

HOW TO TRANSFORM SELF TO LEAD IN THE NEW ERA

It's not only about embracing change, adopting best practices, working harder and smarter, and leading effectively; it's about transforming ourselves and empowering everyone to shape the future.

L E A D E R O N E . O R G

Introduction

In today's world, the essence of inner leadership and the journey within has never been more important.

This presentation highlights the transformative power of self-discovery and the quest to align with our authentic purpose—a journey where there are no paths.

I share the key people, events, and concepts that have shaped my path. I aim to unravel the complexities of the inner journey, offering insights and encouragement for those ready to venture on their own.

This presentation is more than a personal reflection—it's an invitation. I invite you to carve out your own journeys, embrace your innate potential, and lead with genuine purpose and authenticity.

— Bill Fox

Pioneering New Horizons in Leadership and Workplace

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Navigating the Uncharted: A Blueprint for Transformative Leadership

1. *Be a Catalyst to Change Something Broken in the World*
2. *There's Great Power in Small Steps Aligned with a Larger Purpose*
3. *Participate in the Emerging Future by Sharing Your Insights*
4. *Harness the Power of Intention*
5. *The Magic of Synchronicity*
6. *Conversations That Matter*
7. *The Journey to a Forward Thinking Workplace*
8. *A New Understanding of How the Mind Works*
9. *Guiding Lights on the Path*
10. *Expanding Horizons in the Space Beyond Boundaries*
11. *Embracing the Unknown*
12. *A Milestone of Collective Leadership*
13. *The Quest for Self-Discovery*

The reason Star Wars is so popular for so many years is because it's a very well-told Hero's Journey epic story. What people long for and are also terrified of is living the Hero's Journey.

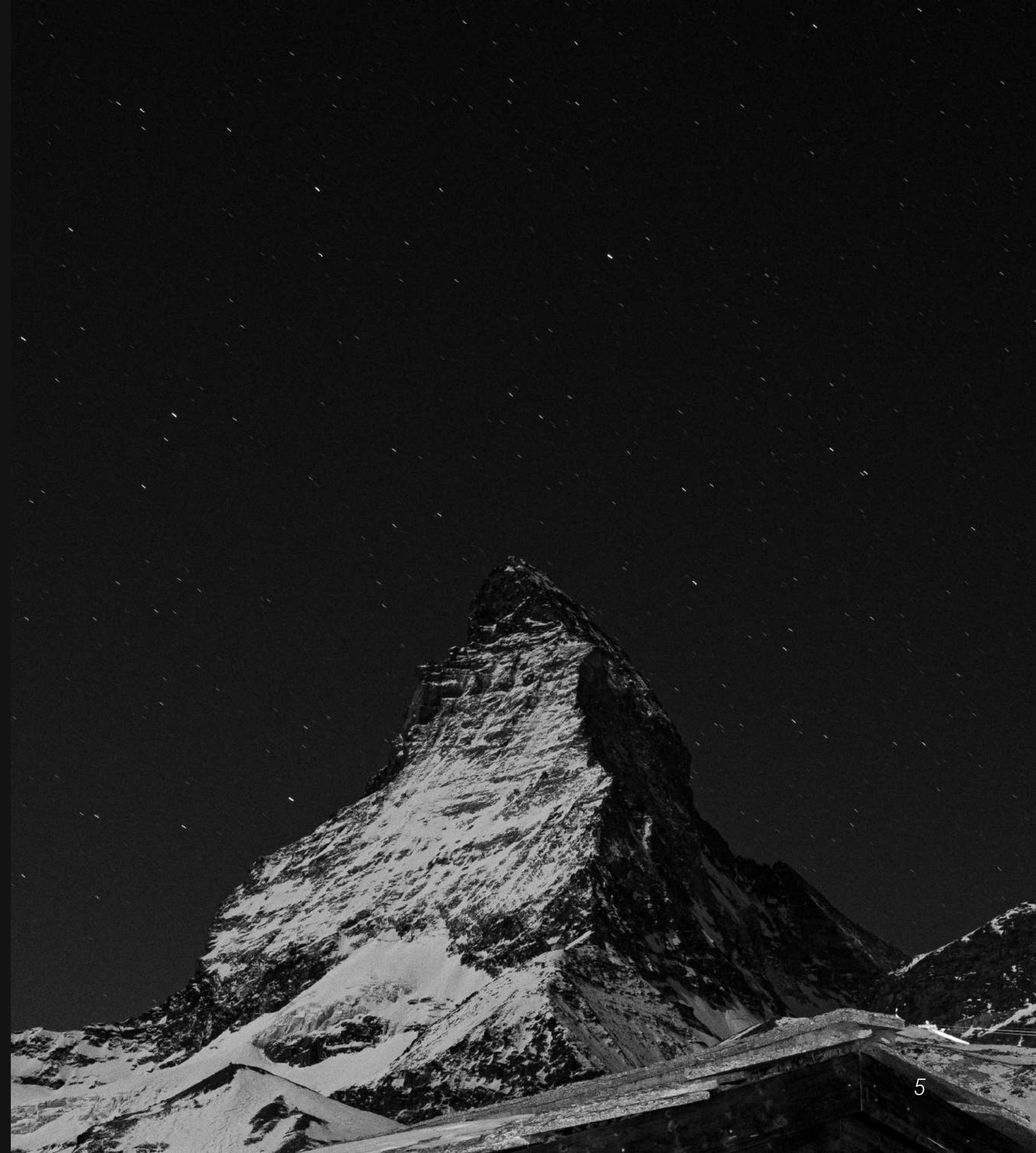
– Perry Marshall, Renowned Marketing Expert in The Future of the Workplace

1. Be a Catalyst to Change Something Broken in the World

The journey begins with recognizing that the world is calling for healing, and we are the ones to answer that call. This realization is the spark that ignites the quest for inner leadership.

