



Conscious Leadership





WHO I AM

MEd, BA, ESFCC

ME-search research

22 years teaching dance

15 years incorporating mental
skills training

The Dance Podcast

@lauren_m_ritchie



your ideal

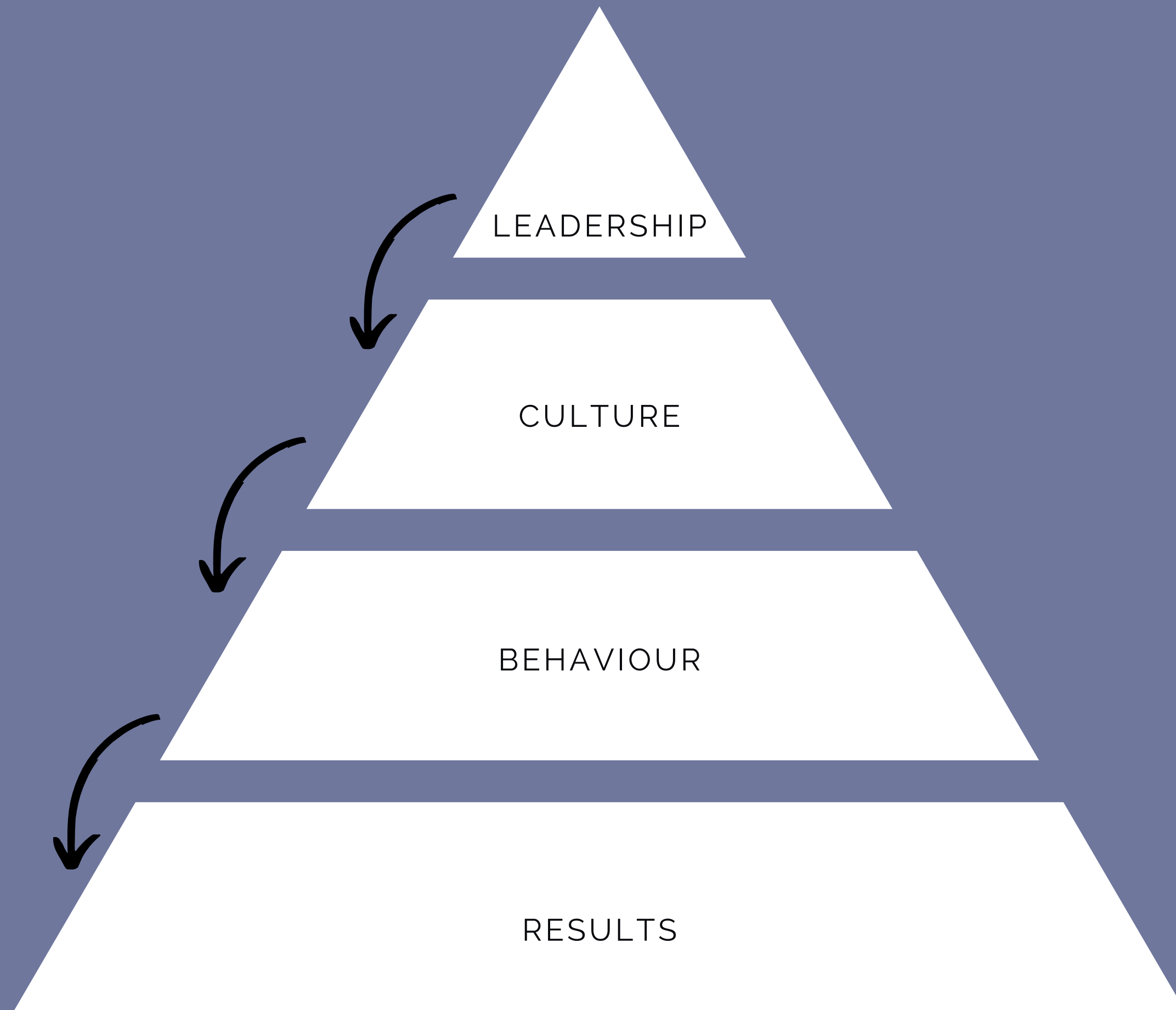
LEARNING ENVIRONMENT

Values

This is not about simply knowing or professing our values.

