



Leadership Presence for Ninjas

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Program Overview

**Leading
Self**

*Authentic Leadership
Leader as Communicator
Leader as Storyteller*

**Leading
Others**

*Leader as Facilitator
Leader as Trusted
Advisor
Leader as Coach*

**Leading
Change**

Leader as Visionary

Four Universal Communication Principles


Show Up and Choose to Be Present

Pay Attention to What Has Heart and Meaning

Tell the Truth Without Blame or Judgment

Be Open to Outcome, Not Attached to Outcome

- Dr. Angeles Arrien, *The Four-Fold Way*

A close-up portrait of Dr. Angeles Arrien, a woman with short, wavy brown hair, smiling warmly. She is wearing a dark blazer over a white top. The background is a soft-focus outdoor setting with trees and foliage. The image is framed by a dark blue border.

Dr. Angeles Arrien
*Cultural
Anthropologist,
Author & Teacher*

1 + 1 = ?

Impact

$$1 + 1 = ?$$

Self

$$1 + 1 = ?$$

Other(s)

$$1 + 1 = ?$$

Choices

$$1 + 1 = ?$$

Impact

$$1 + 1 = ?$$

Five Powers of Authentic Leadership



10 Active Communicating Skills

Energy

Physical Expressiveness

Relaxation

Eye Contact

Spontaneity

Breathing

Voice

Listening

Focus & Concentration

AWARENESS

Why Do Leaders Tell Stories?

"Leadership is autobiographical.
If I don't know your story,
I don't know who you are
as a leader."

- Noel Tichy



A scenic landscape featuring a winding asphalt path that curves through lush green fields. The path is bordered by a wooden fence and a small stream. The sky is a clear, bright blue, and the overall atmosphere is peaceful and open.

“The journey to **authentic leadership** begins with understanding the **story of your life...**”

- **Bill George**

Storytelling Technique

Vertical Takeoff!

Beginning



Middle



End

Storytelling Skills

Vocal

Variety

Storytelling Skills

DEEP
& Brief

4 UNIVERSAL COMMUNICATION PRINCIPLES

1. Show up and choose to be present
2. Pay attention to what has heart and meaning
3. Tell the truth without blame or judgment
4. Be open to outcome, not attached to outcome



Energy
Physical Expressiveness
Relaxation
Eye Contact
Spontaneity
Breathing
Voice
Listening
Focus & Concentration
AWARENESS

Storytelling Model

Vertical Takeoff!

Beginning



Middle



End

Vocal Variety

QUOTIDIAN MEETING

Part 1: WARM-UP

A physical exercise, a martial arts warm-up, stretching, meditation, or other activity to get the group focus and be fully present for one another

Part 2: LOOKING BACK

Reflect on what we have accomplished, acknowledging both successes and challenges. Focus on what we have learned and how we have grown.

Part 3: LOOKING FORWARD

Discuss our goals and what we want to accomplish today. What do we look forward to? What are the challenges ahead? How can we help each other accomplish our goals?

