

SESSION #2 OF THE ADVENTURES IN LEADERSHIP TRAINING SERIES FROM THE INCLUSIVE LEADERS' EMPLOYEE NETWORK

Welcome to The ABLE Leader!

Type your name, where you're Zooming in from, and tell us the last book that impacted your life, and how so?



CIBC's Inclusive Leaders Employee Network Presents:

A banner for "Adventures in Leadership" featuring a person with a red backpack running on a dirt path through a mountainous landscape under a blue sky. The text "Adventures in Leadership" is written in a large, white, serif font across the middle of the banner.

Adventures in
Leadership



Our Team



Katie Zenger, MPH

Zenger Strategies Founder &
Today's Facilitator



Brittany Wearing, MPH

Public Health and Training Expert
Tech Assist & Co-Facilitator



Charles Weathers, MBA

CEO, The Weathers Group
Leader //Coach //Speaker
Today's Trainer

CIBC's *Inclusive Leaders Employee Network*

Inclusive Leaders Employee Network (ILEN)'s mission is to *promote and build an inclusive environment* at CIBC that *supports collaboration, flexibility and fairness* where all employees of all levels are *encouraged to contribute* to the *organization's objectives and mission*. ILEN strives to promote concepts surrounding *inclusion* and *diversity awareness* through *employee networking opportunities, inclusive leadership development* and *career path development*.

ILEN Executive Sponsors, Chairs, and Committee Members

- **EXCO Sponsor:** Kevin Van Solkema
- **Executive Sponsors:** Andy Dawson and Sharon Michnuk
- **Co-Chairs:** Jonathon Bart and Diana Harrison
- **Committee Members:** Lisa Garcia, Matt Logan, James Ninni, and Michael Piccatto



Expectations



- 1 Be present
- 2 Suspend judgment
- 3 Seek understanding
- 4 Observe virtual meeting etiquette
- 5 Use the Chat! Interact with us!

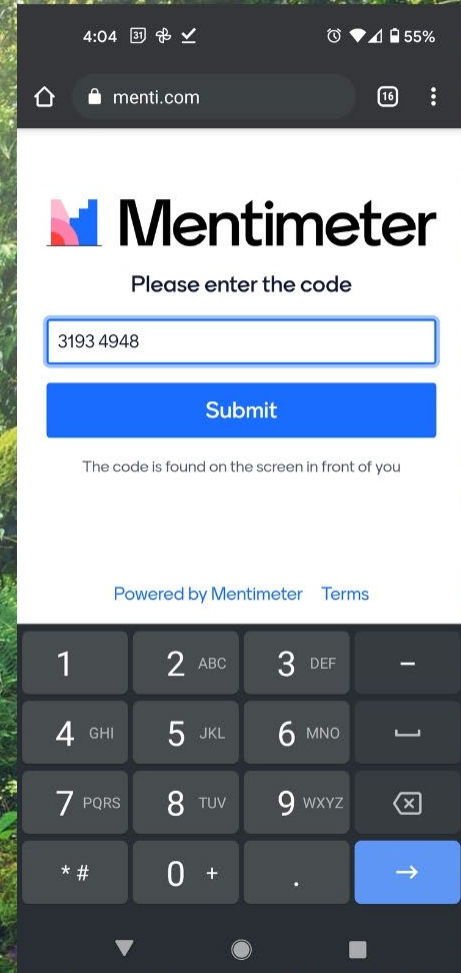
Today's Interactions

www.menti.com

89 05 55 32


Zoom Chat Function & Reactions

Mute!



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menti.com

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The ABLE Leader:

How to remain an effective leader during tumultuous times. You can build successful teams through *exploring* and *adopting* these **principles of leadership effectiveness**.





TELL ME A WORD OR PHRASE THAT DESCRIBES LEADERSHIP:

What is Leadership?