- We are clear about our internal compass
- We use them to filter, focus, & prioritize
- We practice them
- Every moment we aim to align our values through
 - intentions
 - thoughts
 - words
 - actions







leader

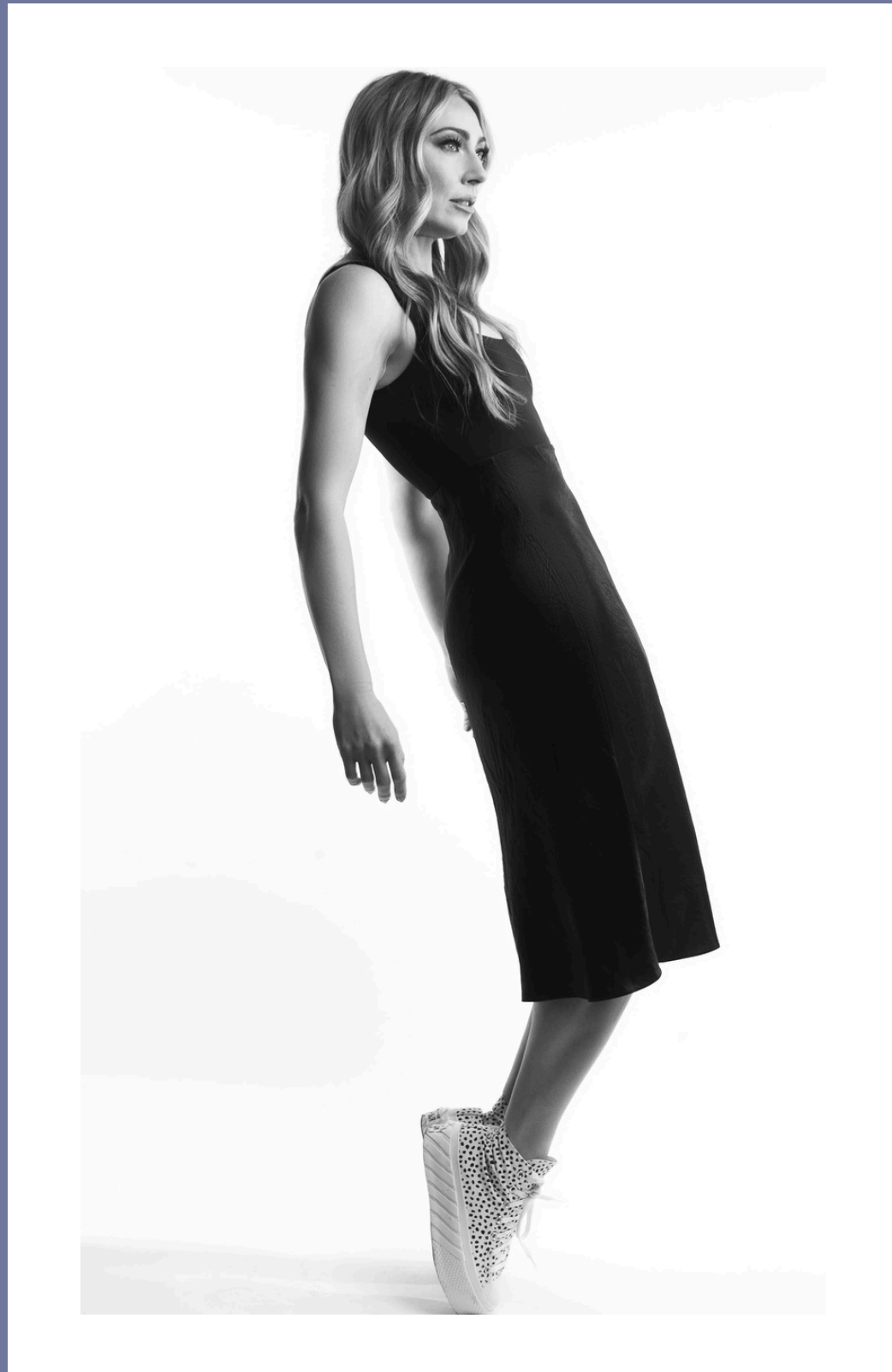
anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.

