**Becoming Who You Really Are: How to Grow Yourself and Your Organization**

**How Does It Work?**

**WATCH:** In this unique learning journey you will get an email each day that links to a 3-5 minute video. In that video, Professor Robert Quinn shares an inspiring story from his 40 years of working with organizations across the world.

**REFLECT:** Each story is followed by 2 simple questions. You post your answers to your online community.

**CONSOLIDATE:** Each week you consolidate – squeeze the learning of each day into a single statement of learning for the week.

**TRANSFORM:** You share successes and transform each member of your learning community with aspiration. As you do you turn individual leadership development into organizational change.

**RESULTS:** After 100 days of this process, you and your team will have internalized new perspectives, new practices, and new habits of interaction with colleagues, friends and family that will transform your life, transform your relationships, and transform the impact you have on others.

**WHO SHOULD ATTEND?**

- Leaders - formal and informal
- People seeking a unique, sustainable leadership development experience
- Teams seeking extraordinary results through common language, supportive approaches

**ABOUT THE EXPERT**

**BOB QUINN, PhD**

- Margaret Elliot Tracey Professor at the University of Michigan
- Co-Founder, Center for Positive Organizations
- Known for his work on the competing values framework used by organizations across the globe
- Over 40 years of experience consulting with major corporations and government agencies.

**LEARN MORE**

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**IMAGINE**

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<tr>
<th>Deep Change</th>
<th>Purpose</th>
<th>Empowerment</th>
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<tr>
<td>What would happen if leadership development was radically altered?</td>
<td>What if every day you and your team spent 3-5 minutes imagining how to improve your effectiveness as leaders?</td>
<td>What if your people spent 3-5 minutes a day with a world class leadership coach who refused to tell them what to do?</td>
<td>What would happen if every manager, every employee became a leader?</td>
<td>What change can you imagine?</td>
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Week 1: Becoming Who You Really Are
1.1 Leadership is the capacity to change beliefs
1.2 We can become masters of leadership
1.3 Leadership is becoming who you really are
1.4 When we pursue a higher purpose we find surprising resources
1.5 Who you are shows up and shapes the culture

Week 2 Leaders Create Culture
2.1 Leaders become free to create culture
2.2 Leaders challenge the status quo
2.3 You get the culture you deserve
2.4 Leadership requires determination
2.5 Leaders are empowered and empowering

Week 3 Transformative Learning
3.1 Becoming a manager means transcending the technical mindset
3.2 Becoming a leader means transcending the managerial mindset
3.3 With transformative learning, we become fully human
3.4 Transformative learning leads to an empowering perspective
3.5 We can choose transformative learning

Week 4 Transformational Leadership
4.1 We can learn to lead without authority
4.2 Leadership begins with seeing deeply
4.3 Seeing deeply makes a leader effective
4.4 There are four roots of transformational leadership
4.5 The root of moral power is the common good

Week 5 Moral Power
5.1 Moral Power comes from making fundamental decisions
5.2 Pursuit of the collective good creates social attraction
5.3 Moral Power creates organizational attraction
5.4 Moral Power makes a leader powerful
5.5 Embracing the transformational perspective makes us free

Week 6 Individualized Consideration
6.1 Leadership includes an implicit covenant
6.2 Discovering the covenant of leadership turns objects into people
6.3 Reducing people to objects is destructive all
6.4 Individualized consideration is a demanding form of work
6.5 Individualized consideration leads to collective consideration

Week 7 Inspirational Motivation
7.1 Inspirational motivation is more necessary than ever
7.2 Vision means imaging the future
7.3 Vision requires disciplined reflection
7.4 Disciplined reflection produces an authentic voice
7.5 You can find and communicate vision by looking for excellence
Week 8 Seeing the Dynamic Whole
8.1 Seeing the whole is a source of power
8.2 Seeing the dynamic whole is a source of power
8.3 Purpose and enriched connections produces adaptive organizing
8.4 Turning peer pressure positive is a key to success
8.5 The dynamic mindset is learned

Week 9 Emergence
9.1 Crisis clarifies purpose and alters performance
9.2 Crisis gives rise to spontaneous contribution
9.3 Leaders can learn to do what crisis does
9.4 Collaboration gives rise to collective intelligence
9.5 Leaders facilitate the emergence of collective intelligence

Week 10 Intellectual Stimulation
10.1 Leaders empower people by helping them think and act for themselves
10.2 Leaders help people empower themselves
10.3 Leaders create an empowering culture
10.4 Leaders empower when they learn to leave the expert role
10.5 Leaders can learn to be the dumbest person in the room

Week 11 Deep Change
11.1 Organizations need to make deep change
11.2 People deny the need for deep change
11.3 Deep change begins with the leaders
11.4 Deep change challenges the existing mindset
11.5 The need for deep change is universal

Week 12 Disciplined Reflection
12.1 Disciplined reflection means breaking the logic of task pursuit
12.2 Disciplined reflection gives rise to adaptive confidence
12.3 Disciplined reflection integrates thought and action
12.4 Constancy in reflection gives rise to mastery
12.5 Writing enriches disciplined reflection

Week 13 Leadership and Purpose
13.1 Clarification of purpose turns a job into a calling
13.2 Clarification of purpose will turn a manager into a leader
13.3 Contributive goals are more powerful than ego goals
13.4 Contributive goals increase our capacity to perform
13.5 Clarification of purpose integrates our life

Week 14 Leadership: Integrity and Authenticity
14.1 Fear and hypocrisy are a normal side product of organizational culture
14.2 Positive leadership alters assumptions of trust, integrity and accountability
14.3 Integrity is manifest in the courage to move forward while feeling fear
14.4 There is a method for increasing integrity
14.5 Integrity and courage produce culture change

Week 15 Leadership: Empathy and Trust
15.1 Trust is the currency of transformational leaders
15.2 Listening gives rise to personal growth
15.3 Listening gives rise to organizational growth
15.4 Authenticity creates trust and commitment
15.5 *Authenticity accelerates learning

**Week 16 Leadership: Becoming Externally Open**
16.1 We see and become what we chose to behold
16.2 Leadership means being externally open, taking a fresh view
16.3 Leadership means offering a fresh view
16.4 Feedback is essential to learning
16.5 Leadership grows with commitment to feedback

**Week 17 Leadership: Altering Toxic Relationships**
17.1 Clarification of identity changes our perception of authority
17.2 We have the power to change the boss
17.3 There is a method for transforming a toxic boss
17.4 We have to learn how not to demonize
17.5 Trust in the face of risk is the first step to transformation

**Week 18 Leadership: Influence as Voice**
18.1 People hunger for voice but cannot find it
18.2 Voice comes as we discover who we are
18.3 Voice is a function of motivation
18.4 Voice becomes authentic as we act with courage
18.5 We find voice as examine our historical bank account

**Week 19 Leadership: The Power of Organizational Purpose**
19.1 Clarification of purpose is a golden opportunity
19.2 Clarification of purpose creates intrinsic motivation
19.3 Clarification of purpose transforms organization structure
19.4 Clarification of purpose can happen at any level
19.5 Clarification of purpose changes attraction patterns

**Week 20 Leadership: Imbuing Organizations with Purpose**
20.1 The highest purpose of a leader is to connect the people to the purpose
20.2 Purpose is not purpose until it is clear
20.3 People want to and can be connected to their purpose
20.4 Purpose gives rise to wholeness and intimacy
20.5 People need help creating purpose and intimacy