



The Power of Leading Authentically

Susan Pittman, Principal Consultant
& HRAS Leader



Why NOW?



What is authenticity?

Authenticity isn't ...

- + Just "Being Yourself"
- + Brutal honesty
- + "Just me being me – You can adapt"
- + Expectation that others should adjust to YOU



Leadership authenticity is ...



DEMONSTRATING A PASSION
FOR YOUR PURPOSE



KNOWING (& PRACTICING)
YOUR VALUES CONSISTENTLY



LEADING WITH YOUR HEART
& YOUR HEAD



Authentic leadership is revealed in
the alignment of *what you think*,
what you say and *what you do*.



Authenticity is your most precious commodity as a leader.



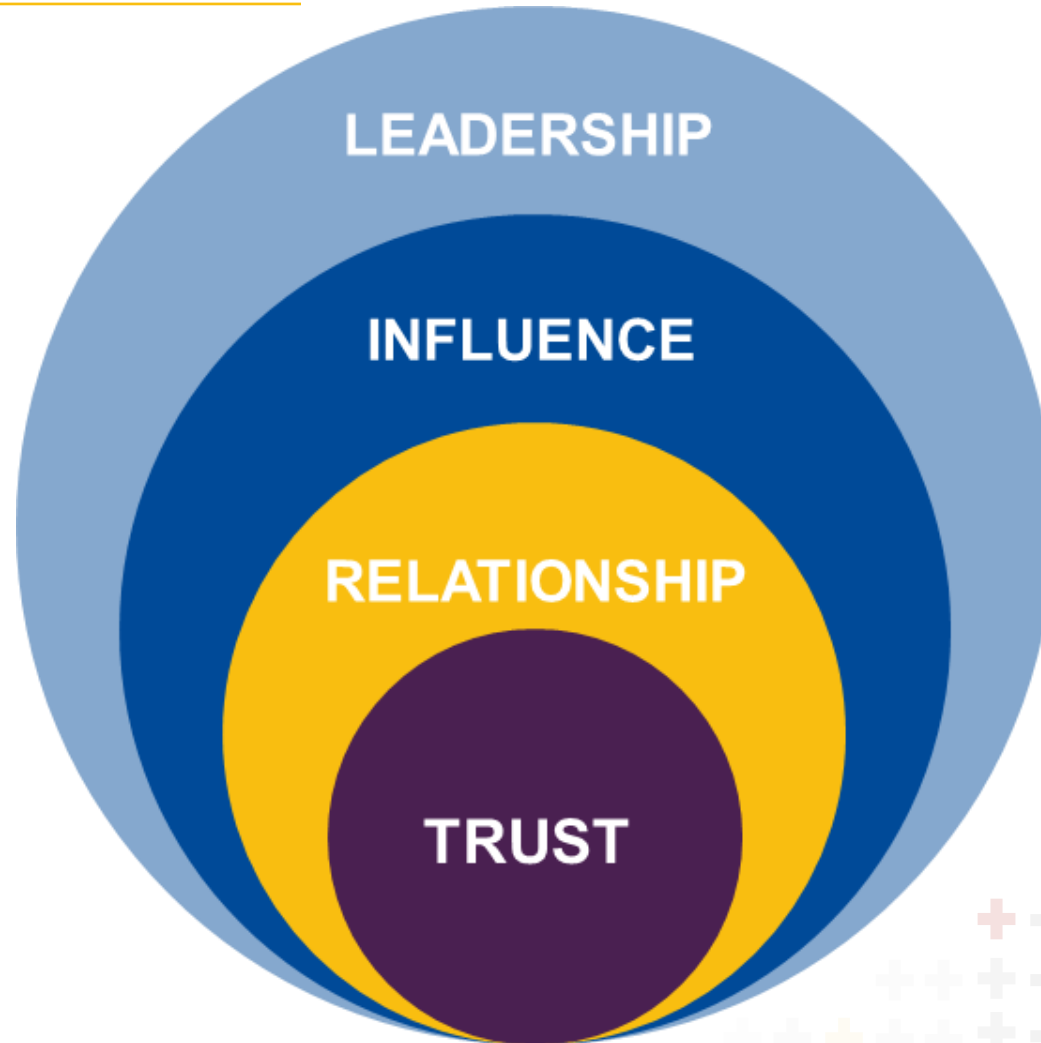
Authenticity is not something we have, or we don't have - it's a practice, a conscious choice of how we want to live.

Authenticity is a collection of choices that we have to make every day. It's about the choice to show up and be real. The choice to be honest.

