1) Self-affirming

(2) Self-doubting

Questions...

(1) Which one is you?

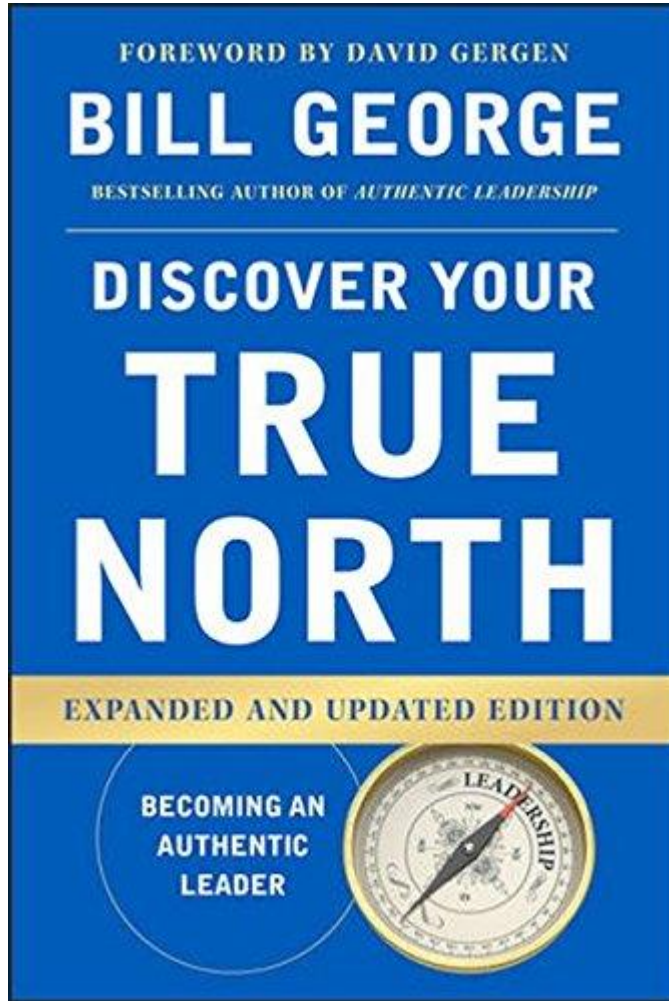
(2) Which one is real?

Reflection: Competing Narratives

- **Self-Affirming** (positive, hero, hopeful)
 - Write down a few bullets that capture the essence of your “self-affirming” narrative
- **Self-Doubting** (negative, villain, fearful)
 - Write down a few bullets that capture the essence of your “self-doubting” narrative
- **Pair & Share (your competing narratives)**

“The Person of the Leader”

- To the extent that you have a clearer sense of:
 - Who you are,**
 - your life story,
 - your values & principles,
 - your motivations & passions,
 - your leadership purpose,
 - your True North . . .
- when it comes time to lead, you will be more likely to:
 - 1) **step up,**
 - 2) **lead effectively,** and
 - 3) live an **integrated & meaning-full life.**



WHY?

HARVARD Kennedy School

JOHN F. KENNEDY SCHOOL OF GOVERNMENT



Research Program:

Meaning and Purpose Impact Team (MAP IT)
Harvard Longitudinal Leadership Study (HLLS)

