

“SHOW UP”

Six Strategies to Lead More Confidently



John Neral

**Executive & Career Transition Coach
Strategist**



Norms

- Challenge ideas and not the person
- Play Full Out
- One person speaks at a time
- Be curious and ask questions
- Be present and engaged
- Be open and receptive to new ideas
- Minimize personal technology
- Take care of yourself





I have stood on a mountain of no's
for one yes.

— *B. Smith* —

AZ QUOTES









- What does it mean to “SHOW UP?”
- What does it mean to lead?
- What does it mean to “SHOW UP” as an effective leader?

“The courage to be vulnerable is not about winning or losing, it’s about the courage to show up when you can’t predict or control the outcome.”

*-Brene’ Brown
Researcher and Storyteller*



“A good leader is one who can tell another how to reach his or her potential; a great leader is one who can help another discover this potential for him or herself.”

-Bo Bennett

Father, Businessman, Author, Amateur Comedian



“It’s not what you say that matters most, it’s why you say it.”

-Bruce D Schneider

Founder, Institute for Professional Excellence in Coaching

Author Energy Leadership & Uncovering the Life of Your Dreams



“As a leader, I am tough on myself and I raise the standard for everybody; however, I am very caring because I want people to excel at what they are doing so that they can aspire to be me in the future.”

*-Indra Nooyi
Executive and Former CEO of PepsiCo*



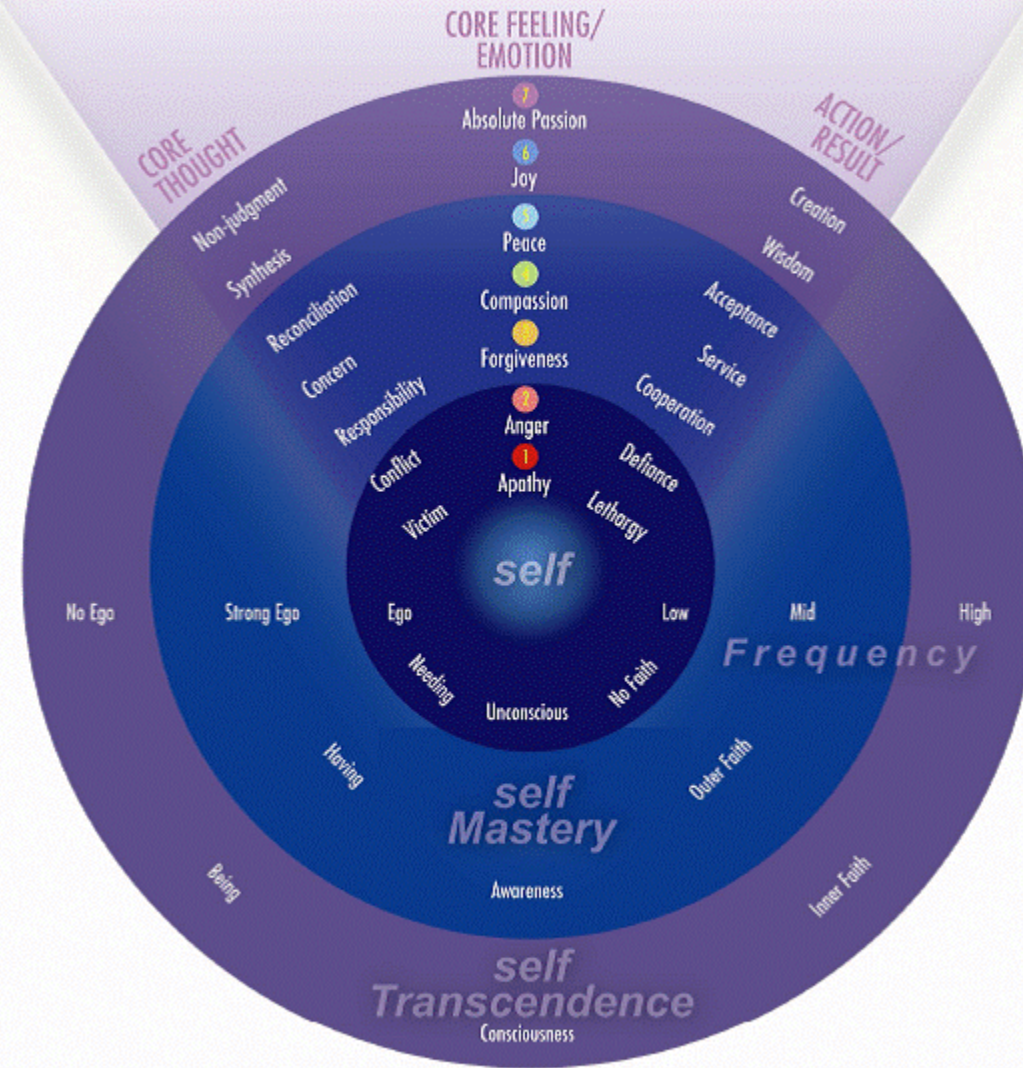
What does it mean to "SHOW UP?"