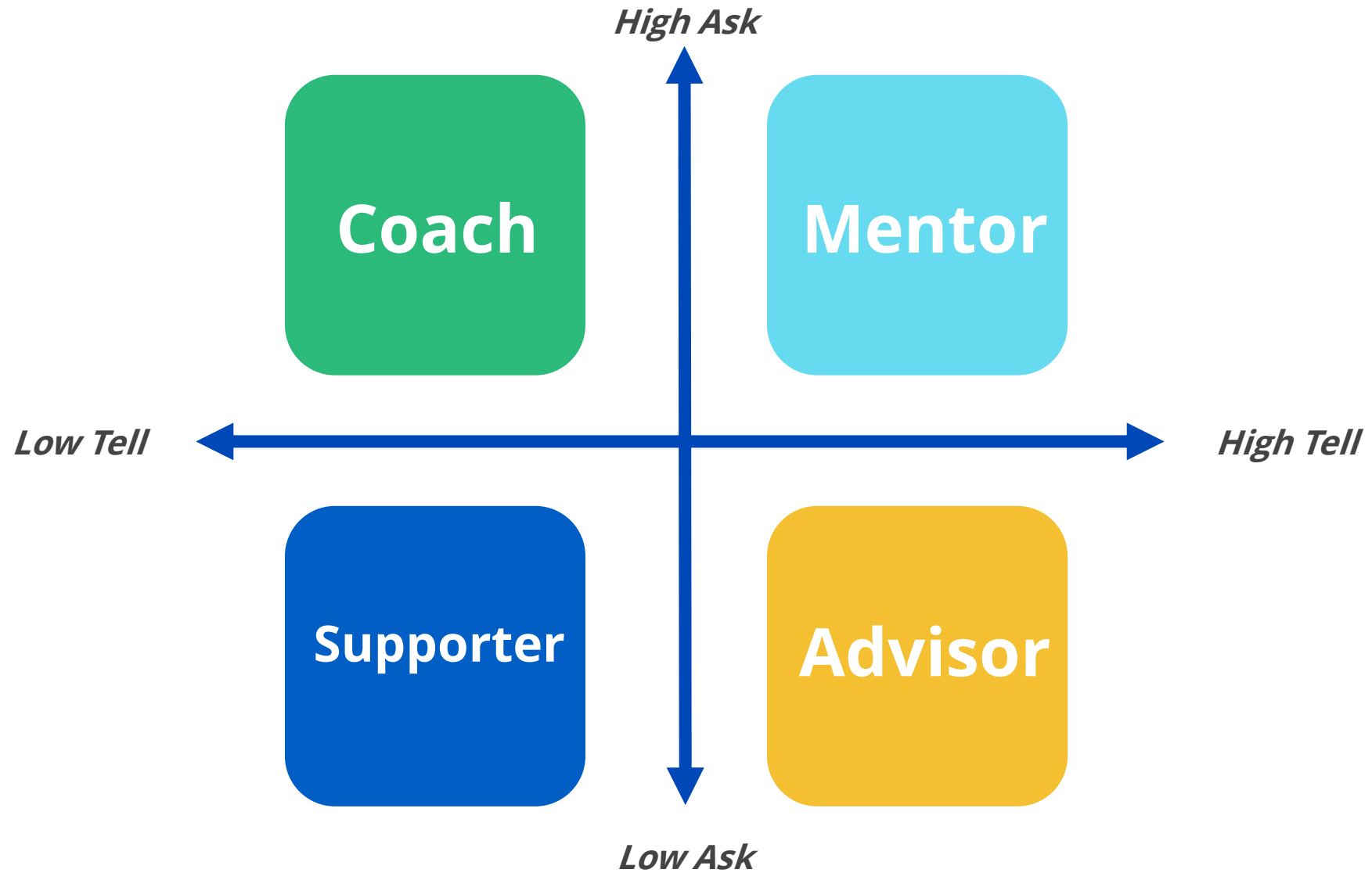
Part 4: APPRECIATIONS, ACKNOWLEDGMENTS, APOLOGIES

Team members step forward to express appreciation for someone on the team, acknowledge what they have done for you, or make a public apology to the person.

Part 5: INSPIRATION

One person shares some words of inspiration. This could be short story, a poem, or a song.