Executive Education Through the years

Current and historical Data

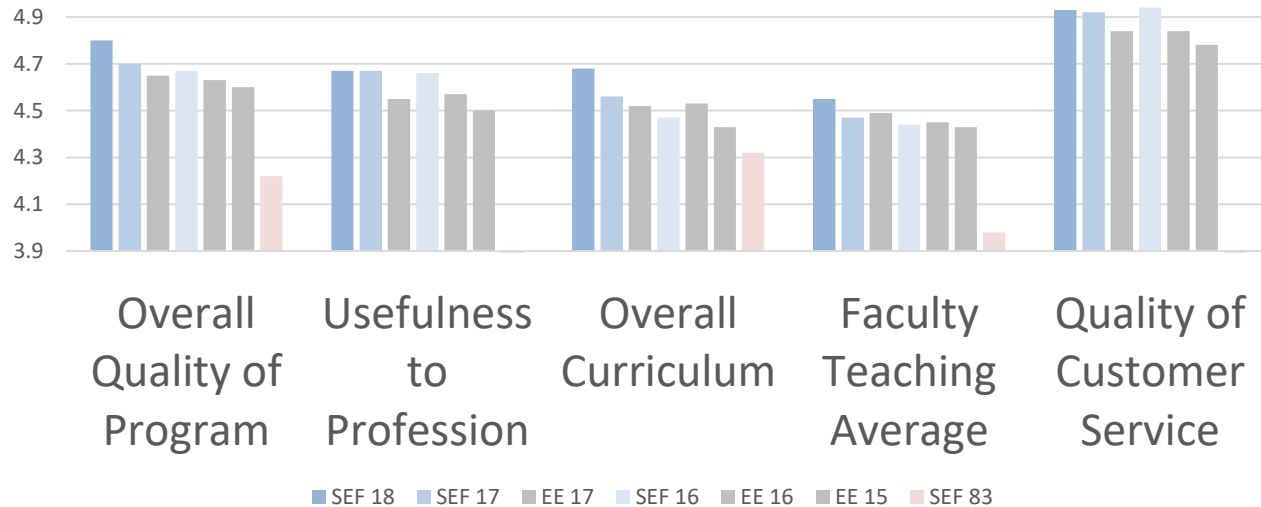
Scale from 1 (poor) to 5 (excellent)

	SEF 18	SEF 17	EE 17	SEF 16	EE 16	EE 15	SEF 83 **
Overall Quality of Program	4.8	4.7	4.65	4.67	4.63	4.60	4.22
Usefulness to Profession	4.67	4.67	4.55	4.66	4.57	4.50	--
Overall Curriculum	4.68	4.56	4.52	4.47	4.53	4.43	4.32
Faculty Teaching Average	4.55	4.47	4.49	4.44	4.45	4.43	3.98
Quality of Customer Service	4.93	4.92	4.84	4.94	4.84	4.78	--

** Three Session Average 82-83 only

Excellence Continues

Aggregate Ratings
Through the Years



Research Program: HLLS –

Harvard Longitudinal Leadership Study: Areas of Interest

Self-Understanding & Purpose

Self-Concept Clarity
Self-Concordance of Work Goals
Purpose in Life
Personal Growth

Health & Well-being

Stress
Self-rated Health

Work Performance

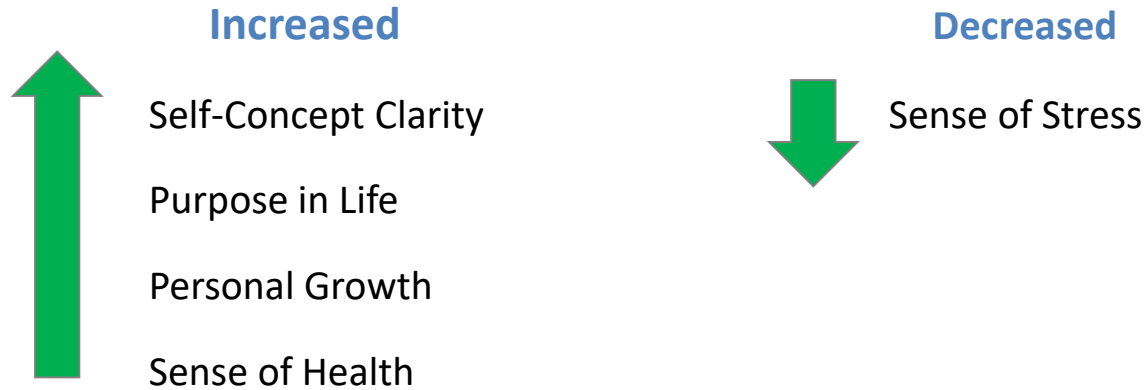
Income
Leadership Status
Promotions & Aspirations

