



MINDFUL LEADERSHIP

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What the heck does that mean?

- Mindfulness - meditation in which you focus on being intensely aware of what you're sensing and feeling in the moment, without interpretation or judgment. - Mayo Clinic
- Mindful leadership - an approach in which you consciously cultivate your ability to be present, open-minded, and compassionate when interacting with team members - and you show the same consideration to yourself. - Atlassian

... and why should I care?

- The Great Resignation – Nov. 2022 in the US alone, 4.5 million workers left their jobs.
- Who is trying to hire right now?
- The average cost of a single resignation is \$11,372 per employee.
- 20% of employees have quit in the past six months. At a 500-person organization, if 100 people leave, this could cost a company nearly \$1 million.
(<https://theorg.com/insights/what-is-the-real-cost-of-the-great-resignation>)
- It is about PEOPLE!

Knowing the people

- There is not a “work Matt” and a “home Matt”...just Matt!
- We must get to know our teams.
 - Hobbies
 - Habits
 - What they find rewarding
 - Styles – introvert, extrovert
 - Wendy and nature.
- You can then as a leader find ways to bind people together (travel, cooking, running)
- Share!

Shared Values

- Sharing what you value with the team
 - Respect
 - Working hard (why?)
 - Ongoing learning
 - Accountability
- Understanding what they value
- Create a shared values set with your team
 - E.g., Challenging ideas not people
 - Live these and protect them
 - It is the agreed upon charter that is the cornerstone of your daily work life

Shared Governance

- Providing a venue for other voices – even dissenting ones.
- Building in the ability for others to govern along with you as leaders.
- Allowing great ideas to win the day.
- Letting go of control with clarity.
- Challenge (2 min.)
 - Is there a project or decision that you can give to a member of your team?

Decision-Makers	Accountable	Responsible	Consulted	Informed
<p>This should be a very short list. These individuals have the ultimate and final approval or veto for decisions related to the project.</p>	<p>The single person fully accountable for making the project happen. The A must also be given sufficient decision-making power. Do not start a project if the A isn't also present in the D column! There should never be more than one A. This is an invitation to lack of clear accountability.</p> <p>The A is often referred to as a "DRI" or really it's the project manager.</p>	<p>Those responsible for doing the work on the project. There may be a number of Rs on a project. Rs are responsible for dealing with roadblocks, raising questions, etc. – not just being “good soldiers.”</p>	<p>Those from whom input will be solicited. Note this doesn't mean 100s of people in every meeting. Rather, the Decision-makers and the Accountable should make sure they've consulted with people in their area of the business and can speak on behalf of this group of individuals.</p>	<p>Those to be kept apprised of relevant developments. This is an FYI role. Unless someone is officially an I, consider not cc'ing them on emails. This is a good way to cut down on unnecessary emails.</p>