- Brene Brown

CONSCIOUSNESS

The quality or state of being aware
especially of something within oneself

MERRIAM-WEBSTER



Let's talk about

LINES

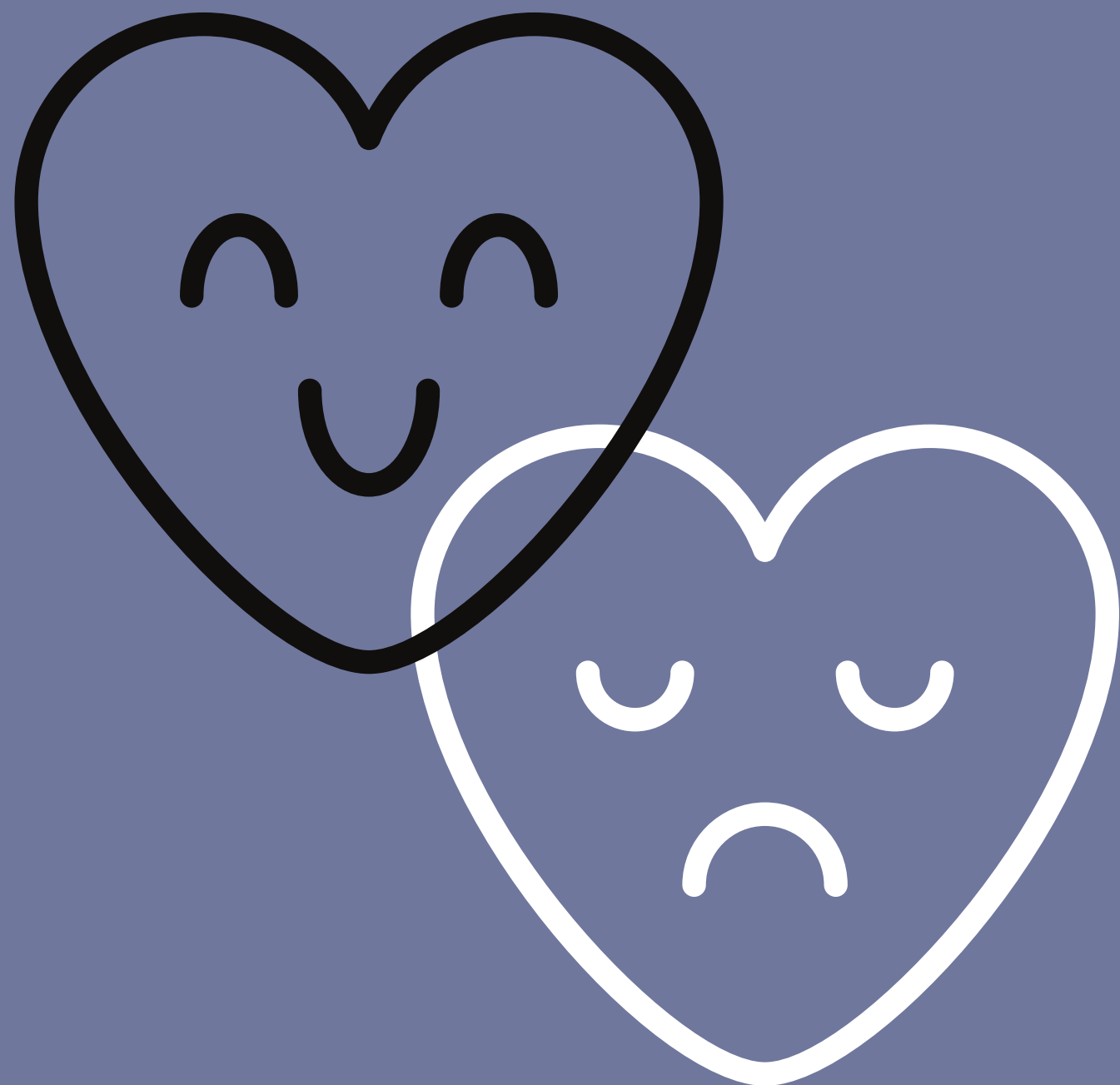
ELEPHANTS

STREAMS

RECIPES

Above or Below the line leadership





Stories came
flooding in.

