

Leading Change with Head and Heart:

How do we invite Heart in and let it operate in partnership with Head?

Intentions for this Workshop: You are invited to have an experience of your heart and head operating together on a work situation by combining two tools, the Leadership Map for the Other and the CPR model, during a visualization. After the visualization, you will identify an action item (or new direction) that will move you forward in your current situation.

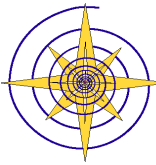
Introduction

- Corollaries of coming from the perspective of the Heart and from the perspective of the Head.
- Organizational members (and practitioners) face complex and adaptive challenges that require more than what the perspective of the Head can offer.

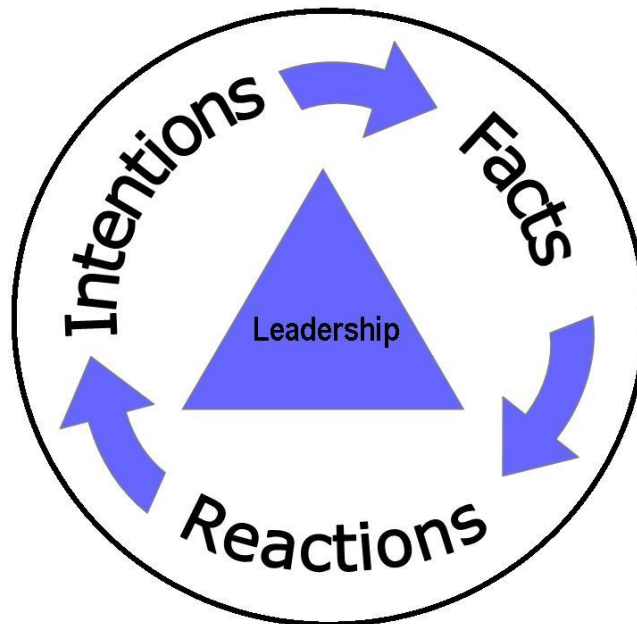
Activity: Select a Situation

Select a situation in which you are currently working on creating change with an individual or a system. An ideal situation would be one that poses a personal or a leadership challenge for you. For this exercise, identify a person you would like to focus on.

In pairs, share the situation.



Key Concept: The Leadership Map for the Other



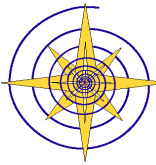
Please complete from the perspective of The Other.

Facts:

Reactions:

Intentions:

“The heart ... is the organ which produces true knowledge.”
H. Corbin, *Alone with the alone: creative imagination in the Sufism of Ibn Arabi*.



“It is only with the heart that one can see rightly; what is essential is invisible to the eye”

Saint Exupéry

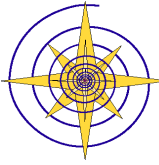
Key Concept: CPR to enliven the Heart

**C
P
R**

CPR	Heart	Head and Heart
C onnectedsness	Unity: blended oneness & separateness	C ollaboration: partnering, alliance, teaming, relatedness & differentiation
P ossibility	Creativity: imagination	P roblem Solving: vision and opportunity
R esponsiveness	Generativity: service and ownership	R esponsibility and Leading: risk, stepping out, stepping up, win-win production, significant outcomes
All	Essential Self: heart, playing bigger than self	True success Meaningful work

“... when we are dulled, bored, an-estetized, these emotions of bleakness are the reactions of the heart to the anesthetic life in our civilization, events without gasping – more banality. The ugly now is whatever we no longer notice, the simply boring, for this kills the heart.”

J. Hillman, The Thought of the Heart, The Soul of the World



Visualization

Action Steps

- What has changed in your approach and direction?
- Share in pairs.

The Leadership Map for Effective Action

