

**Developing knowledgeable, ethical,  
caring, inclusive leaders for a diverse  
and changing world**

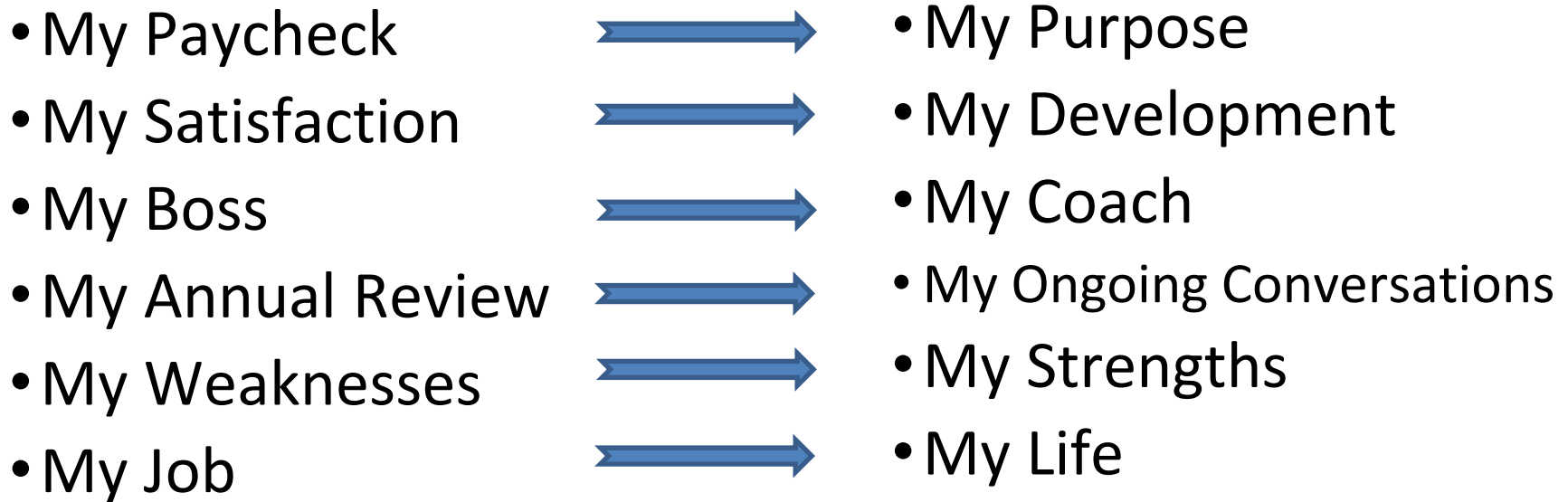




# Focus on You

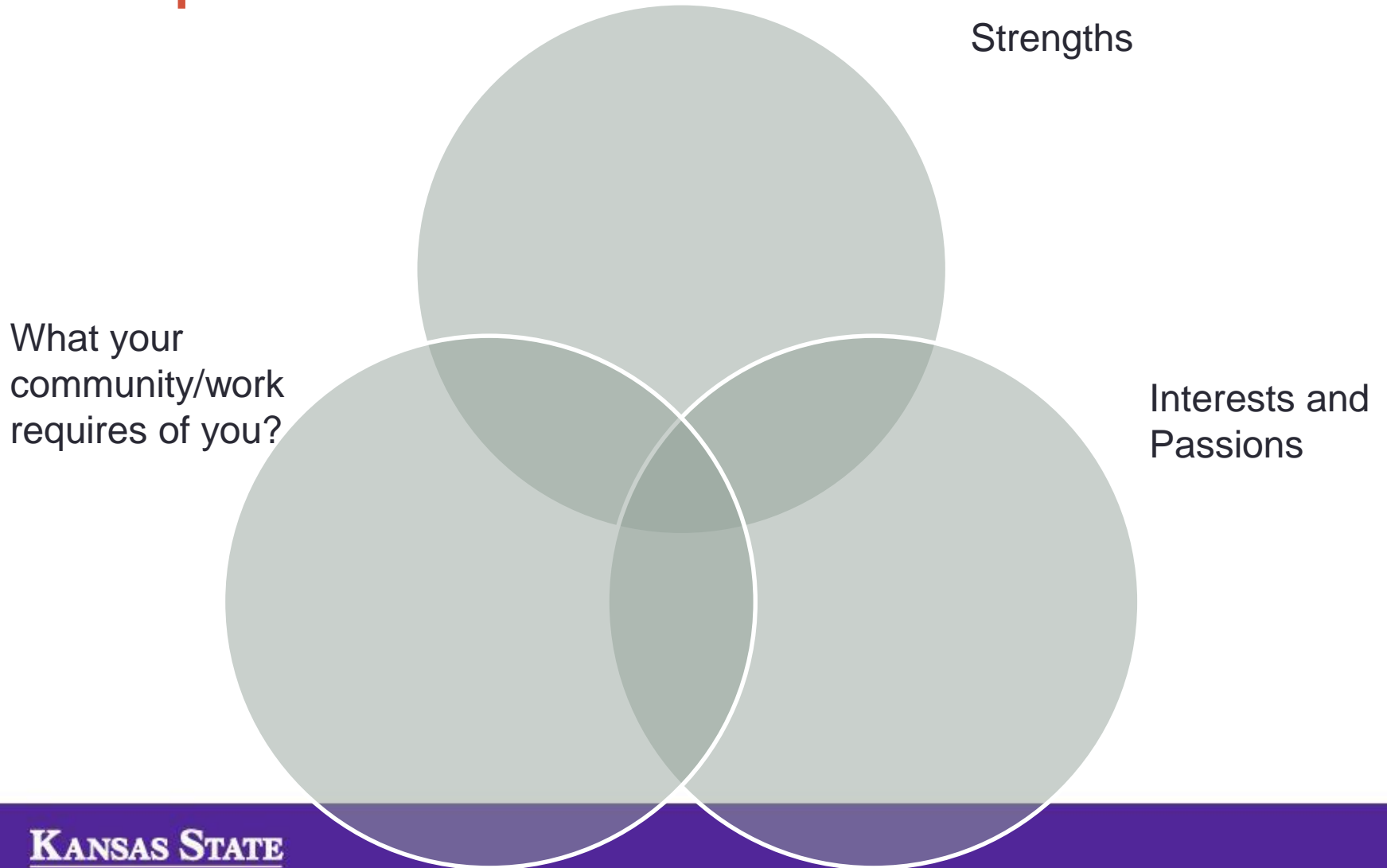
- How has your profession changed in the last three years?
- In what ways have the demands of being a leader within your profession changed in the last three years?
- In what ways have you changed in the last three years?