The poll results are in...



Below the line

They lacked basic politeness and consideration. Without that we couldn't go anywhere

Reply >

when teachers obviously have favourites and you never have a chance to be seen

Reply >

Undervalued my strengths, focused on weaknesses, used shame as leverage

Reply >

Made comments about my body as a teenager. Always needed reassurance

Reply >

Sarcastic, belittling

Reply >

My worst teacher/coach would scream at us the mistakes, but not fully teach how to fix them

Reply >

pin me up against others& use it as a method of maintaining unrealistic standards

Reply >

A prof at uni called me weak and pathetic for crying - said I wouldn't get anywhere

Reply >

Blame me for my lack of knowledge (I don't know what I don't know)

Reply >

Was told I would never succeed and should quit trying

Reply >

Absent

Reply >

Lacked individualized attention. Students need that no matter the age/level.

Reply >

They criticized my body and said I would never be a professional dancer

Reply >

Say one thing. Do another.

Reply >

i messed up the port de bras exercise and she called me an embarrassment.

Reply >

Cigarettes and canes...enough said

Reply >

Cared more about getting to their goal than me

Reply >

Yelled. All. The. Time.

Reply >

Used sarcasm or passive aggression as a tactic - made students feel small/disrespected.

Reply >

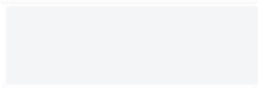
Needed to do everything the exact same. There was no room to be myself and feel free.

Reply >

Above the line

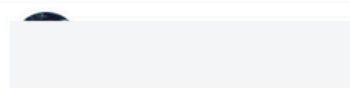


Poll results



she pushed me to not settle and say “ok that was good enough”

Reply >



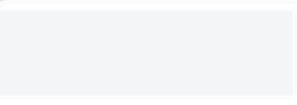
Always made an effort to see every performance and cheer me on backstage

Reply >



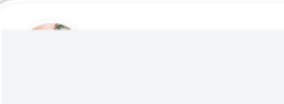
They were there when I needed them most!

Reply >



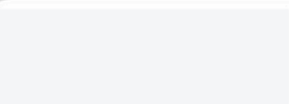
I think she knew I was at dance just because it was a safe place to be and I needed love and

Reply >



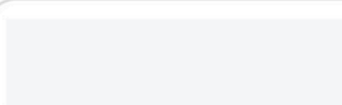
I always felt so accepted even though I didn’t have the best pirouette or highest kicks.

Reply >



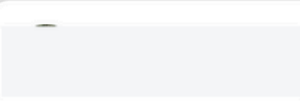
She saw my strengths and spoke to that.

Reply >



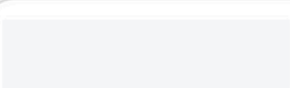
Had high expectations so could seem harsh or demanding, but always conveyed true respect.

Reply >



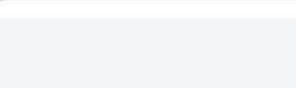
caring about my life outside of dance and mentor me in all aspects of life

Reply >



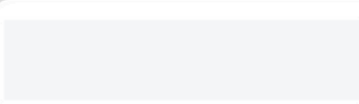
They had high (but not unrealistic) expectations for us, in everything we did!

Reply >

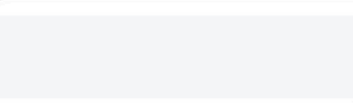


Don’t compare yourself to others . Improving on your personal best every time

Reply >

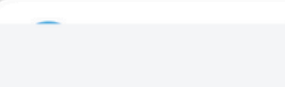


Reply >



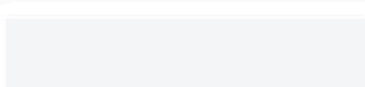
Authentic

Reply >



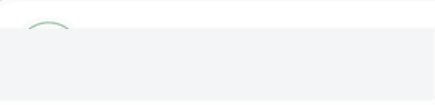
Built me up, strength-based approach to my development, ensured I knew my strengths

Reply >



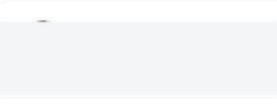
Tough but loving. Expected me to bring my best, but understood that I was human.