The choice to let our true selves be seen.



The Core.





The real key to your influence with me is your example, your actual conduct. Your example flows naturally from your character, or the kind of person you truly are – not what others say you are or what you might want me to think you are.

It is evident in how I actually experience you.





Why should I Trust You?

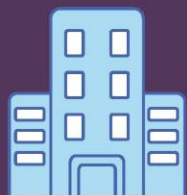
Balancing the Paradox.

Living in “Yes, and...”



6 PARADOXES THAT BUILD TRUST

IN TIMES OF CHANGE



1. CAPITALIZING ON STRENGTHS

2. SELF-RELIANCE

3. OPTIMISM

4. BEING TOUGH

5. SENSE OF URGENCY

6. CATALYZING CHANGE



1. GOING AGAINST THE GRAIN

2. TRUSTING OTHERS

3. REALISM/OPENNESS

4. BEING EMPHATHETIC

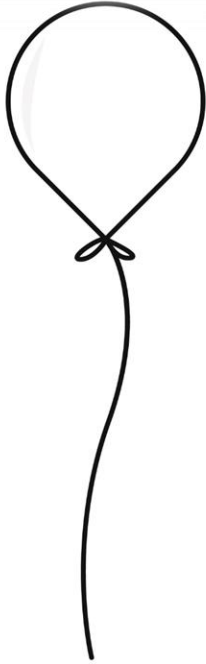
5. REALISTIC PATIENCE

6. COPING WITH TRANSITION





rethink.



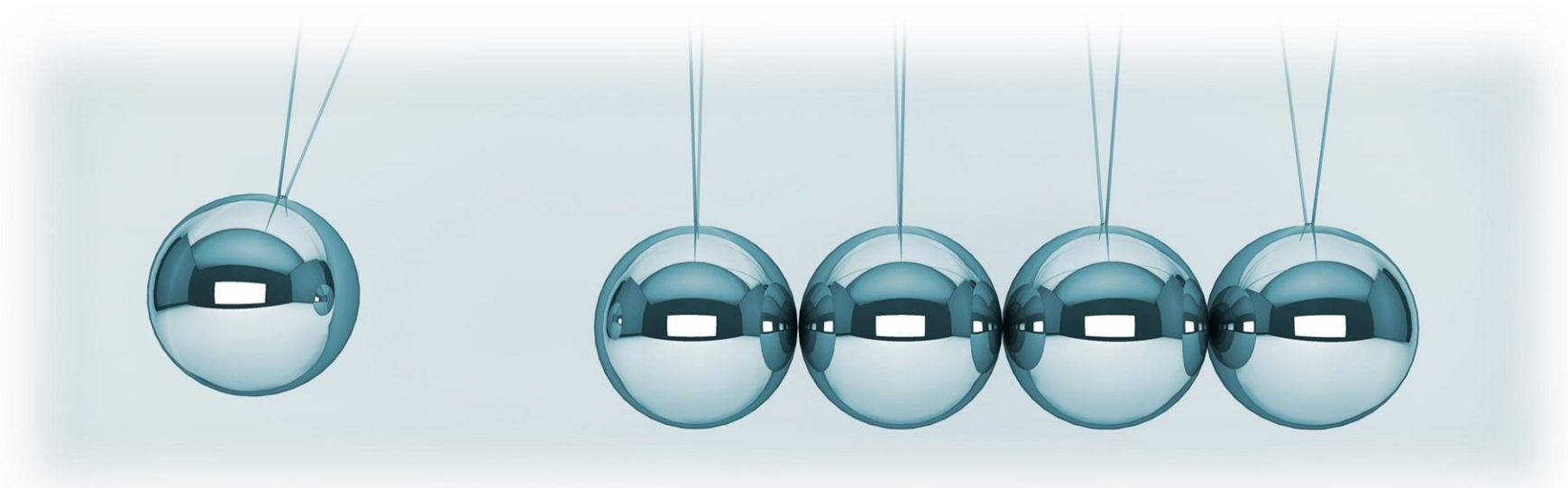
Authenticity is the daily practice of letting go of who we think we're supposed to be and embracing who we are.