“Throughout my 40-year career in corporate America, I noticed that many initiatives aimed at enhancing organizations often failed to bring about genuine or lasting change.

In 2009, after playing a key role in driving yet another corporate change initiative to a significant achievement, I saw all our progress vanish with the arrival of a new leadership team. Disheartened by this pattern, I resigned from my position without having another job lined up, determined to address this persistent issue.”

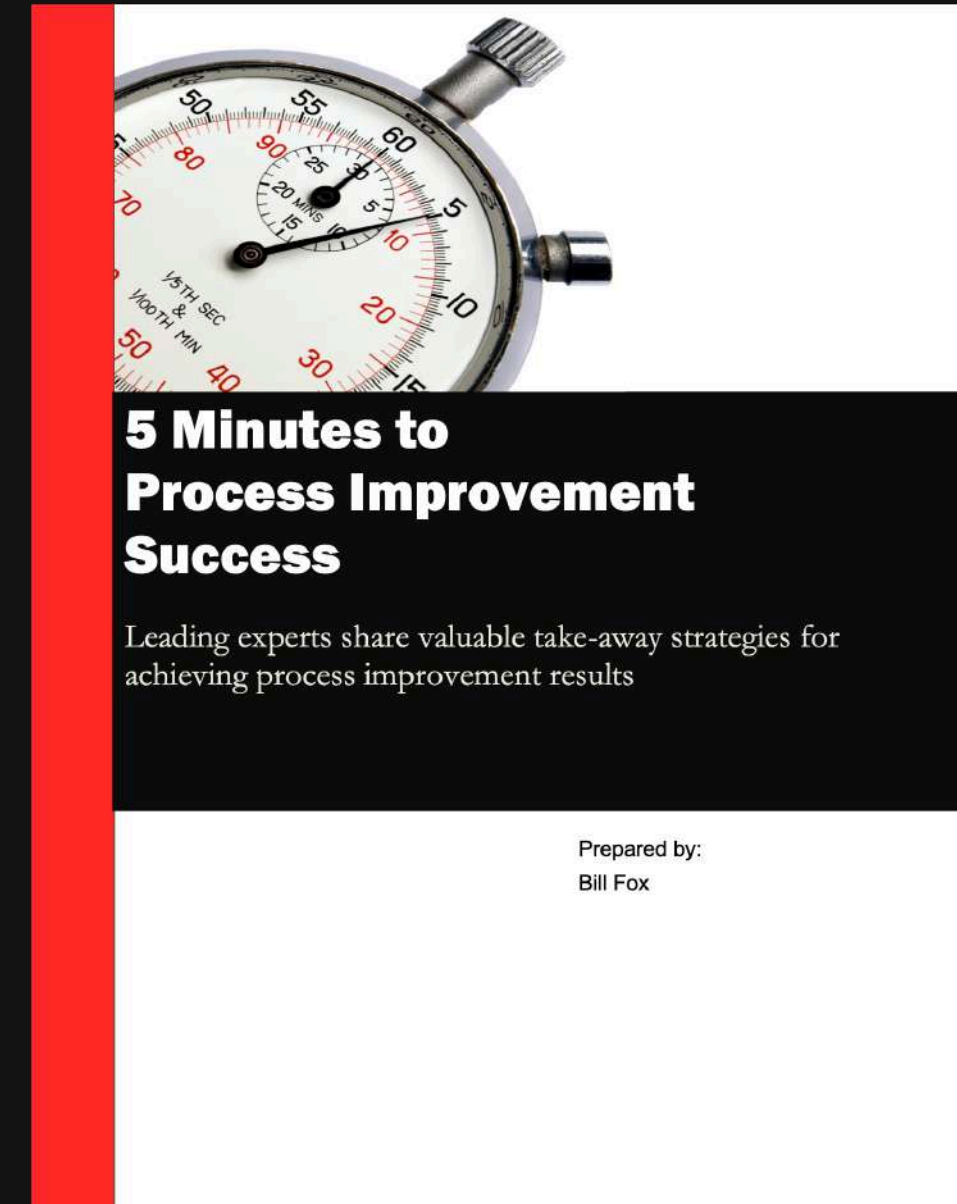


2. There's Great Power in Small Steps Aligned with a Larger Purpose

Echoing Joseph Jaworski's belief in the power of small actions aligned with a larger purpose, the inner journey underscores the significance of modest yet consistent steps toward improvement.

"I was unsure of where to start, so I created a list of 70 ideas. When I discussed this list with colleagues and friends, one idea, in particular, captured their interest: interviewing experts and asking each of them the same initial question, "What is the best improvement strategy or tactic that has worked well for you?"