Asking great questions

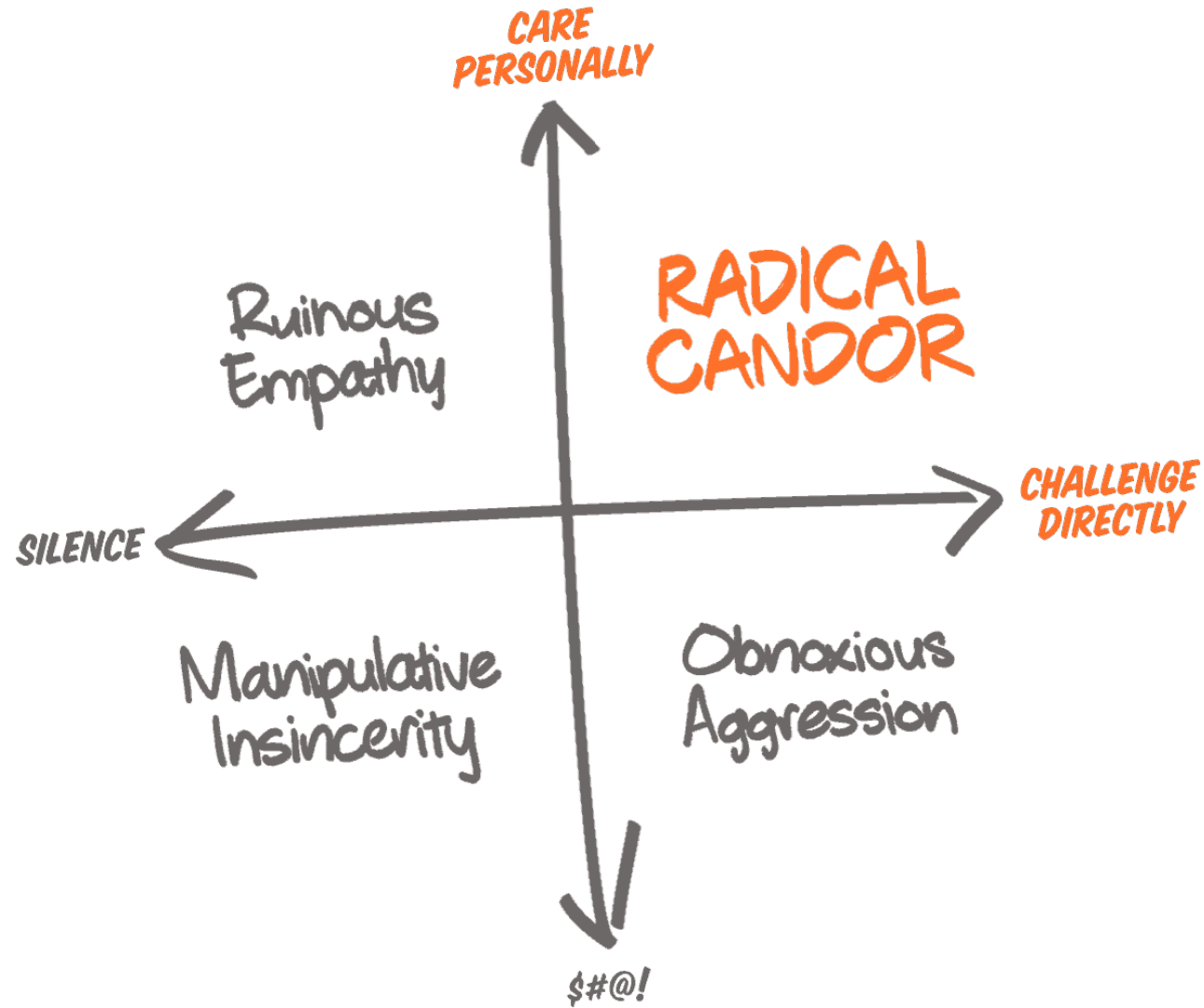
- From Reboot: Leadership and the Art of Growing Up by Jerry Colonna
 - What am I/you not saying that needs to be said?
 - What am I/you saying that isn't being heard?
 - What am I/you complicit in creatin that you say you don't want?
- Can I push back?
- Push you on this?
- Are you open to some feedback?
- What do you need from me?



IT'S NOT ALWAYS
GOING TO GO WELL

Boundaries and Candor

- The work you have done will serve you here
 - Shared charter and values. Lean on this and it will take the interpersonal out of the engagement.
 - Knowing the person and their individual nature will help you navigate.
- Will help you set respectful boundaries.
 - Boundary Boss: The Essential Guide to Talk True, Be Seen, and (Finally) Live Free by Terri Cole
- Setting boundaries and saying no is respectful and mindful both to you and your team.



Kim Scott

radicalcandor.com

"Kick ass at work while embracing your humanity"

Practice

- Journal
- Breathing
- Meditation – pay attention to your thoughts and what triggers you
- Create the space between action and reaction. This is the space that can change your whole leadership style and trajectory.

Get in touch



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