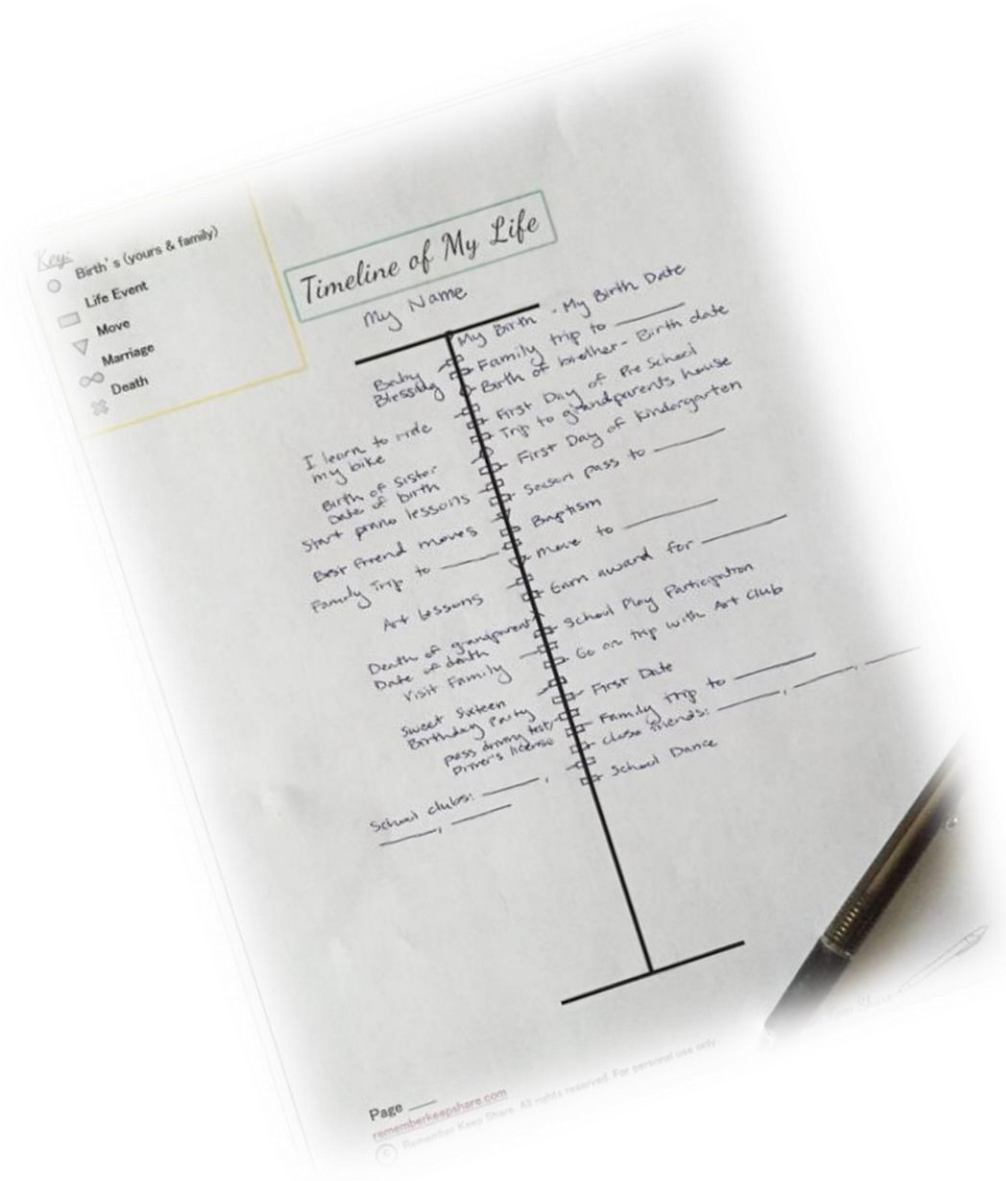




learn from your
life story.

Which people and experiences in your early life had the greatest impact on you?





*The power of
writing it down...*



know yourself.

What tools do you use to become self-aware?

*What are the moments when you say to
yourself, this is the real me?*





know your values.

What are your most deeply held values?

Where did they come from?

*Have your values changed significantly
since your childhood?*





find your purpose.

// Until you truly know yourself,
your strengths and opportunities,
and you know what you want to do
and why you want to do it, you
cannot succeed in any but the most
superficial sense of the word. //





Be Yourself



Know Yourself,

Grow Yourself...





Susan Pittman

Susan.Pittman@mcmhrsg.com

502.882.4664

www.mcmhrsg.com



PEOPLE
MATTER



LEADERS
INSPIRE



EXCELLENCE
RULES

assess
yourself → ask for
support → get
better



// Authenticity means being true to and about yourself - this involves some self disclosure, admitting what you don't know and being willing to ask questions. //



What kind of support team do you have?

How should you diversify your team to broaden your perspective?

