


MASTER THE POSSIBILITIES OF POSITIVE LEADERSHIP

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Think Positive!



BOBBIE LaPORTE
& ASSOCIATES

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POSITIVE LEADERSHIP DEVELOPMENT

Thank you for your interest in our Positive Leadership Development programs. I am very excited about the possibilities that these leading-edge programs and practices hold for today's leaders.

I recently completed my Master's degree in Positive Leadership and Strategy, where I studied in-depth how the sciences of positive psychology and human behavior apply to business. This approach perfectly aligns with my own experience and expertise as a C-Suite executive, leadership consultant and endurance athlete.

My goal in this Master Class is to provide an insider's look at how, as a contemporary leader, you can bring apply this exciting and high-impact approach to you and your team.

In this Master Class, you will learn:

- ➔ A **strengths-based approach** to building your leadership capabilities and capacity in your team
- ➔ The benefits of simple interventions such as **mindfulness** and **positive behavioral practices** that include the concepts of "Mindware" (rewiring the way we think and behave in the workplace) and "Behavioral Fitness" (how you interact with others, think and reason, and make judgements and decisions)
- ➔ Enterprise-wise methodologies such as **Appreciative Inquiry** that tap into the positive core of individuals and organizations

I look forward to learning about your experience in becoming a Positive Leader!

Sincerely,

Bobbie LaPorte

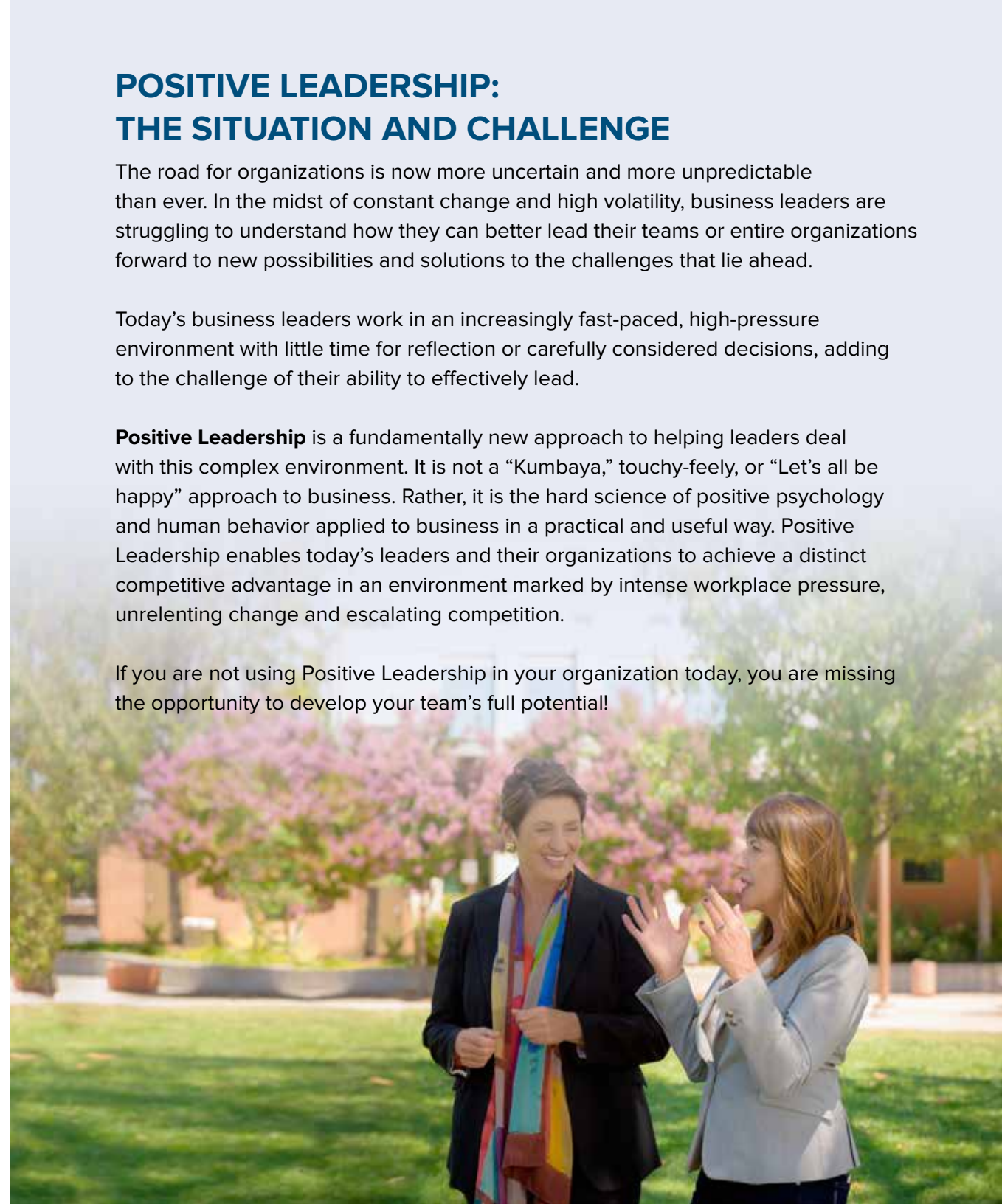
POSITIVE LEADERSHIP: THE SITUATION AND CHALLENGE

The road for organizations is now more uncertain and more unpredictable than ever. In the midst of constant change and high volatility, business leaders are struggling to understand how they can better lead their teams or entire organizations forward to new possibilities and solutions to the challenges that lie ahead.