Individual Differences

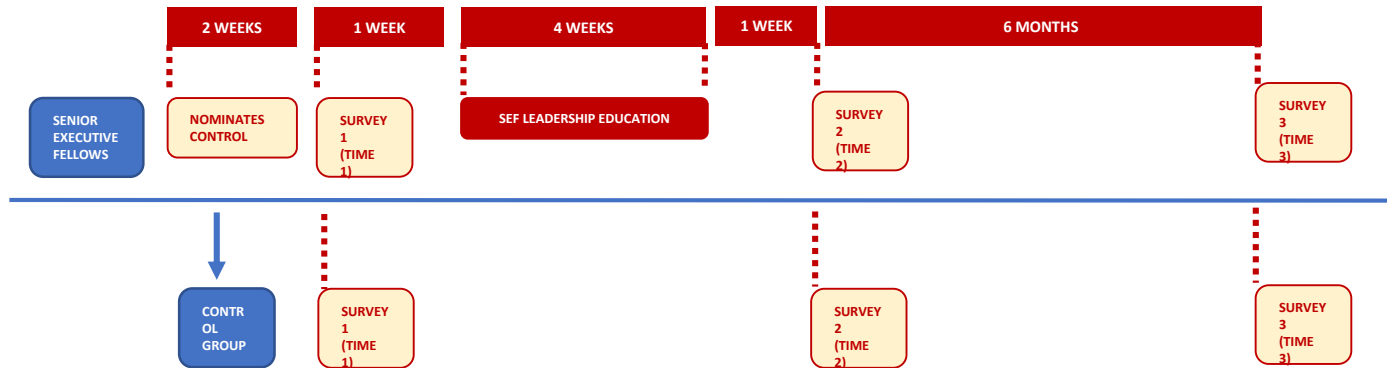
Personality (Big 5)
Demographics
Occupation
Length of Employment

.... & SEF Program Assessment/Evaluation

Research Program: HLLS – Hypotheses



Research Program: HLLS – Repeated Measures Design



Research Program: HLLS – Repeated Measures Design

Sample Type	Sample Date	Time 1	Time 2 (% RR)	Time 3 (%RR)
SEF	October 2016	79	31 (39%)	16 (20%)
SEF	January 2017	76	37 (49%)	46 (60%)
SEF	April 2017	82	55 (67%)	25 (30%)
SEF	October 2017	80	67 (84%)	33 (41%)

Sample Type	Sample Date	Time 1	Time 2 (% RR)	Time 3 (%RR)
SEF CTRL	January 2018	67 51	60 (90%) 40 (78%)	Due
SEF CTRL	April 2018	74 72	65 (88%) 50 (69%)	Due
SEF CTRL	June 2018	76 47	64 (84%) 31 (66%)	Due

Goal – 80% Response rate

Research Program: HLLS – Results

Cohorts	Measurement	Purpose in Life	Personal Growth	Self-Concept Clarity	Perceived Stress	Self-Rated Health
All	Pre-post difference	0.09	0.14	0.06	-0.19	0.09
	P Value	0.004	0.000	0.026	0.000	0.006
	Confidence Interval	[.026, .149]	[.026, .149]	[.026, .149]	[.026, .149]	[.026, .149]

Sample size = 379

All differences are statistically significant



Leadership is not about titles, positions or flowcharts. It is about one life influencing another.”

— [John C. Maxwell](#)



“Watch your thoughts, they become your words.
Watch your words, they become your actions.
Watch your actions, they become your habits.
Watch your habits, they become your character.
Watch your character, it becomes your destiny.” - Anon



Just as a compass points toward a magnetic field, your TRUE NORTH pulls you toward the PURPOSE OF YOUR LEADERSHIP. When you follow your internal compass, your leadership will be authentic, and people will naturally want to associate with you. Although others may guide or influence you, your truth is derived from **your life story** and only you can determine what it should be.”

— Bill George



Ask What
You Can Do
Imagine What
We Can Do
Together

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