What does it mean to lead?

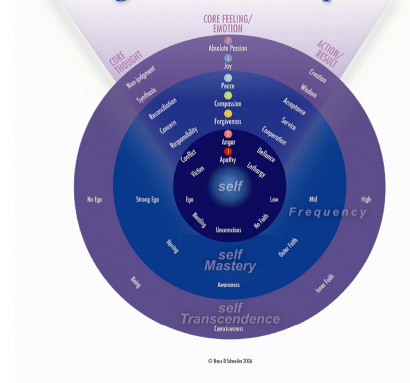
What does it mean to "SHOW UP"
as an effective leader?



Energetic Self Perception



The Seven Levels of Energy



Catabolic Energy

	Core Thoughts	Core Feeling/ Emotion	Action/Result
Level 1	Victim	Apathy	Lethargy
Level 2	Conflict	Anger	Defiance
Level 3	Responsibility	Forgiveness	Cooperation
Level 4	Concern	Compassion	Service
Level 5	Reconciliation	Peace	Acceptance
Level 6	Synthesis	Joy	Wisdom
Level 7	Non-Judgment	Absolute Passion	Creation

Anabolic Energy

The difference between an A.R.L. of 2.5 and an A.R.L. of 3.0 means:

- 20% increase in financial success
- 10% increase in self described leadership ability
- 15% more satisfaction in interpersonal relationships
- 12% greater feeling of engagement and excitement at work
- 14% more personal freedom
- 9% improvement in the quality and depth of communication
- 6% increase in health and wellness
- 16% increase in productivity
- 17% improvement in time management
- 12% greater feeling of spiritual connection
- 15% improvement in satisfaction in work-life balance
- 20% increase in overall combined energy level

11 Assessments Every Executive Should Take



Forbes Coaches Council COUNCIL POST | Paid Program
Leadership

3. Energy Leadership Index Assessment

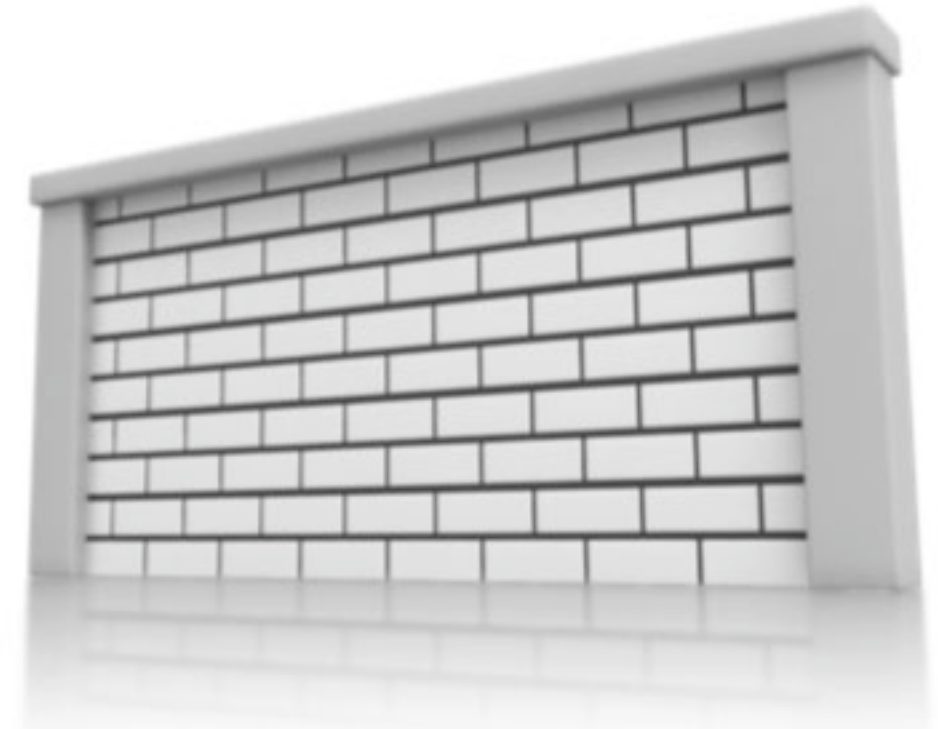
The [Energy Leadership Index Assessment](#) provides a unique lens on self-awareness and emotional intelligence, two key ingredients for any leader. Situational awareness of yourself and others is critical for a leader to respond appropriately to the people in their charge. Understanding where you are at any moment and how you respond to stress can make all the difference. - [Larry Boyer, Success Rockets LLC](#)

