

# Authentic and Regenerative Leadership

to Grow Your Business, Team & Community

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**Authentic Leadership Center**

AT NAROPA UNIVERSITY

# Our Changing World



We live  
in a  
VUCA  
world



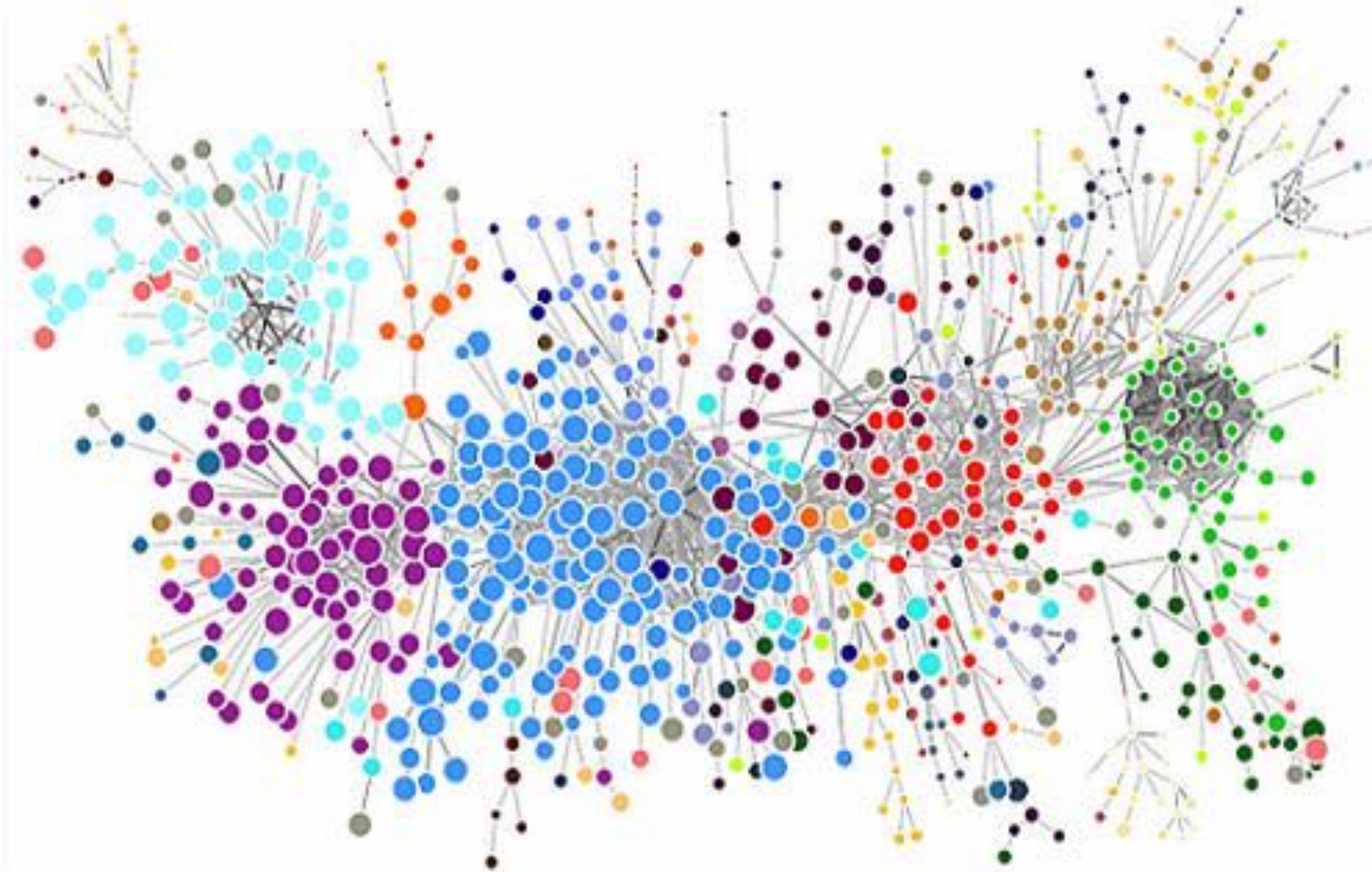
# Volatility



# Uncertainty



# Complexity



# Ambiguity



# Living in a VUCA World





What can we do?



# Shift the Focus

FROM “Outside”



TO “Inside”

Volatility

Values

Uncertainty

Understanding

Complexity

Connection

Ambiguity

Authenticity



## Rodale's 7 Steps to Regenerative Management

- Regeneration is an “inside-out” process
- Set a clear direction
- View life as a cooperative agreement not a competition
- It's not what happens to you on the job, but your response to it that counts
- Learn from the synergies of nature
- Listen to others
- Listen to yourself

# Learn to Respond Rather than React



# React

Play “not to lose”

Fear of loss

Desperation / fear

Root self-esteem in  
appearance &  
comparison to  
others

Survive

# Respond\_

Play to “create” or  
“contribute”

Abundance

Gratitude

Root self-esteem in  
capability to learn  
and long term  
success

Thrive



# The Blind Spot of Leadership



Results:

What



Process:

How



Source:

Who

**Blind Spot:** Inner place  
from where we operate/  
the level of consciousness



# Theory U and Regenerative Leadership

Observe,  
observe,  
observe

Act in an  
instant

Retreat and reflect:  
Allow the inner knowing to emerge

Scharmer, 2013



# Journaling

Challenges

Emerging Self

Frustration

Energy

Inner Resistance

Your community

Intention

Share challenges and intentions with a partner.