Surprisingly, most of them shared insights that went beyond their well-known areas of expertise and shared something much deeper. This interview series and later book was called 5 Minutes to Process Improvement Success."



3. Participate in the Emerging Future by Sharing Your Insights

Publishing or sharing insights is not just about contributing to a conversation; it's about participating in the collective consciousness, shaping and being shaped by the emerging future.

"In the summer of 2012, the Cutter Consortium issued a call for papers on the topic of blending agility with structured standards. I saw this as a chance to share important insights gained from discussions with leading experts and practitioners in the field. My central argument was that the ongoing debate persists because our collective focus is misplaced, and we must ask better questions. This idea was contrary to the prevailing opinions and practices at the time, and I was initially doubtful it would be accepted for publication due to its controversial nature.

However, to my surprise, not only was the article published in the next issue of the journal, but it also garnered acclaim from various quarters. Moreover, it opened up several new and unforeseen opportunities for me."



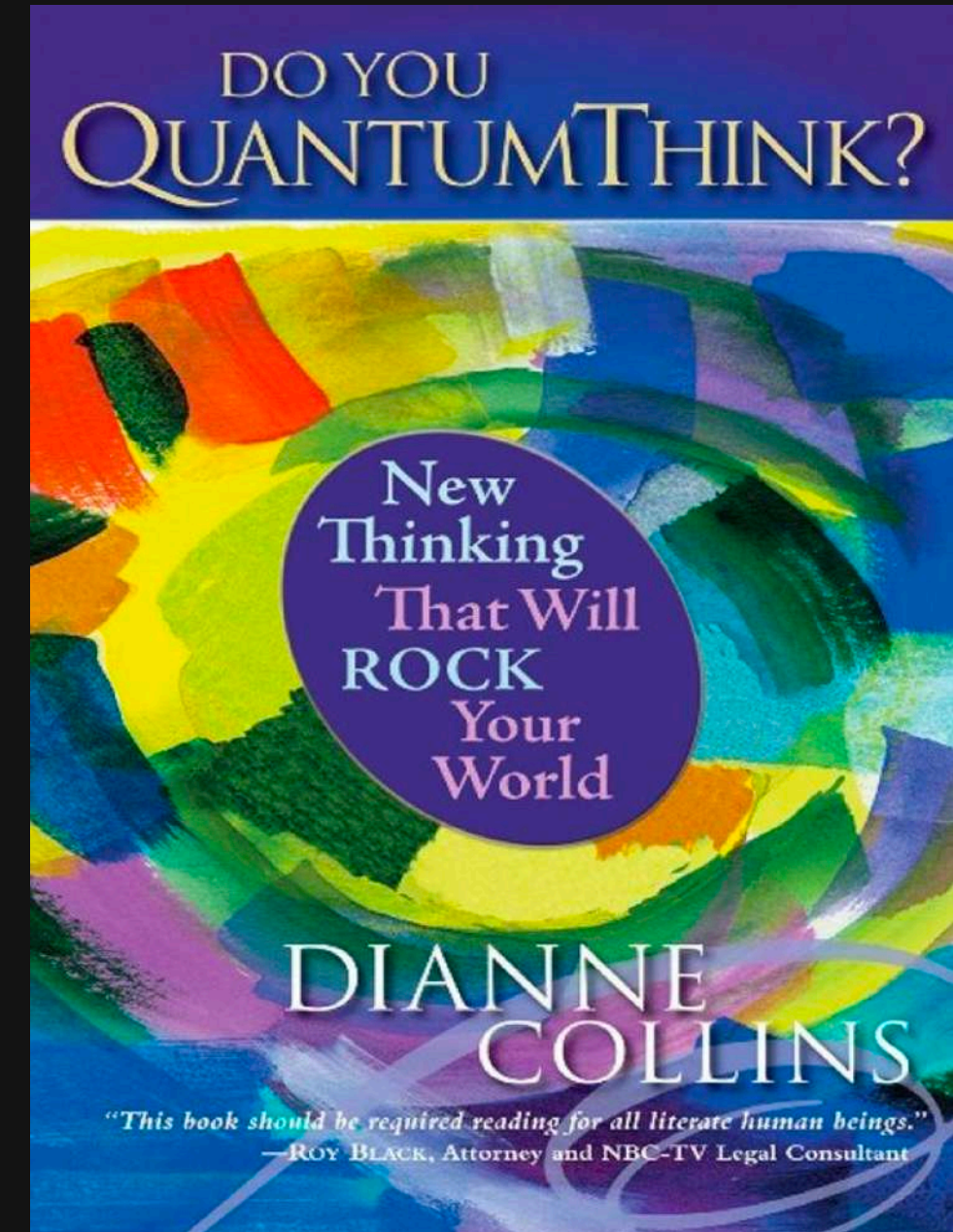
Cutter IT Journal		The Journal of Information Technology Management	
Vol. 25, No. 11 November 2012			
"If you still believe that agile and CMMI don't work well together, then what you'll learn in this issue is that, to put it plainly, you're wrong." — Hillel Glazer, Guest Editor		Agile CMMI: Why Isn't This Conversation Dead Yet?	
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4. Harness the Power of Intention

Drawing from Joseph Jaworski's emphasis on intention, this phase stresses the importance of aligning one's deepest values with one's actions, setting the stage for a journey of authentic leadership.