Two Types of Leaders

- Catabolic Leader
 - Manages
 - Delegates fully
 - Gives information
 - Self assesses
 - Works in crisis mode
 - Disconnects emotionally
 - Uses left brain analysis
 - Deals with problems
 - Utilizes personnel
- Anabolic Leader
 - Leads
 - Project shares
 - Shares detailed information
 - Utilizes 360 and individual feedback
 - Plans/develops accountability systems
 - Utilizes emotional awareness
 - Uses whole brain thinking
 - Sees only opportunities
 - Sees the true human resource

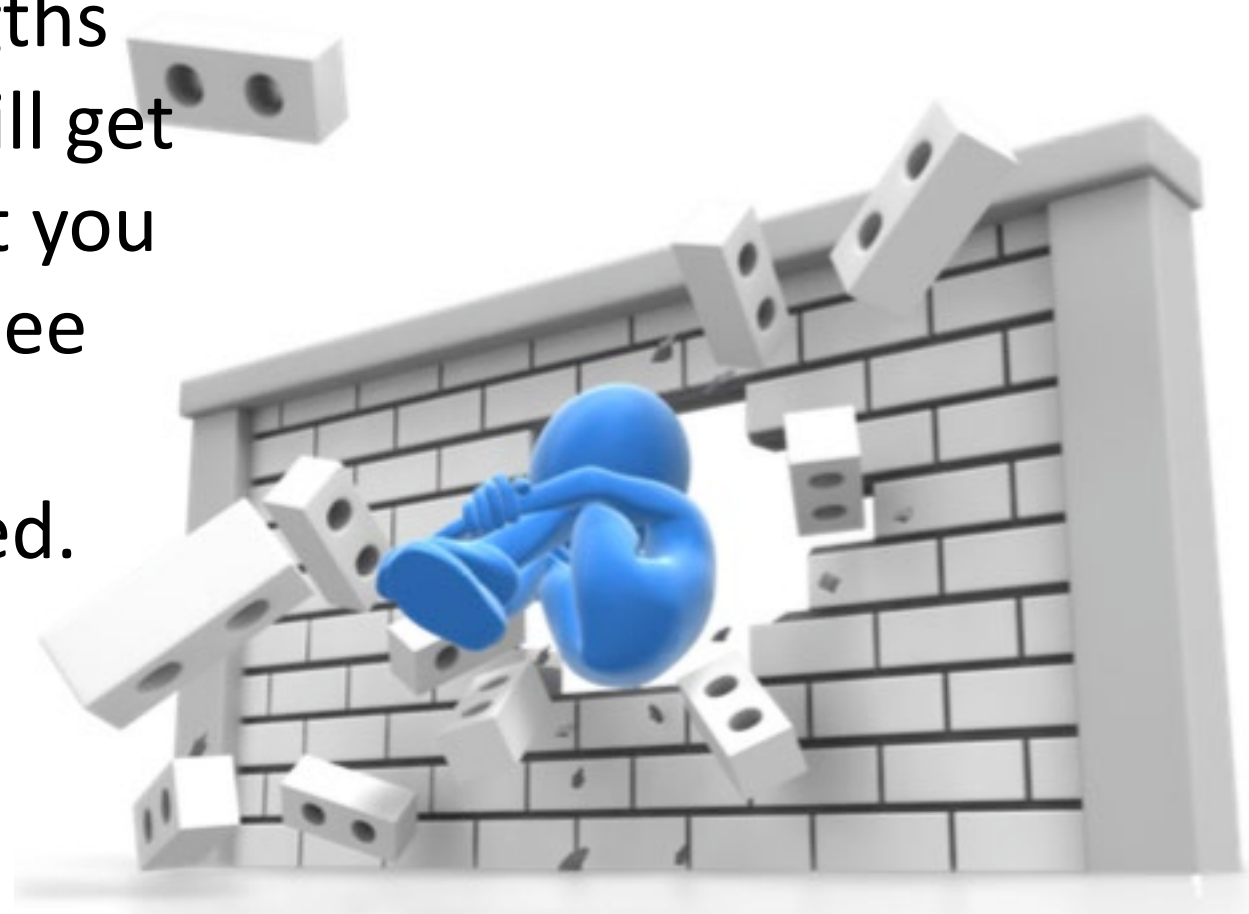
Level 1: “I lose.”