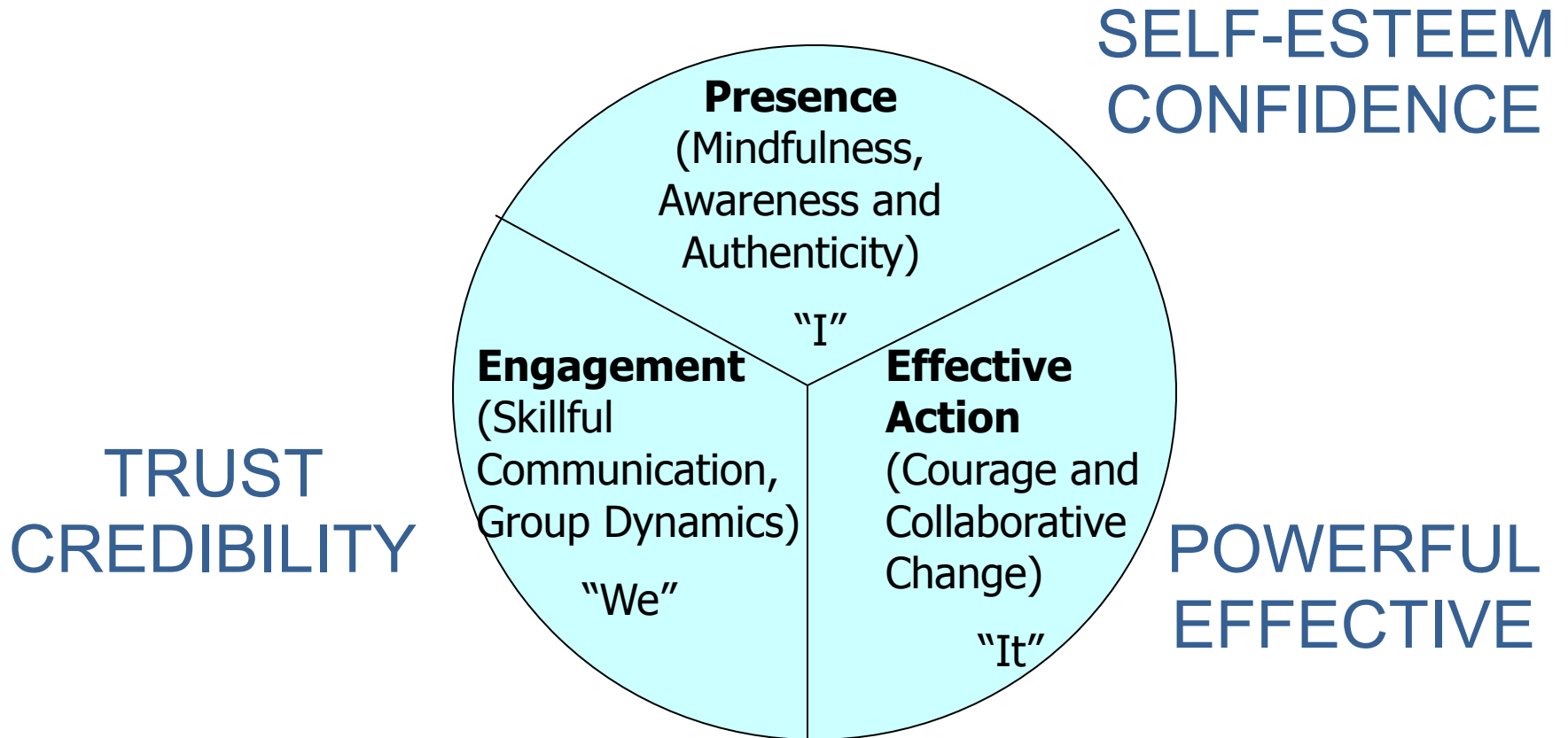
# What is the Leader's New Role?

Foster a creative “space” in which transformation can occur

- Host conversations that matter
- Surface and examine underlying beliefs and work w/ the denial, fear, anger, ...
- Model a positive emotional tone
- Co-create a win-win vision
- Encourage authenticity and integrity



# Authentic Leadership





**Authentic Leadership Center**  
AT NAROPA UNIVERSITY

Pilot program:

May 4-5, 2018 in Boulder Colorado

Focused on cultivating Authentic and Regenerative approaches to leadership in the Natural Products Sector.

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# Thank You!

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