# Organizational Shift



Source: Gallup Summit 2016

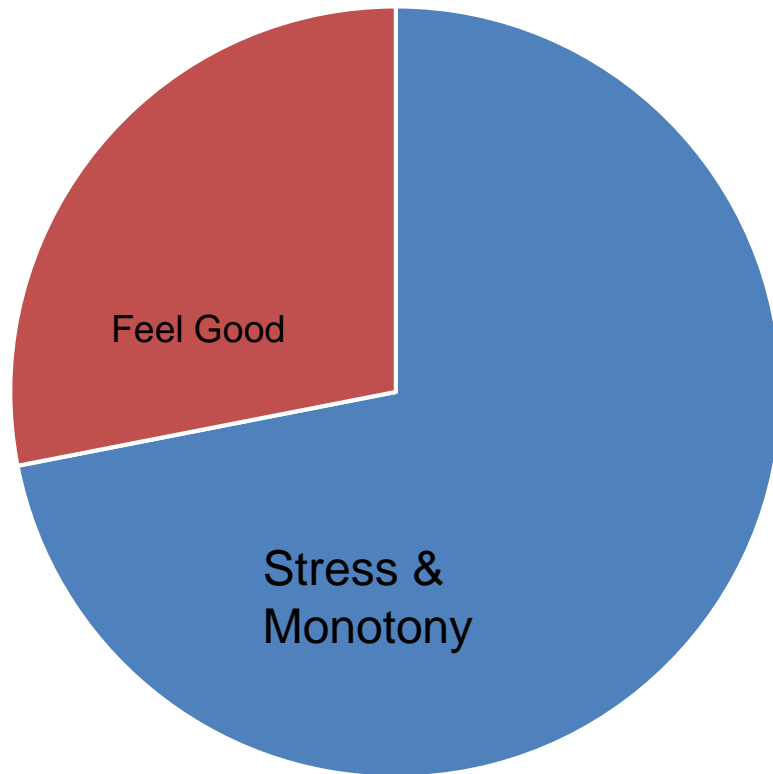
# Purpose



# My Life

- What percentage would you assign to the following categories?
  - Stress and Annoyance
  - Means to an End – Boredom
  - Escape Shut Down
  - Feel Good without Escape

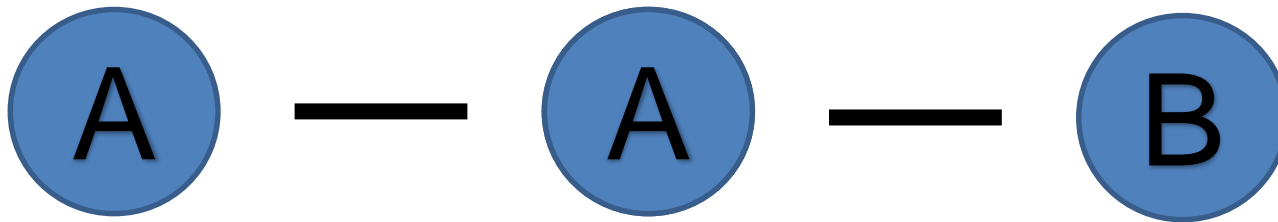
## Default Mindset



## Performance Mindset



# My Development: A to B Paradigm





A



# My Strengths?



Suppose your child came home with these grades, two A's, a B, a C and a low grade, such as a D or F. Which of these grades would you deem worthy of considerable conversation?