You enter into any situation with a mindset and attitude that you can't win. You believe you are defeated before you even enter the conversation. You lead out of fear, defeat, and complacency because you can't change or impact the situation based on your leadership.



Level 2: “I win. Therefore, you must lose.”

You view the situation as a “MUST WIN” for you. You tap into whatever resources and strengths you have to ensure that you will get the victory. You FIGHT for what you need at this energy level. You see importance in exercising your leadership to get what you need.



Level 3: “I win. But if you win, that’s okay.”

As a leader, you look at situations where you rationalize the outcome. You recognize what others bring to that situation and rationalize their abilities, opinions, and viewpoints which may prevail.



Level 4: “You win.”

You are a “heart-centered” leader, caring about everyone on your team and in your organization. You will drop everything you are doing to “fix” or “take care” of someone else, often making it difficult to nearly impossible to get your work done. As a leader, you put everyone else first.



Level 5: “We ALL win or we don’t play.”

As a leader, you communicate about and see opportunities for you and everyone on your team and in your organization. It’s not that everything is “rosy,” but you choose to look at these situations as more beneficial than detrimental.



Level 6: “We always win.”

As a leader, you view these situations and circumstances where you get to define what winning and losing look like for you and your team. Think about the project manager who motivates her or his team to meet project deadlines while focusing on new tasks they get to learn.

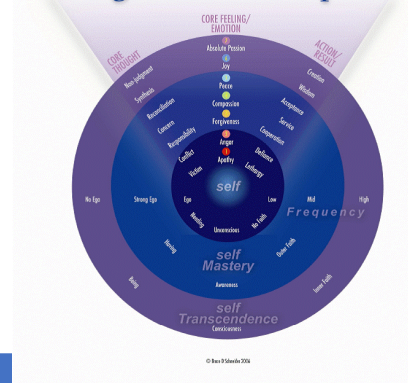


Level 7: “Winning and losing are illusions.”

As a leader, you see certain situations where winning and losing don't matter. This is more about the process and engagement, rather than the results. Think of Professional Learning Communities where people engage in topics and learning focused on things that matter to them, rather than being forced or dictated.



The Seven Levels of Energy



Catabolic Energy

	Core Thoughts	Core Feeling/ Emotion	Action/Result
Level 1	Victim	Apathy	Lethargy
Level 2	Conflict	Anger	Defiance
Level 3	Responsibility	Forgiveness	Cooperation
Level 4	Concern	Compassion	Service
Level 5	Reconciliation	Peace	Acceptance
Level 6	Synthesis	Joy	Wisdom
Level 7	Non-Judgment	Absolute Passion	Creation

Anabolic Energy

The Power of Energy Leadership

“John introduced me to the Energy Leadership Index (ELI) which I use every day to tap into and adjust my leadership strengths. I always felt I lead more with my heart than my head and the ELI assessment confirmed that. Now I have the power to use this as a strength, but also the power to know when to pivot.”