Roles of the Leader



The Trust Equation

$$T = \frac{C + R + I}{S}$$

Credibility + Reliability + Intimacy

Self-orientation

Fundamental Coaching Skills

Playback
with empathy

Tracking

Inquiry
The art of curious questions

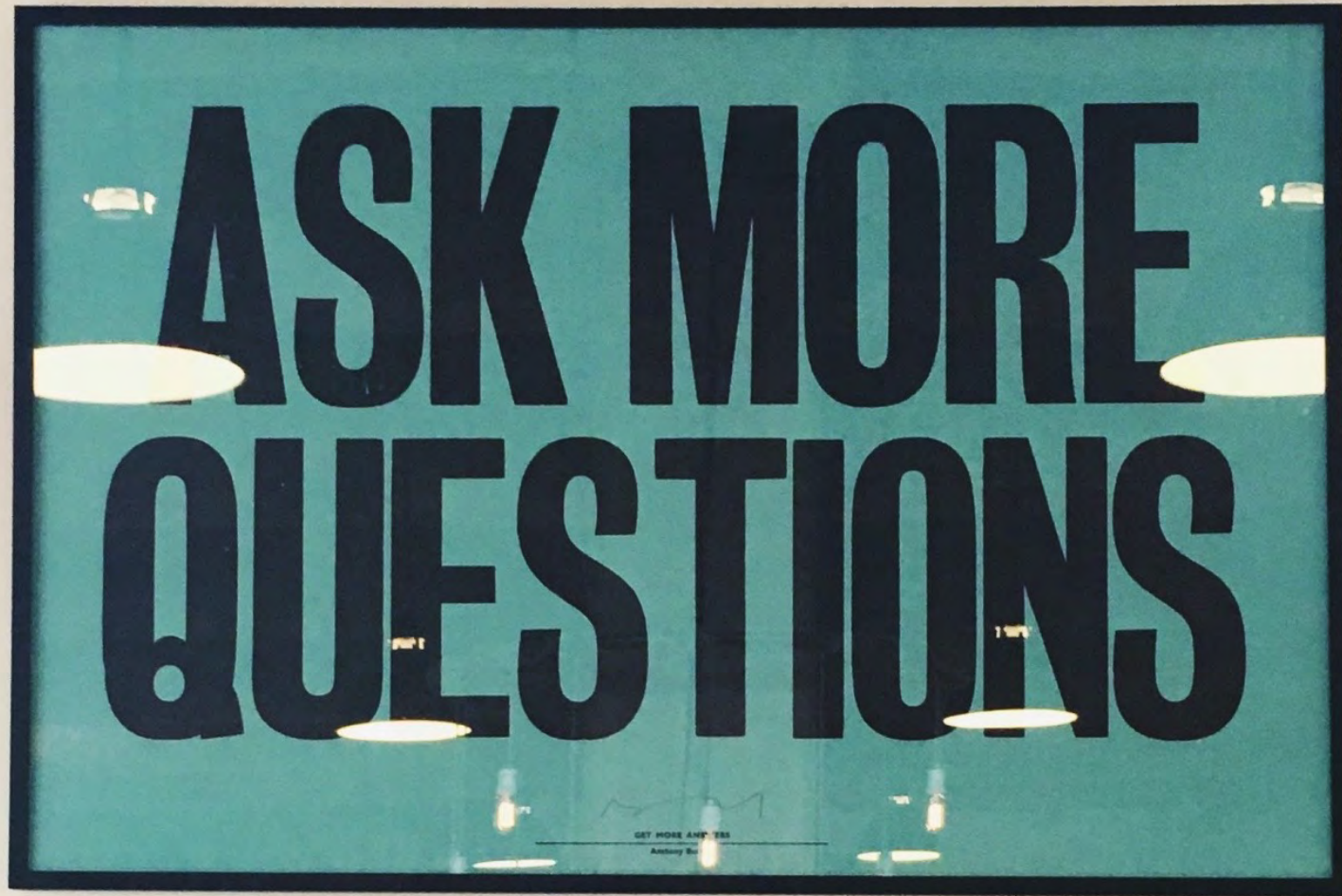
A photograph of two women in a professional setting. The woman on the left, with long dark hair and wearing a black leather jacket over a white top, is speaking and gesturing with her hands. The woman on the right, also with long dark hair and wearing a light-colored top, is listening attentively. The background is a blurred office or meeting space.

Playback

Tracking



Inquiry: The Art of Asking Curious Questions

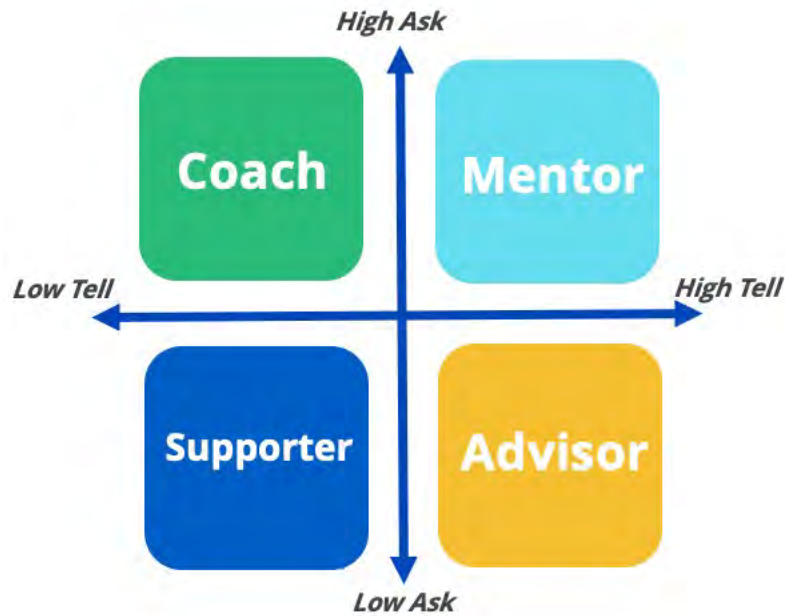


The Power of the Baby Step



Day 2 Summary

Roles of the Leader



Trust Equation

$$T = \frac{\text{Credibility} + \text{Reliability} + \text{Intimacy}}{\text{Self-orientation}}$$

↑ **C + R + I**
↓ **S**
Self-orientation

Source: "The Trusted Advisor" by David H. Maister, Charles Green, Robert Gelford (2000)

QUOTIDIAN MEETING IN 5 PARTS

1. Warm-up
2. Reflections
3. Goals
4. 3 A's
(Appreciations, Acknowledgments, Apologies)
5. Inspiration

Fundamental Coaching Skills

- Playback with Empathy
- Tracking
- Open-Ended Questions

The power of the **BABY STEP**