Menti.com

8905 5532

Defining Leadership + Leadership Effectiveness

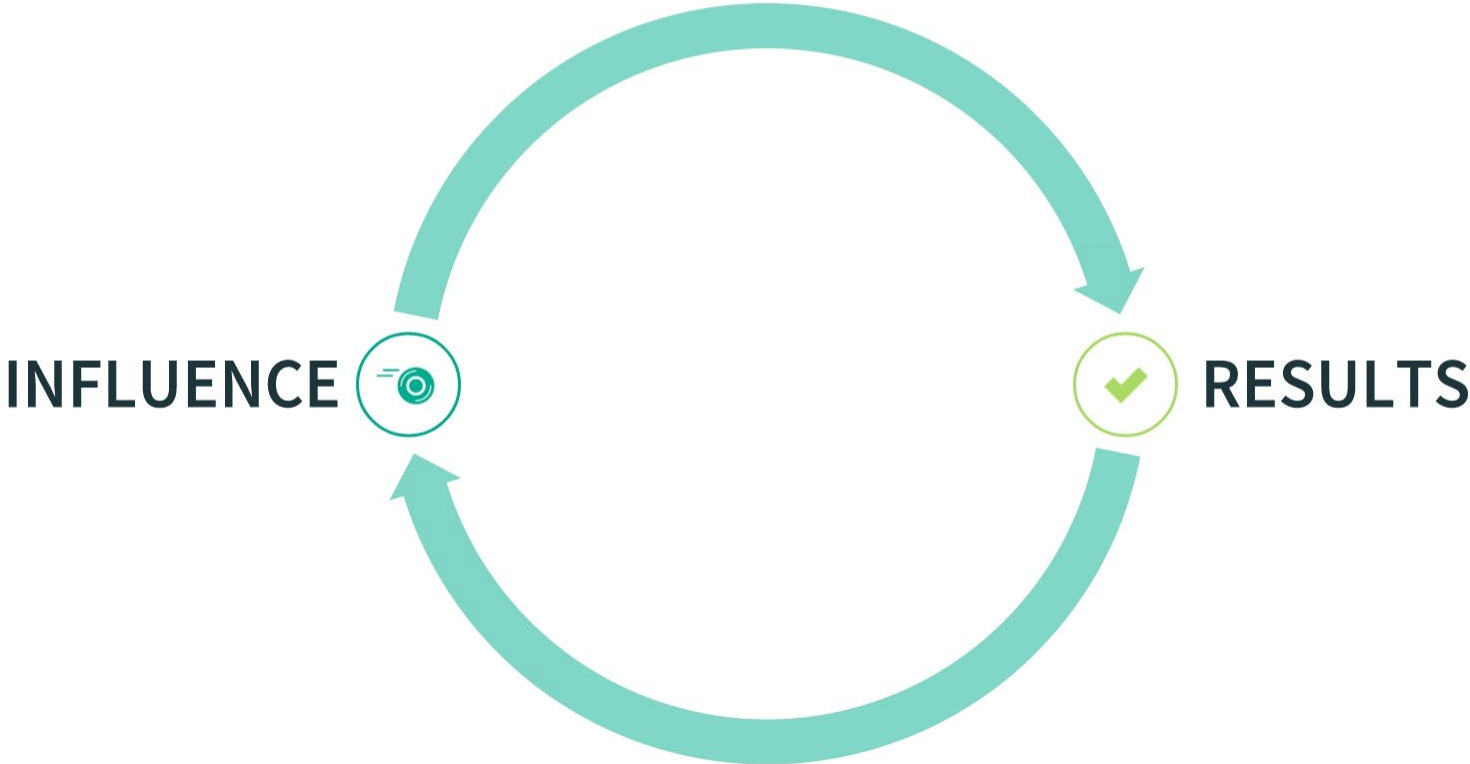


Leadership is INFLUENCE

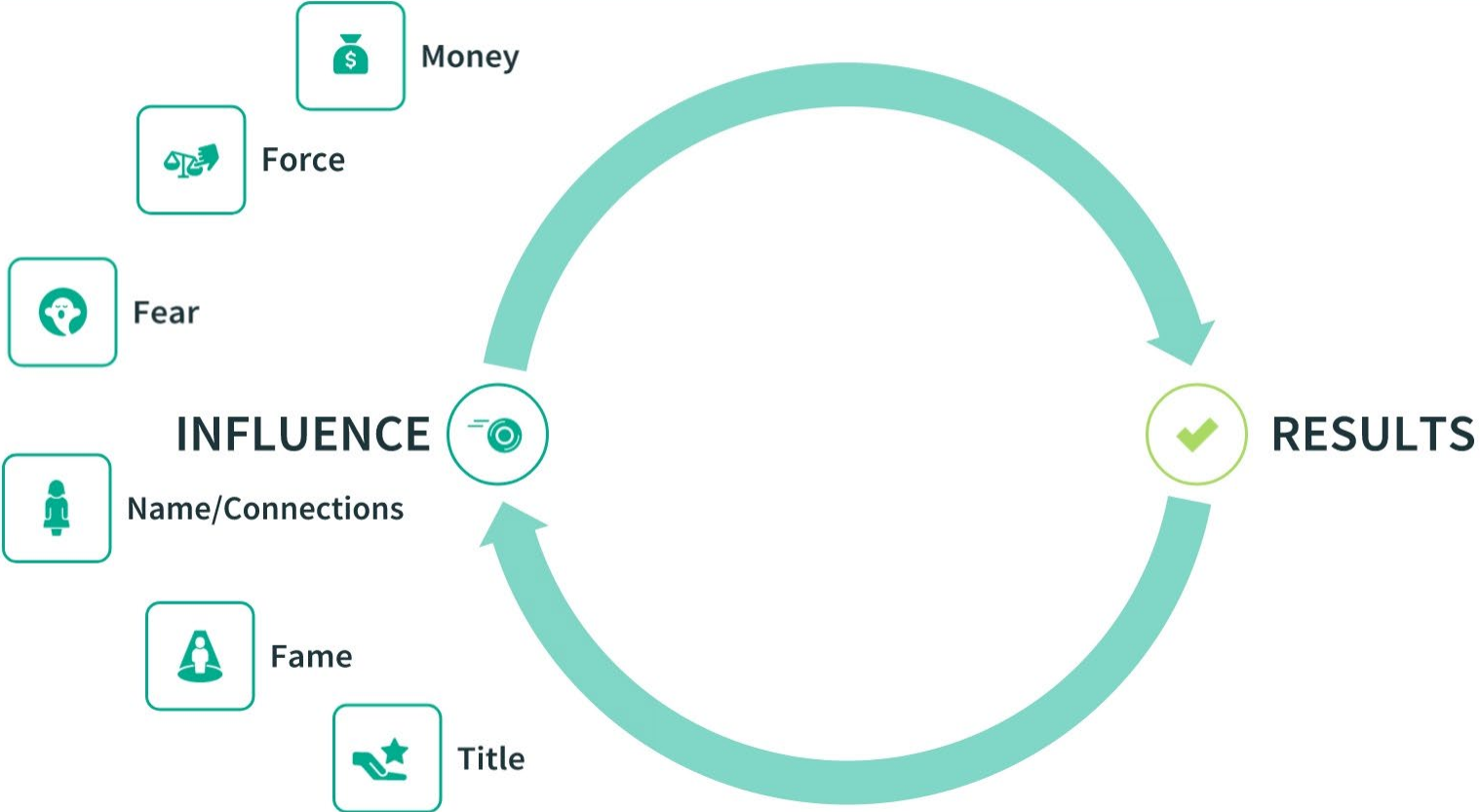
The successful use of *influence* to produce a *desired* or *intended* result.



Self-Sustaining Cycle of Performance



Sources of Influence



Sources of Influence - 7 Principles for ABLE Leaders



TEACHABLE



UNCOMFORTABLE



BELIEVABLE



ACCOUNTABLE



APPROACHABLE



ADAPTABLE



DURABLE