Today's business leaders work in an increasingly fast-paced, high-pressure environment with little time for reflection or carefully considered decisions, adding to the challenge of their ability to effectively lead.

Positive Leadership is a fundamentally new approach to helping leaders deal with this complex environment. It is not a "Kumbaya," touchy-feely, or "Let's all be happy" approach to business. Rather, it is the hard science of positive psychology and human behavior applied to business in a practical and useful way. Positive Leadership enables today's leaders and their organizations to achieve a distinct competitive advantage in an environment marked by intense workplace pressure, unrelenting change and escalating competition.

If you are not using Positive Leadership in your organization today, you are missing the opportunity to develop your team's full potential!



POSITIVE LEADERSHIP IN PRACTICE

Following are a few simple Positive Leadership practices and approaches that you can put into practice with minimal effort and disruption to your current routine. The payoff can be huge!



Arriving at a Meeting

I learned this deceptively simple but effective practice from one of my professors. He shared the practice of “arriving” at a meeting. For those of you who are always double and triple booked, rushing from one meeting to the next, try to allow 30 seconds when you get to a meeting to “arrive.” Sit down, take a deep breath, compose yourself. Think about your goal(s) for the meeting—and then focus and begin. That brief moment of mindfulness should help you be more focused and effective.



Starting Meetings on a Positive Note

Research shows that negative emotions and actions hurt 2-3 times more than positive actions please. So why not focus on the positive capacities of your team? One simple and highly effective way to take a positive action and inspire and energize your team is to start your staff/team meetings with successes or accomplishments. These may be personal or professional, but asking everyone to briefly share a success they had over the last week helps to build self-confidence and empathy and creates a spiral of positivity that can extend throughout the week to other individual and team activities.



Three-Minute Breathing Space Practice

Take a few moments and give the **Three-Minute Breathing Space Practice** a try. This easy yet very effective exercise can help you pause, reset, and get back on course with your goals and intentions for the day. And no one knows you are practicing it!

See video at [mindful.org/the-three-minute-breathing-space-practice](https://www.mindful.org/the-three-minute-breathing-space-practice)



Reframing a Negative Situation

Think about a situation that generated a negative reaction from you. Try to remember, as vividly as you can, the feelings and sensations that were triggered by the situation. Now, think again about the situation, but try to think of other explanations or possible viewpoints than the ones that occurred to you—more positive ones. What would they be? Imagine that these alternative interpretations are actually your true beliefs. How does this alter your feelings and sensations? And what is your impulse to act now?





Conducting a Pre-Mortem

Perhaps you have conducted post-mortems on some of your key projects, major sales or customer service goals, or other important initiatives. But have you considered conducting a “pre-mortem” before you make an important decision? This is a great way to avoid built-in biases in decision-making and construct worst-possible-case scenarios that can help you minimize risks and maximize success.



Three Good Things

I encourage my clients to take one minute at the end of each day (yes, that’s all it takes!) to note **Three Good Things** (TGT) that happened during the day. They could be personal or work-related, big or small. Positive psychology shows that this habit that can change the emotional tone of your life, replacing feelings of disappointment or entitlement with those of gratitude—which is why this practice is associated with significant increases in happiness.

HELPFUL ADDITIONAL RESOURCES

Here are some selected additional resources that will help you become a more Positive Leader and develop positive actions for yourself, your team and organization:

- “Positivity: Top-Notch Research Reveals the Upward Spiral That Will Change Your Life”
Barbara L. Fredrickson, Ph.D.
- “The Power of Habit: Why We Do What We Do in Life and Business”
Charles Duhigg
- “Practical Wisdom: The Right Way to Do the Right Thing”
Barry Schwartz
- “Willpower” Rediscovering the Greatest Human Strength”
Roy F. Baumeister and John Tierney
- “Good Business: Leadership, Flow and the Making of Meaning”
Mihaly Csikszentmihalyi
- “Beyond Reason: Using Your Emotions as You Negotiate”
Roger Fisher and Daniel Shapiro
- www.viacharacter.org
Take the free Via Signature Strengths Survey
- www.positivityratio.com
Take the Positivity Assessment and learn more about the practical business application of Positive Psychology





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