Reply >



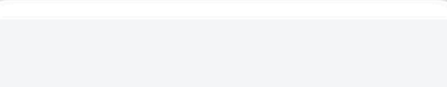
Some of their traits were Supportive, empathetic, honest, challenging

Reply >



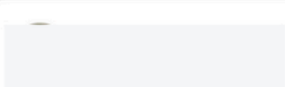
My best teacher/coach always corrected the mistakes, and taught us how to fix it.

Reply >



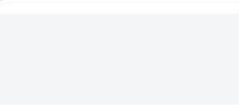
Help address my insecurities as a dancer

Reply >



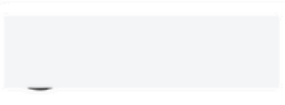
Helped me understand and work through my frustrations. I was listened to!

Reply >

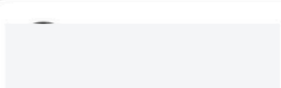


Engaged

Reply >

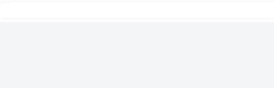


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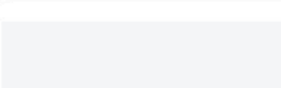
Continued to challenge them aside from mistakes. No judgement.

Reply >



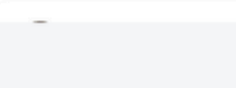
Honest. Patient. Allowed students to make mistakes. Held them accountable.

Reply >



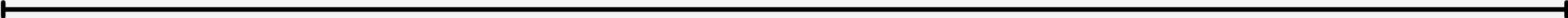
Gave me the opportunity to practice self-agency and believed in my skills and ability!