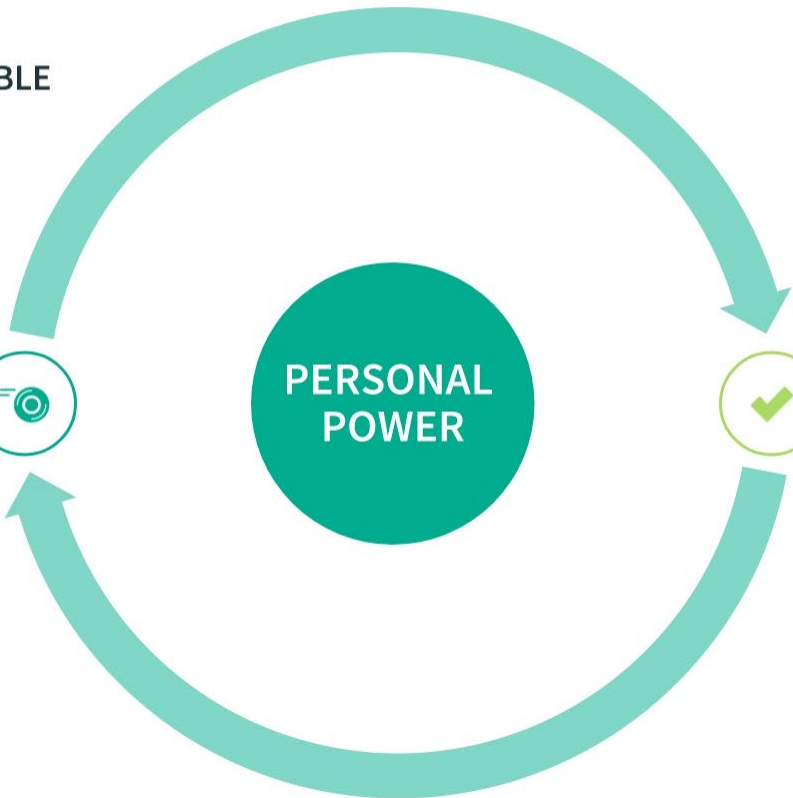
INFLUENCE



PERSONAL
POWER



RESULTS



Teach-ABLE



UncomfortABLE



**ZOOM POLL/
CHAT:**
How
comfortable are
you with being
vulnerable?
How does the
word
VULNERABLE
make you feel?

“Vulnerability is not about winning. It’s not about losing. It’s having the courage to show up when you can’t control the outcome.” “Giving feedback, receiving feedback, problem-solving, ethical decision-making... These are all born of vulnerability.”

