

Regenerative Leadership

SESSION #5- JUNE.12.20

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| Create Stakeholders and Stakeholder Ecosystem | Culture Integration with Strategy | Strategic L/S Intentions (for business and industry) |
| Possibilities Assess and Evolve with Corporate Direction | Competing Dynamics with Corporate Direction | Competing Strategies with other offerings |

REGENERATIVE LEADERSHIP

Aim for Today

Premise: Uncertainty brings opportunity and hazard, as well as entangled variables and demands for new alignments

Aim: Increase the steadiness, resilience and innovativeness in the face of competitive dynamics of global dislocation in markets, supply systems and stakeholder relationships

First, Mind Organization Levels of Mental Energy

Make notes about how these Inner Obstacles operate in your organization and become inhibitors of Leadership Thinking

Energy Drains as Inner Obstacles

Fabrication

The process in which we oftentimes engage for the **artificial construction of a *projection*** representing an **untested or unexperienced impression of reality**.

Identification/Identifying

The process in which we oftentimes engage where we are unable to rid ourselves of the **impressions** we have ***ascribed importance to***.

Waste

The process wherein we oftentimes continuously **invest energy into mental or physical *activities*** which lead to **no mutually agreed upon productive outcome**.

Energy Drains-Inner Obstacles (cont.)

Fear

The process wherein we oftentimes find ourselves **unable to** appropriately **relate *self* to the situation** at hand.

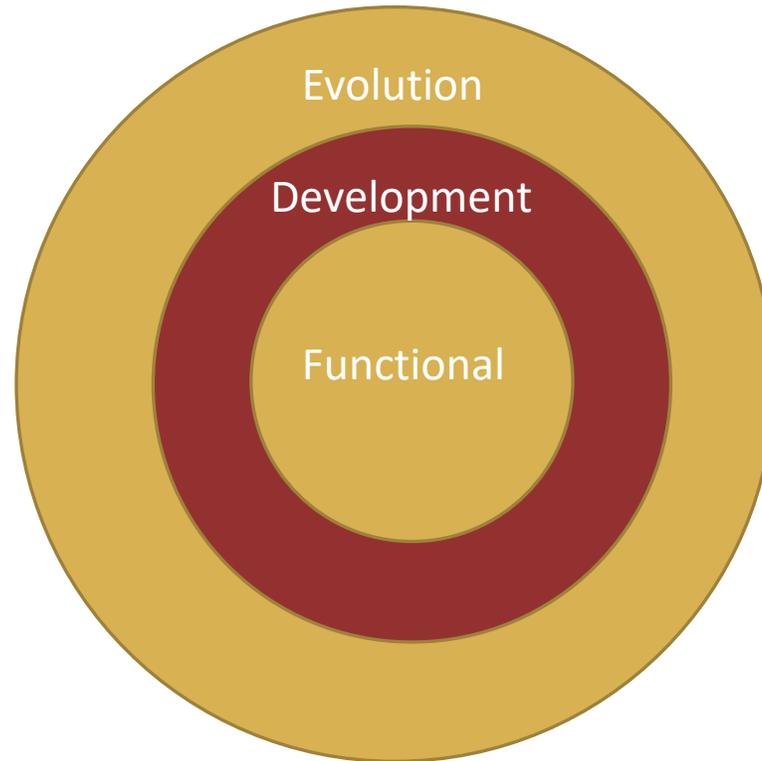
Subjectivism

The process wherein we oftentimes lose our connection with the relativity that rationally exists in our universe(s) and therefore **cause ourselves to be central in importance**. Self-Referential

Attachments

The process wherein we oftentimes make certain **assumptions that the environment is fixed** and therefore provides us with an **unchanging range of opportunities**.

Levels of Leadership in Managing Value-Adding process—Scope of Considering



Focus: Levels of Business Effectiveness- A Competitive Dynamics Assessment

Examine your past year in regard your leadership steadiness, resilience and innovation:

1. What have been the key dynamics in the proximate environment that compete for attention in our business activity and effectiveness? Select a couple of specific arenas where have they been particularly *attention grabbing* and examine them in regard to this scope considered.
2. **How well did we keep our attention on matching demand with the capacity to meet it, as well as matching demand to produce earnings?** What is there to be learned and examined? Where are we getting it about right, under attending, over attending? Role of Drains?
3. How well did we simultaneously increase the **value-generating capability** of our value-adding process (earth to earth) and **create new value from materials, technology and the organization?** The stepping up to the **overall business' ability to realize more value from the same or new product offerings?** The performance of the current infrastructure? What is there to be learned and examined? Where are we getting it about right, under attending, over attending? Role of Inner Obstacles?
4. How well have we done on observing **the 'rightness' of the corporate direction and found opportunities to evolve the direction of the whole**, reducing the risk for the business in heavily fluctuating dynamics, bringing into concert different industry and infrastructure objectives? What is there to be learned and examined? Where are we getting it about right, under attending, over attending? Role of Inner Obstacles?