"In 2012, I came across "Do You Quantum Think?" by Dianne Collins, a pivotal book that reshaped my perception of reality. Collins illustrates that by actively embracing new thought patterns, we can profoundly alter our reality. This insight is grounded in the quantum concept that the observer's viewpoint significantly influences the reality observed.

My transformative journey progressed in 2014 with "Synchronicity: The Inner Path of Leadership" by Joseph Jaworski. Jaworski highlights the crucial need for aligning our deepest values with our actions, asserting that such alignment forms the essence of genuine, authentic leadership. It's through our intentions that we enact this alignment."

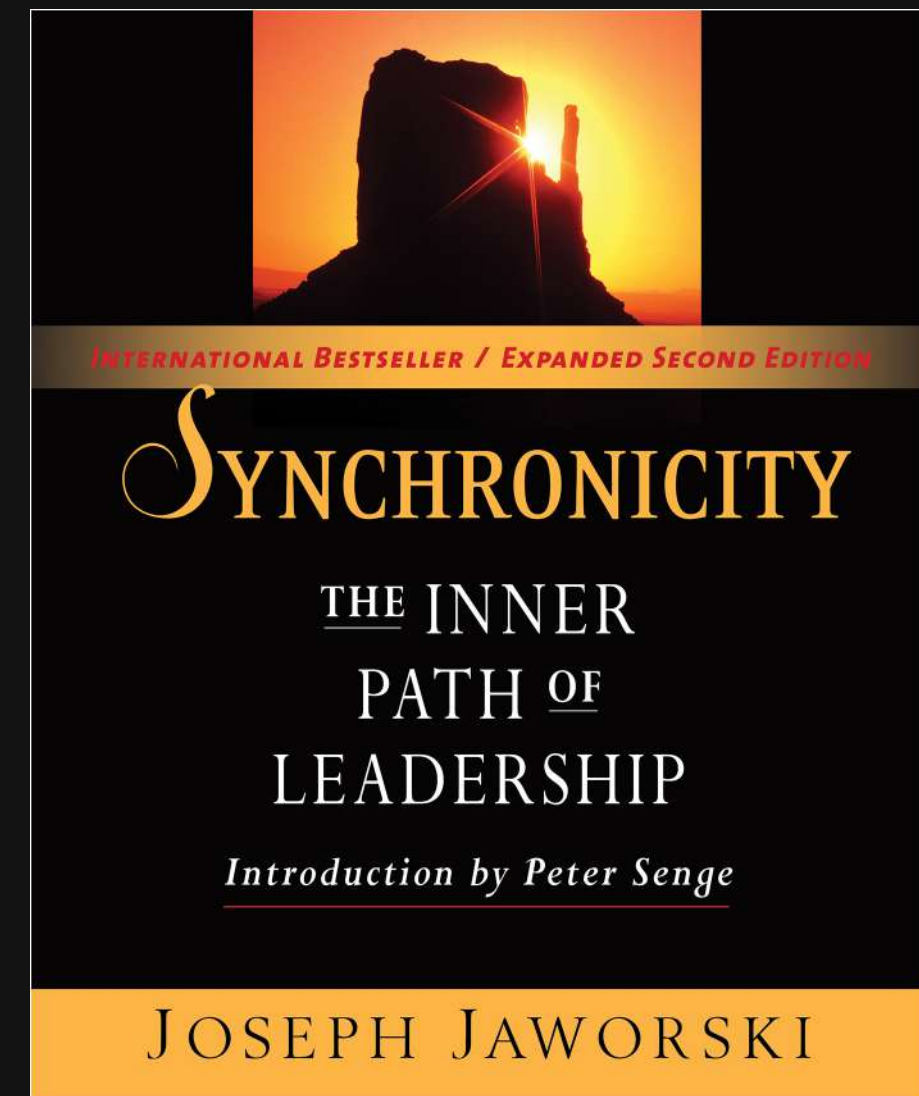


5. The Magic of Synchronicity

Recognizing moments of synchronicity reveals the interconnectedness of our paths and the universe's role in guiding our journeys.

"In 2009, leaving the traditional corporate world marked the start of an unexpected journey for me, with the right people and opportunities naturally aligning on my path. This clarity emerged when I met Joseph Jaworski in 2014, who introduced me to the concept of synchronicity in leadership. Jaworski's idea that our lives are influenced by meaningful coincidences, urging us to see them as integral to a vast, interconnected universe, profoundly resonated with me. His teachings revealed that these synchronistic events were not mere happenstance but crucial markers leading me to a deeper leadership understanding and my capacity for impactful change.

Adopting Jaworski's outlook, I embraced synchronicity, seeing it as a powerful force that has since guided me to live more authentically and purposefully, with a leadership style rooted more in who I am than what I do. This approach has not just propelled me forward but also deepened my alignment with my core values, transforming my professional and personal life."