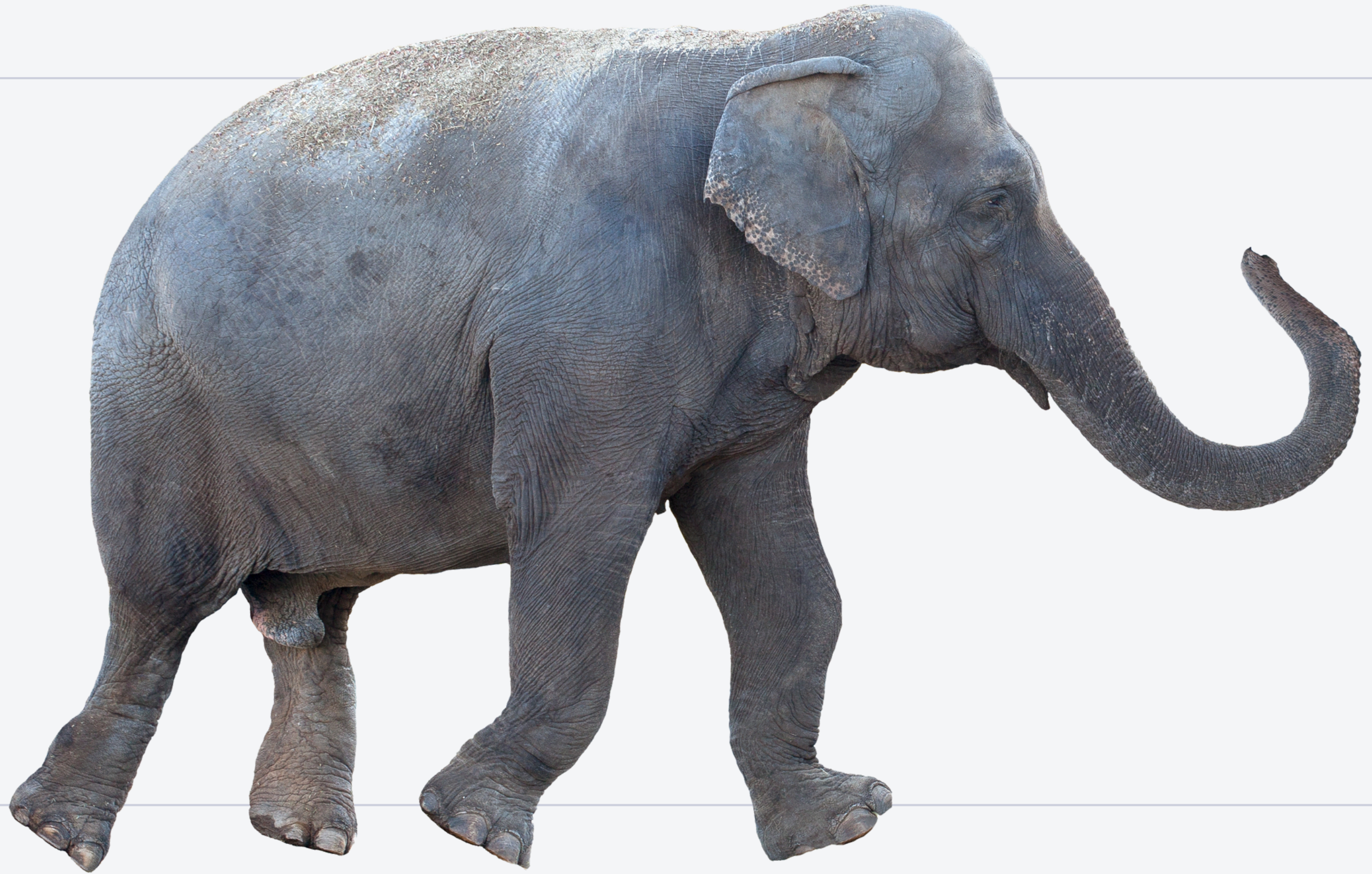
Reply >



Honesty/transparency. Always knew where you stood.

Reply >





I do know more

I do know more

I don't have time

I do know more

I don't have time

I am in charge and we need a strong leader

Daniel Goleman Leadership Styles

Harvard Business Review Article (Goleman. D (2000) Leadership That Gets Results. Harvard Business Review, 3, pp.78-90)

Leadership Style	Modus operandi	Style in a phrase	When it works best
Commanding	Demands immediate compliance	"Do what I tell you"	In a crisis, to kick-start a turnaround or deal with difficult employees
Visionary	Mobilises people towards the vision	"Come with me"	When a new vision or clarity on direction is required
Pacesetting	Sets high standards for performance	"Do as I do, now"	When quick results are needed from a highly motivated and competent team
Coaching	Develops people for the future	"Try this"	To help an employee improve performance or develop long-term strengths
Democratic	Forges consensus through participation	"What do you think?"	To build buy-in or consensus, or to get input from valuable employees
Affiliative	Creates harmony and builds emotional bonds	"People come first"	To heal rifts in a team or to motivate people during stressful circumstances

I do know more

I don't have time

I am in charge and we need a strong leader

This is how I was coached

I do know more

I don't have time

I am in charge and we need a strong leader

This is how I was coached

This is letting the next generation be

- soft
- entitled
- in control

Upstream Work





Today's Top 5

1. Radical Responsibility

2.

3.

4.

5.