-Amy Landry

Senior Manager, Training and Engagement



The Power of How We “SHOW UP”

“John taught me how to value my time, set short term and long term goals, and understand my worth. He kept me focused, engaged, and moving in the right direction. The skills I have developed also apply to my life outside of my career and have allowed me to develop more positive relationships with those close to me.”

*-Gretchen Apgar
Organizational Development Specialist*



A Few Questions...

- Which energy level do you see yourself resonating at most often?
- If the energy levels are neither “good” or “bad,” then why would I want to shift my energy?
- How does my energy level impact the way I “SHOW UP” as a leader?



#showup6strategies

What does it mean to “SHOW UP?”



What does it mean to “SHOW UP?”



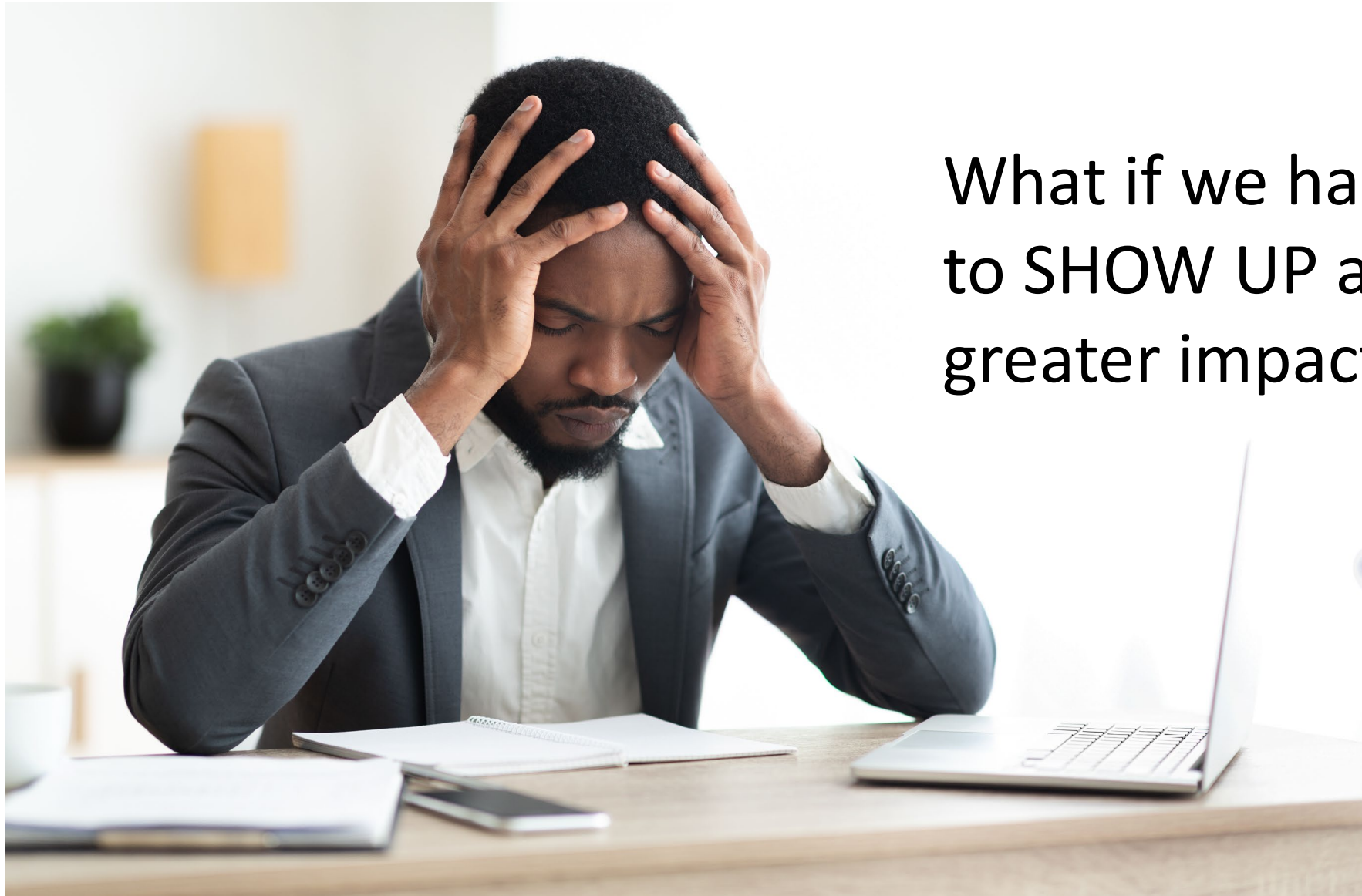
What does it mean to “SHOW UP?”