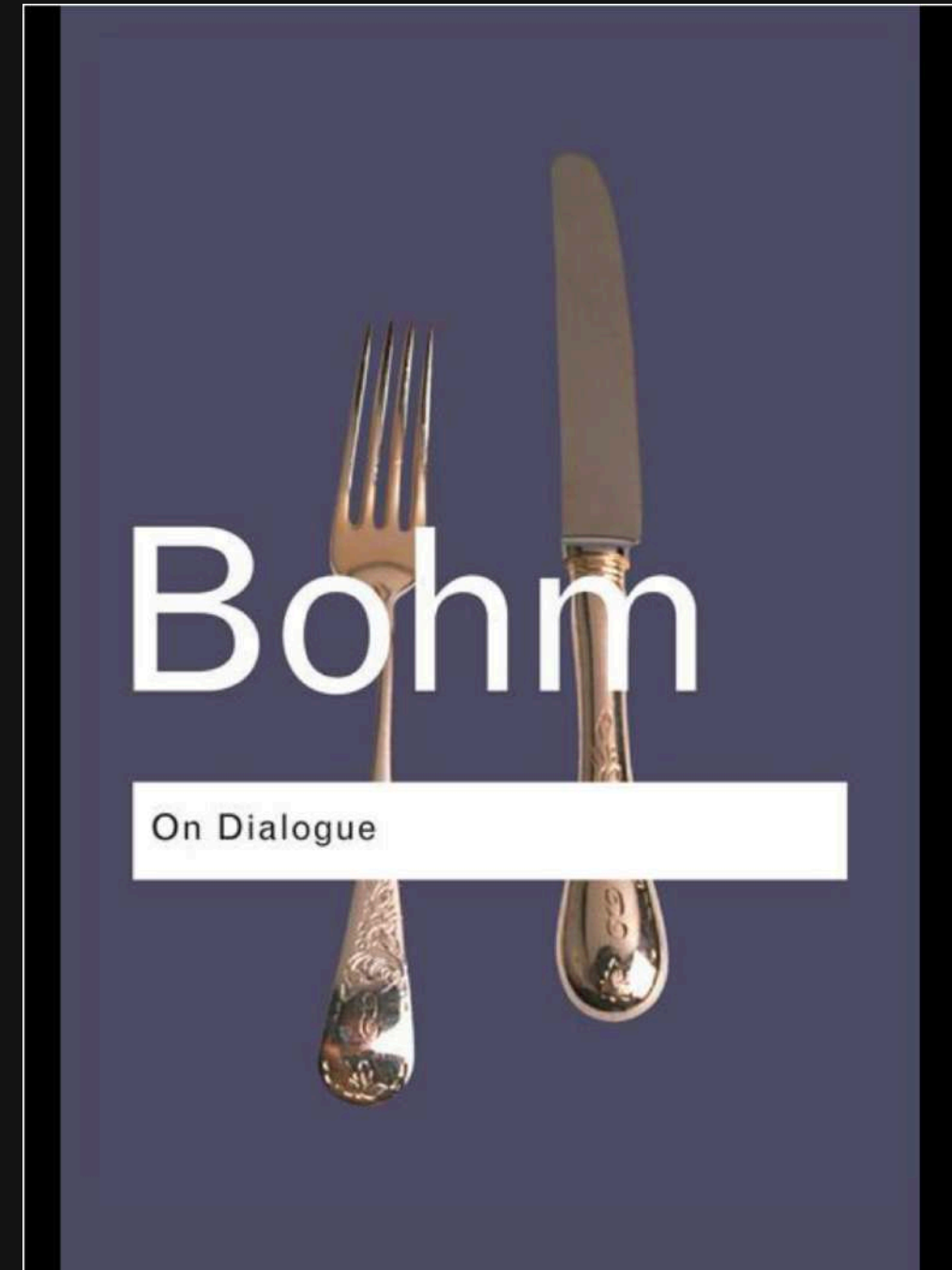


6. Conversations That Matter

True leadership is found in the power of dialogue—not just as a tool for communication but as a means of connecting deeply with others and the emerging reality.

“True leadership is deeply embedded in the power of dialogue, transcending conventional communication to foster profound connections and reveal new realities. My pivotal experience at a workshop led by Joseph Jaworski, inspired by David Bohm's insights, transformed my understanding of dialogue. Bohm introduced dialogue not merely as a way to exchange ideas but as a transformative process that facilitates a collective exploration, allowing truth and shared understanding to emerge spontaneously without preconceptions.

This workshop illuminated the essence of genuine dialogue—creating a space where participants can collectively uncover insights beyond personal biases through openness, listening, and suspending judgment. Bohm's vision of dialogue challenges us to engage deeply, enabling leaders and participants to co-create a future aligned with our shared human experience. In essence, true leadership involves facilitating spaces for collective wisdom to guide us, leveraging the transformative power of dialogue to navigate complexities and co-create harmonious futures.”



7. The Journey to a Forward Thinking Workplace

Learning to embrace the relentless forces of change to foster innovative leadership and transformative workplace cultures.

“In 2016, I embarked on an insightful journey with the launch of Forward Thinking Workplaces, an interview series where I engaged with pioneering business and thought leaders through six foundational questions. This exploration led me to author a groundbreaking paper for Cutter, titled “A Forward Thinking Workplace,” shedding light on innovative approaches to leadership and organizational change in the face of today's relentless challenges.

