

LEARNING TO UNLEAD: THE PRACTICE OF LOVE AND HOPE AS A REVOLUTIONARY APPROACH TO LEADING

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**SEMANN &
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UNDERSTANDINGS OF CURRENT LEADERSHIP

“Without forgetting it is quite impossible to live at all.” (Friedrich Nietzsche, Genealogy Of Morals)

If it ain't broke...



LEADERSHIP DILEMMAS

Diversity may have positive implications for creativity and innovation due to the availability of a wider range of perspectives, but that it also opens the door for conflict in values, beliefs, and biases.

THE LANGUAGE OF RELATIONSHIPS TRUMP
OTHER FORMS OF LANGUAGE SUCH AS
OUTCOMES, GOALS, PRODUCTIVITY

Don't create distinctions between leading
and following

Pack away your ego

Connect over what really matters

Understanding the biorhythm of others

Open yourself to the suffering of others
through connecting to your own suffering

Aim not for perfection but for attempt

Take off the armour

Take a liberating position

People are fearful of opening up

Don't assume that things get better, it
doesn't get better, but you get better

The greatest danger for most of us lies not setting our aims too high and falling short – but rather in setting our aim too low and achieving our mark

Your goal is not to save

Our vulnerabilities aren't all what they are
cracked up to be

See failure as inevitable

Create a culture of sector solidarity

It is this combination of love, hope,
togetherness and comfort that speak of a
new leading and being led

Reflectiveness

It includes an ability to recognise one's own biases and weaknesses.

Moderate ego

- This form of leadership is not threatened or frightened by 'otherness' or 'forgiveness', but asks 'What can I learn from this'.
- It allows us to be silent when we feel the need to speak. It allows us to remain uncertain when people expect us to know, and it allows us to have shaky knees when we are expected to be firm and strong.

Appetite for risk and testing self

Ingredient	Capability	Strategy
Reflectiveness	Negotiating outcomes/rejecting command and control	Listening & learning
Moderate ego, internal locus of control & openness	Comfort with organisational levels / identification within underdog	Dialogue
Appetite for risk and testing self	Courage and willingness to challenge	Challenging status quo / prejudices

Because we realise that our team and a healthy culture of relationships is the best immune system you have.

Thank you