# My Coach

(or being coach-like)

- People are naturally creative, resourceful, and whole.
- Leave your junk in your trunk! ~~one-upping~~
- Foundations of coaching
  - Active listening
  - Curiosity
  - Powerful (laser-like) questions



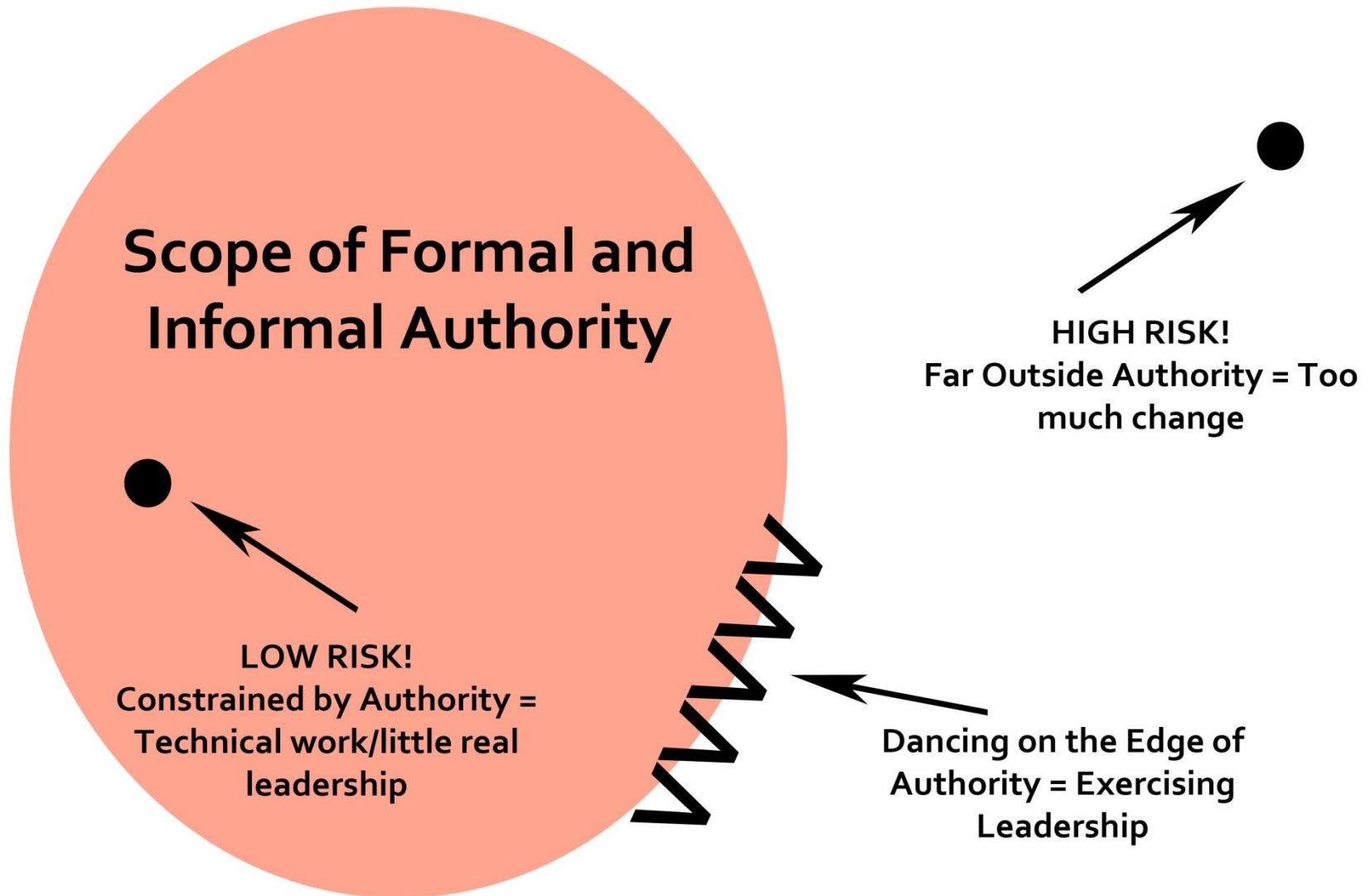
*The quality of a question is not judged by its complexity but by the complexity of thinking it provokes.*


Joseph O'Connor

# My Ongoing Conversations

I'm curious.....based on your lived experiences.....are you expected to be a leader in your position or do people have low expectations and are pleasantly surprised when leaders emerge.

# Leadership vs. Authority





Mike Finnegan, Ph.D.  
Staley School of Leadership Studies  
[mikefinn@ksu.edu](mailto:mikefinn@ksu.edu)