Through this work, I aimed to uncover deeper understanding and strategies for creating workplaces that are not only adaptive but thrive on change, thereby contributing to the evolution of leadership from within. This experience underscored the imperative for forward-thinking leadership in navigating the turbulent waters of constant change, complexity, and disruption, offering a path toward transformation that begins from the inside out.”

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Management, Innovation, Transformation

"Digitally-driven change is messy and unpredictable. Unpredictability unsettles everyone. Successful organizations of the future will embrace the mess – and fundamentally change their organizational culture."

— Sheila Cox,
Guest Editor

Change Leadership
in the Digital Era

Opening Statement
by Sheila Cox.....

A Forward-Thinking Workplace:
The Key to Successful Digital Transformation
by Bill Fox.....

Managing Change in Dynamic Environments:
Unlocking the Power of Complex Adaptive Systems
by Roger Sweetman and Kieran Conboy.....

Digital Transformation: Get All Onboard Fast!
by Hermann Ladner and Michael Kunz.....

Why a Collaborative Mindset Is Critical for Digital Transformation
by David Coleman.....

Transforming Change into Trust in the Digital Era
by Jagdish Bhandarkar and Namratha Rao.....

Successful Digital Strategy? But What About Culture?
by Jon Ward.....

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8. A New Understanding of How the Mind Works

Discovering the principles that govern our inner workings is crucial. This knowledge empowers us to lead from a place of wisdom and empathy.

"Most people are trapped by their own thoughts, sense of self, and perception of the world shaped by their upbringing, past experiences, and emotions. This isn't a personal failing; it's a consequence of how society conditions us from a young age. Yet, a part of our identity transcends the confines of the mind. Liberating ourselves from the dominion of thought is essential for flourishing and achieving enlightened leadership in today's world."

My own transformation in this regard was profoundly influenced in 2016 by Michael Neill's "The Inside-Out Revolution." Neill's insights are rooted in Sydney Banks' Three Principles, which elucidate the workings of the mind. This enlightenment quieted my mind significantly and opened up new pathways of understanding and being. While there are many avenues to this kind of breakthrough, my experience through Neill's work stands out as a pivotal moment in my personal development. Engaging with the teachings of Eckhart Tolle alongside Neill and Banks can further enrich this journey towards a deeper, more expansive existence beyond the conventional thinking mind."

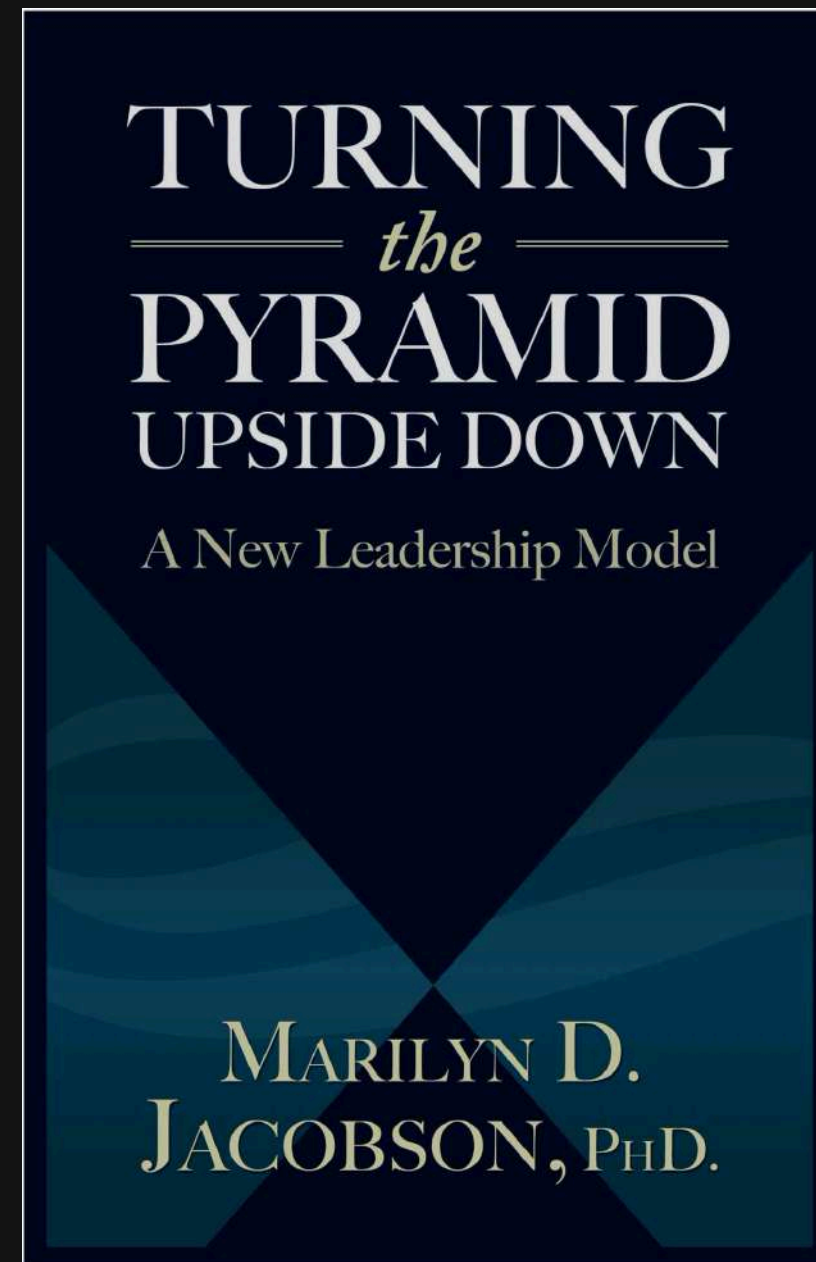


9. Guiding Lights on the Path

Throughout our journey, we encounter guides and mentors whose wisdom profoundly influences our path. These figures provide us with the knowledge, tools, and encouragement needed to navigate the trials and transformations of our quest.

