

Leadership is About Release

What's the goal of your leadership?

What is release?

- The ultimate goal of leadership is release or launch. We know this from parenting
- The path is preparation for the big, bad, beautiful world
- Lack of preparation could result in failure to launch
- What does release mean for us as leaders? Our job is to:
 - Equip our people for flight
 - Prepare our people for going solo
 - Launch them



Why is it important?

- **For them:**
 - If you always solve, advise, or tell, you are making them dependent on you and on external factors. Never leading self
 - They need a trust environment to thrive
 - It empowers ownership of their tasks and initiative
 - It enables thinking, creativity, and innovation
- **For self:**
 - The myth of being indispensable - don't be a bottleneck
 - The more you do the less you lead - grow your people
 - Operational vs Strategic leadership - time to think
 - You can take vacations – and enjoy them!

Who needs it?

- **Your people need it:**
 - Leadership is not primarily about what they want, it's about what they need!
 - They need to grow and show their competence and self-reliance
 - Psychological and emotional health means being independent and interdependent
- **You need it because Conscious Leaders:**
 - Don't get their emotional and psychological needs met by their people or children
 - Are always growing, stretching, and empowering their people
 - Build conscious leaders

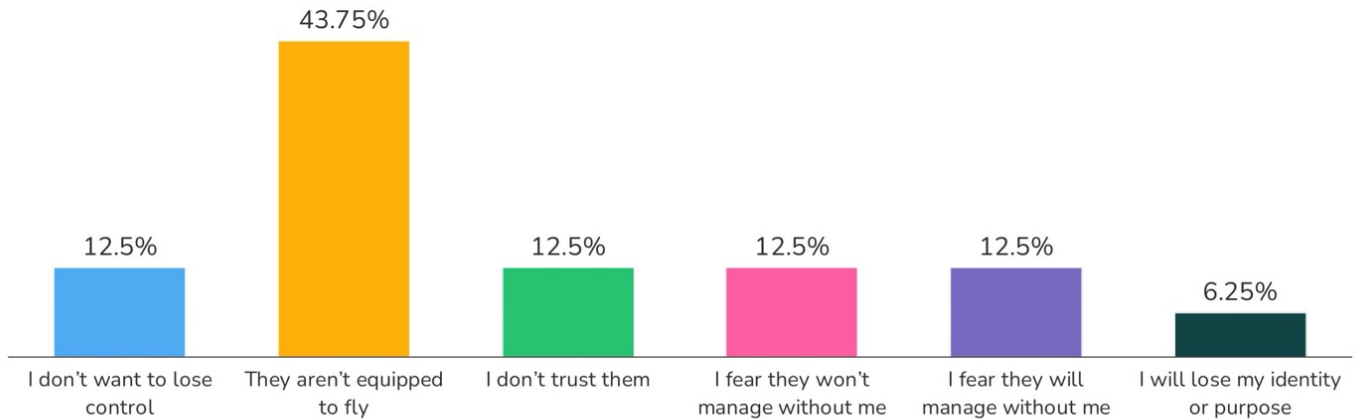
When do we do what?

- Begin with the end in mind
- Connect with their uniqueness and aspirations
- Equip them with appropriate knowledge and skills
- Facilitate growing their motivation and confidence
- Celebrate milestones, like solo flights
- Launch but don't abandon
- Check in - don't check-up

How do we launch our people?

- **Discover who they are:**
 - Tools - StrengthsFinder, StandOut, DISC
 - Connect - who are they and what do they want
 - Pay attention - success and failure, energy highs and lows...
- **Equip your people:**
 - Knowledge and Skills
 - Values and Culture
 - Purpose and Motivation
 - Confidence and Trust
- **Prepare for launch:**
 - Solo flights
 - Listen to their feedback and ask good questions
- **Launch**
 - Hold an event or handover ceremony

What prevents you from launching your people?



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Here are the results to the polls that was asked during the Morpheus Intelligence Update.

What are your launch priorities for your people?



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I hope you enjoyed the presentation!
Ian Hatton | Morpheus

