Be The Leader You Need
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Topics Covered

- Why strengthen communities with leadership
- Leadership, Emotional Intelligence Principles
- Pro-tips
Healthy Communities = Great Code
Community Leadership
Leadership
“Leadership is a process of social influence, which maximizes the efforts of others, towards the achievement of a goal.”

—Kevin Kruse, Leadership Expert, Forbes
Leadership is NOT

- title, role
- specific personality type
- management
- power
Leadership Types

- self-leadership
- leading others
- leading organizations
What Leaders Do

- shape a vision
- translate that vision into a clear strategy
- recruit, develop, and reward a team
- focus on measurable results
- foster innovation and learning
- lead yourself

Leadership Skills

“Two-thirds of leadership is dependent on emotional intelligence”

—Dr. Reuven Bar-on, 2006
“90% of the difference in [star vs average performers’] profiles was attributable to emotional intelligence factors rather than cognitive abilities”

—Dan Goleman, Emotional Intelligence
“After a Motorola manufacturing facility provided training in stress management and Emotional Intelligence, 93% of employees had an increase in productivity.”

—HeartMath, 2003
Emotional Intelligence
• Recognize, understand and manage our own emotions

• Recognize, understand and influence the emotions of others

―Dan Goleman, *Emotional Intelligence*
Pillars

- self-awareness
- self-regulation
- motivation
- empathy
- social skills
Pillars

- self-awareness
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- empathy
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Your emotions

Emotions of others
Self Awareness
“Only 36% of people are able to accurately identify their own emotions as they happen.”

—Dan Goleman, Emotional Intelligence
“...leaders with multiple strengths in Emotional Self-Awareness, 92% had teams with high energy and high performance. In sharp contrast, leaders low in Emotional Self-Awareness created negative climates 78% of the time.”

—Korn Ferry Hay Group
Self Regulation
“77% of leaders think they do a good job of engaging their people, yet 88% of employees say their leaders do a bad job with engagement. There is also a high level of suffering in the workplace: 65% of employees would forego a pay raise to see their leaders fired.”

—Rasmus Hougaard, Jacqueline Carter, *Mind of a Leader*
Mindfulness
“Between stimulus and response, there is a space. In that space is the opportunity to choose our response. In our response lies our growth and our freedom.”

——Tara Brach, Psychologist
Flip Your Lid - Dan Siegel
Asynchronous Comms Flips Our Lid

- No eye contact reduces empathy
- Projection of voice
- “Being right” is a form of survival
“Executives that started a 10 minute mindfulness practice saw that business performance improved.”

—Mind of the Leader
Recap

- Lead from any position
- You can’t lead others until you can lead yourself
- \( \frac{2}{3} \) leadership is emotional intelligence
- Self awareness / regulation are foundational
- They are attained through mindfulness
Pro-Tip: Self-management

- Set a vision for yourself
- Influence by selling your vision. Ask for help
- Mindfulness practice—BREATHE
- Identify triggers and practice a new response (Cognitive Behavioral Therapy)
Pro-Tip: Interactions

- Yes and...
- I like, I wish, I wonder
- Non-violent communication
- Active listening skills
- Know when to pick up the phone
Ready, Set, Lead
“Daring greatly means the courage to be vulnerable. It means to show up and be seen. To ask for what you need. To talk about how you’re feeling. To have the hard conversations.”

—Brene Brown
#YouGotThis
Thank you!

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Resources

- Emotional Intelligence 2.0, Travis Bradberry
- Emotional Intelligence, Dan Goleman
- Flipping Your Lid (video), Dan Siegel
- Tara Brach (tarabrach.com)
- “What makes a leader”, Harvard Business Review (HBR)
- “6 Fundamental Skills Every Leader Should Practice” (HBR)
- “What is emotional self awareness?” Korn Ferry
Resources

- “Comment threads? They’re a fight to the death”, The Guardian
- Non-violent communications (cnvc.org)
- The Mind of a Leader, Rasmus Hougaard, Jacqueline Carter
- Search Inside Yourself - siyli.org