

Leading with Authenticity

Become an Authentic Leader who Inspires Others to Give Their Best

Being a leader is more than being the person who makes the final call. Organizations today are looking for leaders who people perceive to be authentic. We all know an authentic leader when we see one—but what makes them so easy to follow?

This program explores the key concepts, behaviours and approaches of authentic leaders, and ways to apply them to your role as a workplace decision maker. Cultivate the mindset and skills needed to be seen as an inspiring leader. Engage people in a way that motivates them to go above and beyond.

Takeaways

- Recognize the many verbal and non-verbal cues that make a leader authentic
- Identify the subtle leadership actions and perceptions that can trigger a negative response
- Gain insights on how you can still be you, while being perceived as a more authentic leader
- Avoid some of the classic thought traps that many leaders fall into
- Develop a mindset and strategy for becoming a leader who people are keen to follow
- Discover what motivates you, and use your motivations to inspire others
- Help people succeed by linking your leadership objectives to their needs

Program Content

The Sources of a Great Leader

- Intuitive thought processes that limit the thinking of most leaders
- The “imposter complex” and what to avoid
- The starting point of an authentic leader: how internal thoughts lead to outside beliefs

I Know It When I See It—But What Is It?

- What makes an authentic vs. a non-authentic leader
- Behaviours, cues and characteristics of authentic leaders
- Differences between authentic leader styles
- Linking authentic leadership to your target goals and audience

Program Content (cont'd)

Motivation: the Core of Good Leadership

- Identifying what motivates you
- How does your motivation align with your goals and actions?
- Strategies for adapting motivations to outcomes
- Achieving win-wins: supporting the motivations of others so they then support yours

Viewing Leadership From the Outside In

- Reversing your perspective, to see yourself as others do
- Being an authentic leader by aligning your goals to the wants and needs of those you are leading

Special Features

This interactive program includes facilitated discussions to help you apply what you are learning to your real-life challenges. You will view examples of authentic and non-authentic leaders, and design your own personal strategy for moving towards authenticity.

Program Leader

Trevor Sones is an Adjunct Professor at the Sauder School of Business, where he teaches courses in human behaviour and works with indigenous leaders providing negotiation and communication skills training. As Mediator with the BC Labour Relations Board, he has over 11 years of experience helping leaders solve complex communication and organizational problems that are in conflict with their leadership goals. He is particularly skilled at handling interactions between senior leaders on politically sensitive issues involving those under their leadership.

To Register

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