What does it mean to “SHOW UP?”



What does it mean to “SHOW UP?”



What if we had a strategy to SHOW UP and make a greater impact?

Set Ground Rules

- “How to Play”
- Set Ground Rules at the beginning of any new professional relationship to get off to a good start.
- “What do you need from me?”
- “May I share what I need from you?”



Set Ground Rules

- When you Set Ground Rules, those Ground Rules are NON-NEGOTIABLE
- These Ground Rules align to your leadership core values
- For example, how you SHOW UP as a leader is a ground rule you set every day for the interaction and engagement you have with your team, organization, clients, etc.



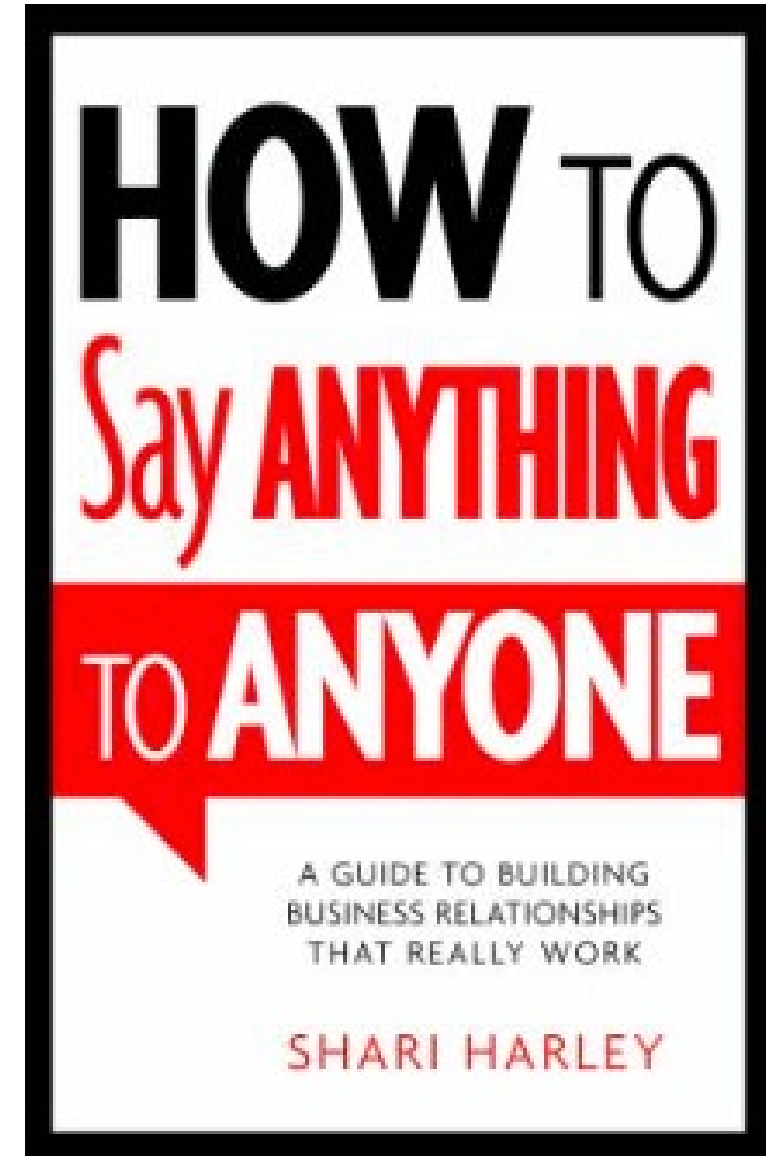
Have Intentional Conversations



Have Intentional Conversations

“The Feedback Formula” - Shari Harley

1. Introduce the conversation
2. Empathize
3. Describe the observed behavior
4. Share the impact or result
5. Have some dialogue
6. Make a suggestion or request
7. Build an agreement on next steps
8. Say “Thank you”



Own Where You Are



Own Where You Are

- What is working well for you in your leadership development?
- What are you learning about being a more effective leader?
- What do you need to work on to be a more effective leader?