Functional Leadership Work

Steadiness: Functional Work

Making the business and its operations perform. The Objective is to

- Create demands consistent with capacity to deliver
- Utilize the capacity consistent with delivering outcomes on goals of earnings, margins and cashflow
- Match the competitive demands of the marketplace in eyes of customers, consumers, users

Developmental Leadership Work

Resilience: Develop for future performance by increasing the value-generating capability of the value-adding process of the business. Develop the capability to actualize with

- Materials —understand their essence and bring our use closer to realization of essence
- Technology —extend it by new understanding of its working for new or better uses
- Organization —developing thinking and being capacity to step into increasingly creative work

Thereby producing better product and process performance placed increasing in the hands of the members of the organization. Improve stakeholder constituencies as a working System.

Evolutionary Leadership Work

Innovation: Leadership work is to enable the value-adding process to pursue appropriate new direction and courses of action beyond current ableness while reducing risk for the business and affected stakeholders (Earth, communities, suppliers, employees, investors. etc.)

- Create product and process substitutions that evolve better outcomes for all by restructuring value in the market, organizations and institutions and systems that currently produce lower order and unequal outcomes.
- Evolve the industry in a regenerative direction by our leadership of offerings, processes and people.
- Effect dynamics of governance, economies, well-being of human and non-human communities for evolved wealth generating capacity of the systems and its inhabitants.

Exercise

Discuss each of the three levels of leadership as we see them at work in our organization... and where we see we have improved of the last year... and what is our next work?

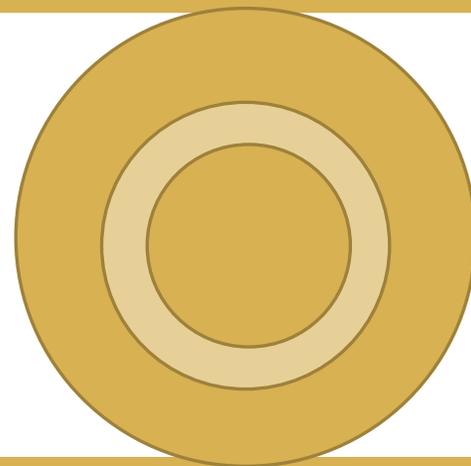
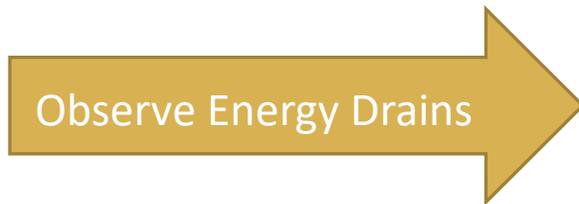
As a summary planning on the whole:

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|--|---|
| Opportunity For each level, where is the meaningful and significant opportunity? e.g. cut intermediaries | Hazard For each level, where is there urgency and higher risk hazard needing our attention? |
| Variables What variables are in play that effect one another and we need to find a nodal intervention? | Alignment What stakeholders need to be brought together or act as co-creators to achieve the leadership needed? |

Exercise: Rethinking Strategic Decisions

Uncertainty: Re-examine and reimagine each Strategic Arenas at each level

| Capacity | Portfolios | Premises |
|--|---------------------------------------|--|
| Suppliers, employees, allies, partners | Buyers, users, distributors, channels | Business Models, How we go to market, infrastructure |



Evolutionary Work
Developmental Work
Functioning Work

Reflection

- What seemed to wake us up today?
- What is beginning to gel and take shape?
- Where is it urgent we continue this conversation?

Next: Continue this strategic leadership work beyond today

Business Morning Meetings

Invitation Only: Free for **TRBDC members** and your organization, suppliers and customers: **The Regenerative Life Morning Meetings-for business. Invitation only** (Real Roots of Racism & Bias — Undoing Its Institutionalization)

Five Day Series: June, 29, 30 July 1, 2, 3, 2020 8-9 am PT

For Individuals- 27 Recordings, 55 exercises- Free Course on Using Uncertainty to Grow People and Businesses. Formalize the Development

New TRBDC Strategy Cohort—Begins: October 9, 2020

New TRBDC Leadership Cohorts Jan 2021

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