"Dr. Marilyn Jacobson, author of "Turning the Pyramid Upside Down," was a pivotal guide in my journey. Our paths crossed initially when a publicist reached out to me, requesting a review for Dr. Jacobson's newly released book—a book that profoundly resonated with me.

Our connection deepened through a serendipitous meeting at a conference where I discussed her work in one of my presentations. It was through Marilyn that I discovered Joseph Jaworski's work, which has had a significant impact on both my personal development and my professional endeavors."

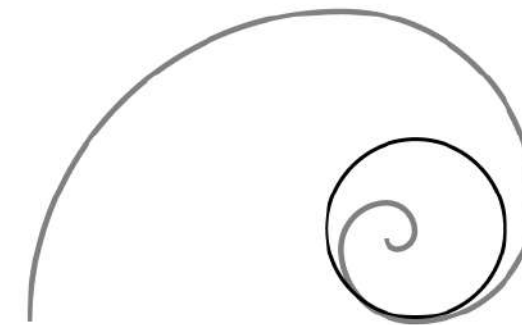


10. Expanding Horizons in the Space Beyond Boundaries

We can cultivate environments for ourselves and others that extend beyond conventional limitations, thereby nurturing innovation and forging a stronger bond with our shared future.

“In the spring of 2020, as the pandemic brought the world to a standstill, I found myself pausing alongside it. This pause led me to question the relevance of my work in the face of unprecedented global change. It was a period marked by uncertainty and introspection, compounded by the loss of Dr. Marilyn Jacobson, a mentor whose wisdom had guided me through many challenges. Her passing prompted me to go back into her teachings, and to my surprise, I found her insights more pertinent than ever—offering a beacon of hope in the turmoil.

Sharing these revelations with my mailing list, accompanied by a visual representation of her concepts, elicited an unprecedented wave of feedback and support. This experience not only rekindled my passion but also underscored the timeless relevance of her wisdom in navigating the complexities of our evolving world. The experience inspired me to begin writing and creating designs about all the people, ideas, and events that had influenced my inner journey.”



Once you see the boundaries of your environment, they are no longer the boundaries of your environment.

— Marshall McLuhan, *The Medium Is the Message*

11. Embracing the Unknown

Reflecting Jaworski's insights on the transformative power of embracing uncertainty, this section highlights the growth and innovation that come from stepping into the unknown with an open heart.

"The response to my writing on my journey with the inner leader and the designs I was crafting caught me off guard. It fueled my desire to dive deeper, even though I was unsure about my ability to sustain this creative endeavor. Venturing into design using simple shapes was new territory for me, something I hadn't explored before. Initially, I was at a loss for words and ideas for creation. Each week presented a moment of confrontation where, in sheer frustration, I would throw my hands up, faced with no idea what to write about or create.

Yet, four years, over 200 articles and 300 designs later, I sit down to create with the same admission: I start with nothing. Somehow, my most compelling pieces emerge from this void as if by magic. Jaworski himself suggests, "Our deepest fear is not that we are inadequate, but that we are powerful beyond measure...We are all meant to shine, as children do," underscoring the immense potential that lies within embracing our own light and journey into the unknown."