Brené Brown



BelieveABLE

act of one's trust, or
ties, struts, or
trust (trust) n. 1
integrity, veracity,
fiducence; faith;
trusted. 2 So keep
for use or

reliability
careful invest
mercantile
person



AccountABLE



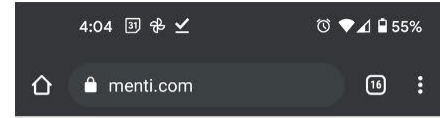
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Go to menti.com
on your phone

I have confidence in others when
they.....

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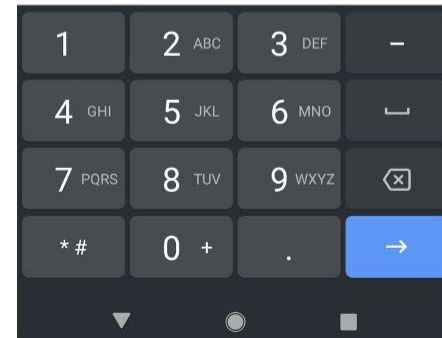
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Accountable Leadership in Action

COACHING EXAMPLE:

Accountable means being able
to *navigate conflict confidently*

*No accountability = no SAFETY

*No trust = mission is
compromised

*An accountable leader is able
to handle difficult
conversations



**THE
WEATHERS GROUP**
LEARN | CONNECT | PERFORM



ApproachABLE





Approachable - Role Play

Team Leader: Welcome everyone. Thanks for being here today. I'm looking forward to our time together. We have some critically important topics to discuss and everyone's input and perspective are valued. Please be open, candid, and clear.

Everyone agrees. [20 minutes into the conversation]

Team Member: I feel like I'm alone here. I feel like every time I bring something up that people here either don't attempt or want to understand what I'm dealing with and going through. I'm finding it really hard to keep showing up and being engaged when I don't feel I'm heard or appreciated.

Team Leader: Well, you're not alone here. I've told you that before.

Team Member: I know what you've said, I'm telling you what I feel

Team Leader: (Drops pen on desk - talking w/ a raised voice) You know, I feel alone sometimes as well. I gotta say I get sick and tired of everyone feeling like people are against or aren't trying to support them. Who are people? Are you talking about me? If so, just tell me. This is a safe space. Just tell me. We're all in this together.

Team Member: Forget. I'll be ok. It's all good.



Reactions/Discussion

>What did you observe? *Type your answers in the chat.*

>Do you consider the Team Leader approachable?

>Is there a teachable moment here? If so, what is it, and for whom?



AdaptABLE



DurABLE



Friday, July 15, 2022

**Applications due for Fall Semester
Leadership Coaches**



October 2022

Mock Interviewer Event

Closing Remarks

Thank you for attending today's session!

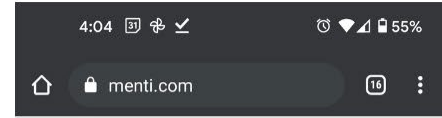
For any questions, please
contact: katie@z-strategies.com
or USInclusiveLeaders@cibc.com

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your phone

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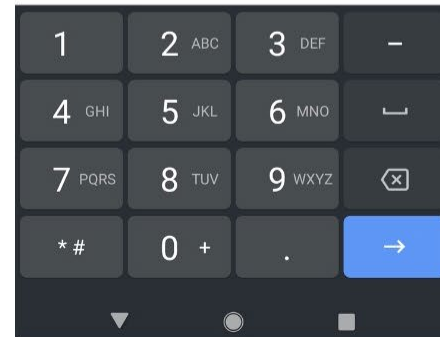
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Meeting Evaluation



- Please take the time to take the Survey Monkey meeting evaluation
- Use the QR code there <

- Or link in Chat!

<https://www.surveymonkey.com/r/23Q7QN6>

- Meeting Materials can be found **HERE:**

<https://www.z-strategies.com/cibc-adventures-leaders>

Thank You!

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