Today's Top 5

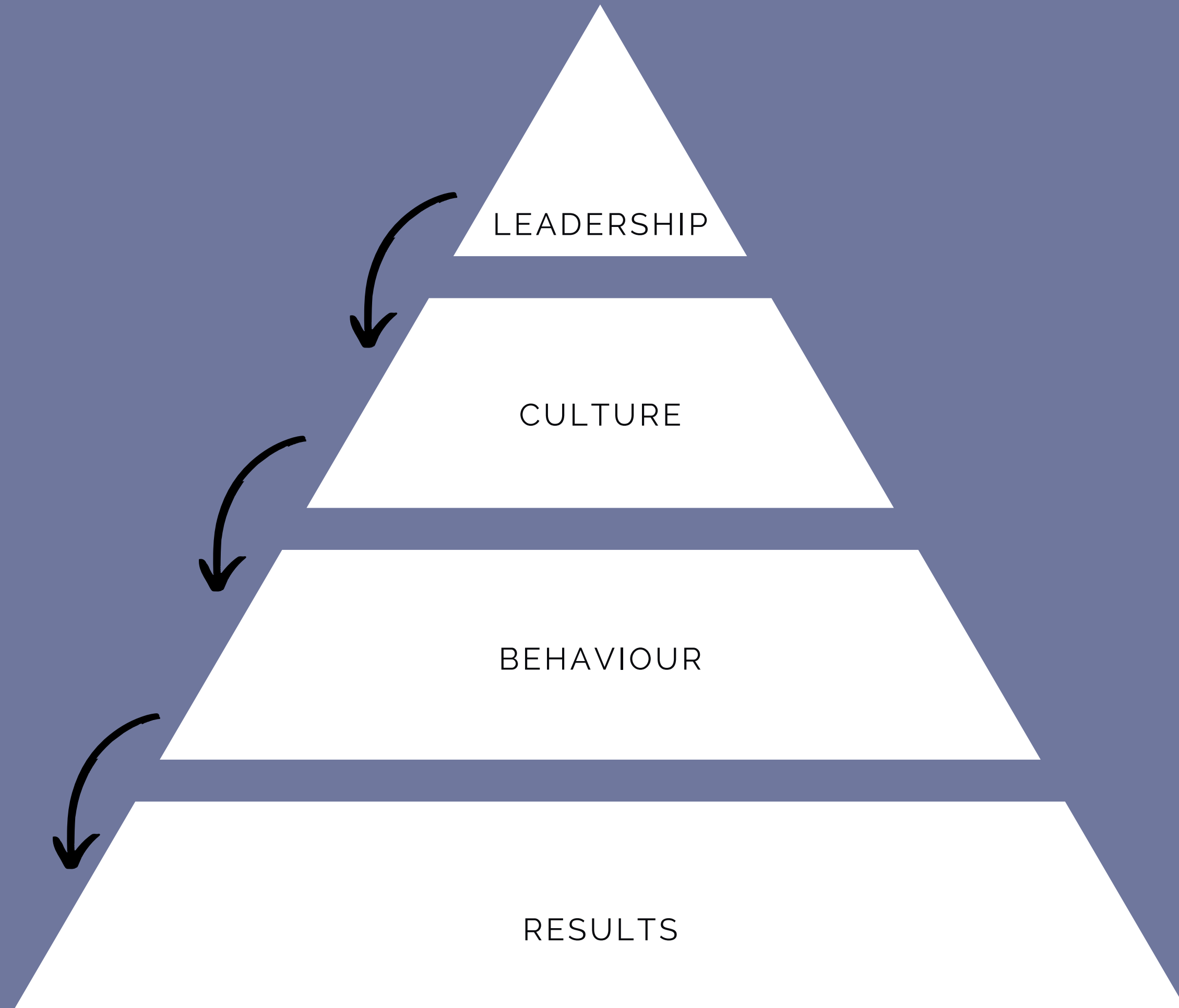
1. Radical Responsibility

2. Integrity

3.

4.

5.





Results are the evidence.



Today's Top 5

1.Radical Responsibility

2.Integrity

3.Curiosity

4.

5.

Curiosity

Desire to learn

“I’m here to get it right, not to be right.” - Brene Brown



Today's Top 5

1.Radical Responsibility

2.Integrity

3.Curiosity

4.Candid Communication

5.

Candid Communication

Honesty without kindness is brutality.

Kindness without honesty is manipulation.

- unknown

Clear is kind.

- Brene Brown



Everyone wants to be valued.



Today's Top 5

1.Radical Responsibility

2.Integrity

3.Curiosity

4.Candid Communication

5.Real-talk Recipe

The Recipe

100% responsible for

1. Eat Well

i. Food

ii. Hydration

2. Sleep Well

i. 7 types of rest

3. Think Well

i. Managing your own thoughts & perspectives

ii. Gratitude

iii. Time management & stress

4. Move Well

i. Physical

ii. Emotional

5. Connect Well

i. Spirit

ii. Community