Welcome New Opportunities



Welcome New Opportunities

- Where are your leadership opportunities?
- Why is now the right time to pursue these leadership opportunities?
- What's holding you back from being a more effective leader and embracing these opportunities?



Welcome New Opportunities



Use Your Genius



Use Your Genius

- What is your “Unique Leadership Value Proposition?”
 - Who do you help?
 - What do you help them do specifically?
 - Why is that work important to you?
 - How are you going to solve their problem



Use Your Genius

- Where do you stand out as an effective leader better than anyone else?
- Why should a new organization hire you because of your leadership?





Your brand is what other
people say about you when
you're not in the room.

Jeff Bezos , CEO & founder, Amazon

Protect and Promote Your Brand

- How well are you aware of what other people think about you as a leader?
- Why should you be concerned about your brand?



Protect and Promote Your Brand

- Write three words or phrases people would say about your leadership presence?
- Write three words or phrases people would not say about your leadership presence?
- What do you want to do to increase your brand awareness and your effectiveness as a leader?

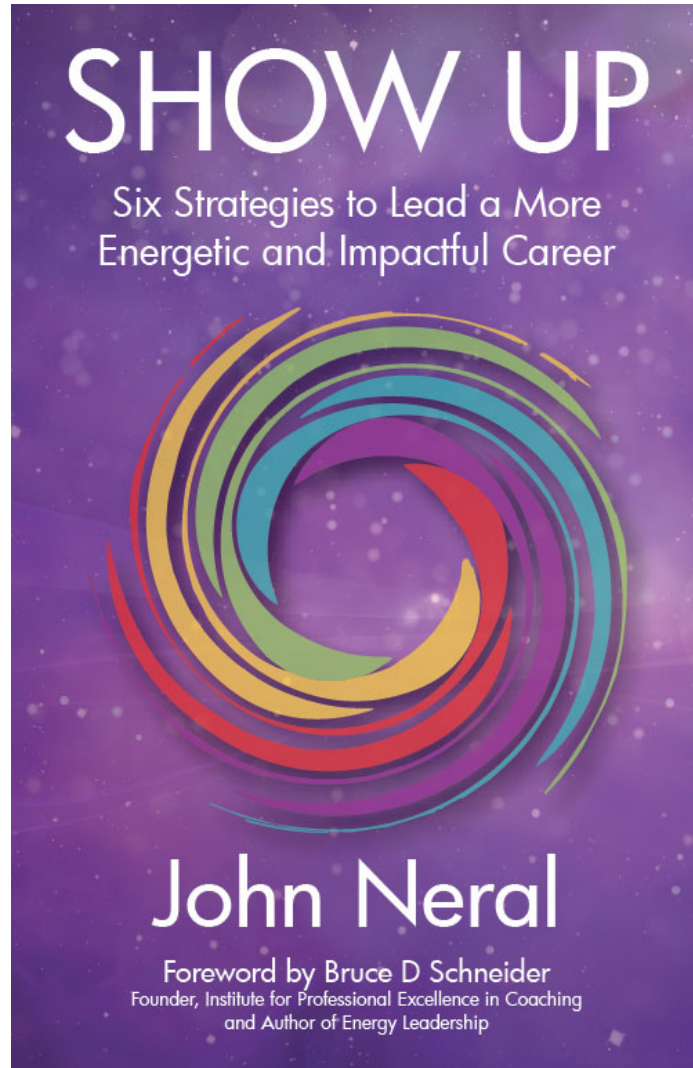


#showup6strategies

Set Ground Rules
Have Intentional Conversations
Own Where You Are
Welcome New Opportunities

Use Your Genius
Protect and Promote Your Brand





Available for pre-sale at
<https://johnneral.com>

Will be available on Amazon
in late March.



Have a question?

Email me at john@johnneral.com

Connect with me!



johnneral.com



[John Neral Coaching, LLC](#)



[@johnneralcoaching](#)



[John Neral](#)



[John Neral Coaching](#)

JOHN  NERAL

COACHING LLC

**Helping People "SHOW UP"
to Make the Impact They Want**

Closing Thoughts / Q&A