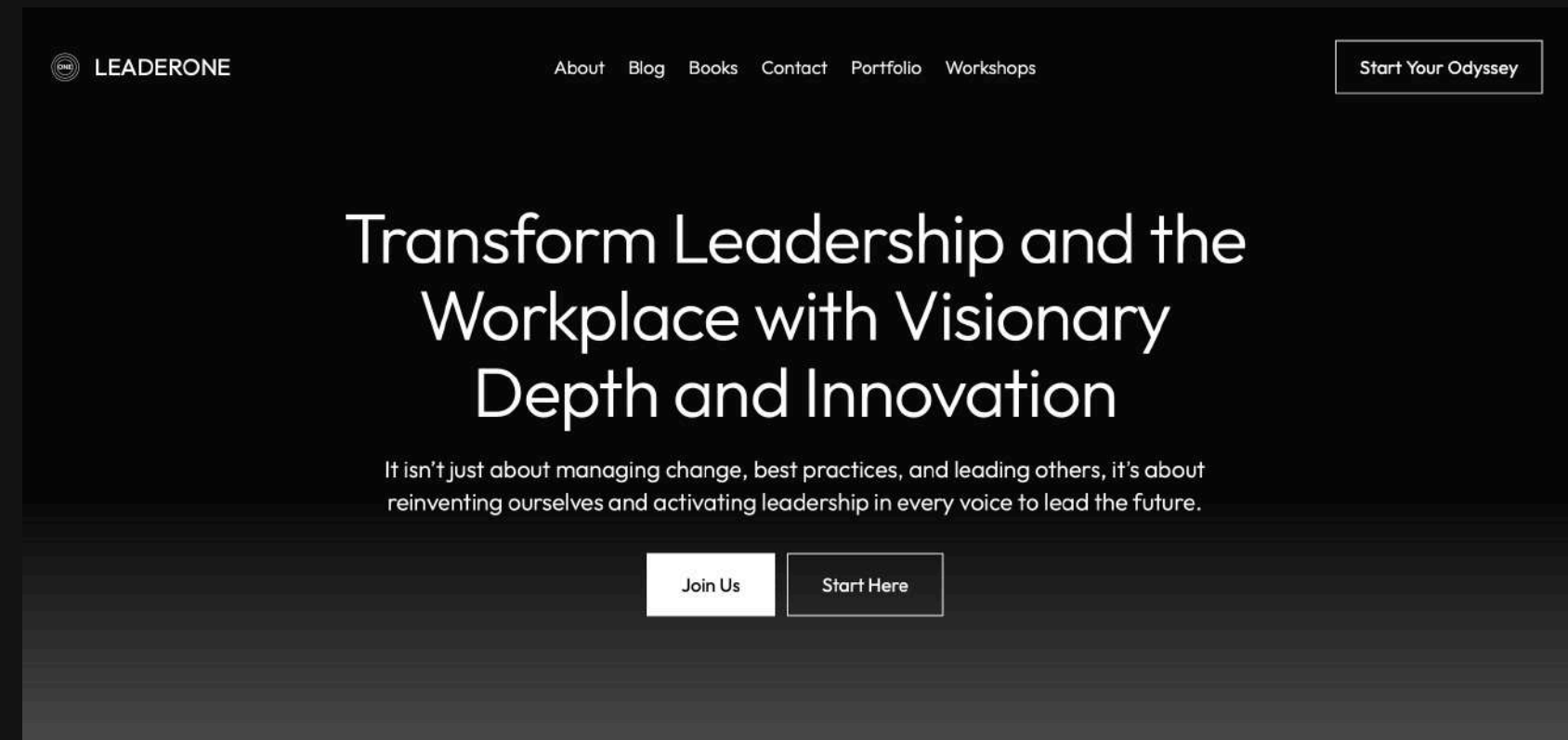


12. A Milestone of Collective Leadership

The development of concepts like LeaderONE signifies a milestone in the collective journey of inner leadership, embodying the principles of unity, purpose, and shared destiny.

“LeaderONE represents the pinnacle of my efforts over the past 13 years, weaving together the entirety of my work into a singular vision that seeks to transform leadership and the workplace with visionary depth and innovation. We're not just about adapting to change or implementing best practices; we're about fundamentally reinventing ourselves and activating leadership across every level to pioneer the future.

By joining LeaderONE, you embark on an odyssey to lead with vision and achieve breakthrough success, leveraging our unique blend of innovative strategies and personal growth. This is crafted for visionary organizations determined to be the architects of the future. With LeaderONE, you're setting the course for a leadership journey that breaks through boundaries, champions innovation, and prepares you and your organization to navigate and shape the 21st-century landscape with confidence and purpose.”



13. The Quest for Self-Discovery

At its core, the inner leader journey is about discovering our true essence and how it connects to the larger tapestry of life, aligning with Jaworski's belief in destiny and the power of conscious leadership.

"In the heart of my journey, I've discovered that true leadership is the manifestation of our deepest truths, resonating with the essence of conscious leadership as espoused by Joseph Jaworski. Amidst the relentless noise of the external world and the tumult within, the real challenge is silencing the mind's clamor to uncover the clarity and wisdom that lie beneath. This clarity emerged vividly during a recent night of uncertainty in the emergency room, revealing the power of spacious awareness and the transformative calm it brings.

Understanding that we are the awareness behind our thoughts rather than the thoughts themselves is pivotal for authentic leadership. It beckons us to relinquish our constructed identities and embrace our true essence. This journey towards authentic being is about personal transformation and redefining leadership in a rapidly evolving world. It is a call to forge a future where leadership stems from our deepest connections and collective wisdom, inviting us all to embark on this transformative path."



Unlock Your Inner Leader for a Transformative Future

We stand at the threshold of a new paradigm. It's a journey that transcends the personal, inviting us into a world where aligned action and shared purpose can shape a future that resonates with our deepest values and aspirations.

In this presentation, we have shared a narrative that redefines leadership for the 21st century. It's a paradigm rooted in self-awareness, interconnectedness, and the limitless potential of the human spirit.

But the path doesn't end here. It beckons us to step forward and apply these insights to our own lives. So, I leave you with a question to ponder:

How will you awaken your inner leader to forge a future that reflects not just your own potential but the collective potential of all humanity?

Let this guide be your beacon, illuminating the way toward transformative growth and impact. Together, guided by our shared insights, let's embark on this transformative path, forging a new leadership paradigm for our time.

— Bill Fox, *Pioneering New Horizons in Leadership and Workplace*
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