Leadership Track

L3: THE LEADER'S MINDSET OF HUMBLE CONFIDENCE

SESSION OUTCOMES

- The client has a working understanding of the "humble confidence" mindset.
- The client has done an honest assessment of their own leadership tendencies.
- The client has begun to build upon insights from the L1 and L2 sessions to apply leadership principles in light of their own motivation pattern.

SESSION PREPARATION

In order to ensure a successful session, it's important that both you and your client do a little pre-work.

Ahead of Session L3 your client will:

- Watch the video "The Humble–Confident Leader"
- Weigh strengths and challenges in their own leadership tendencies.
- Reflect on the "humble confidence" mindset in light of strengths and "shadow side" insights they have gleaned from their own motivation flow.

Ahead of Session L3 you will:

- Review your client's MCODE report and notes from past sessions.

- Consider their pattern with the "Humble Confidence" framework in mind, anticipating the leadership challenges their profile suggests.

COMMUNICATION

One week ahead of the appointment send an email message similar to this to your client:

Greetings ________,

I'm looking forward to connecting again with you on our next coaching session on ______ at ______ [via Zoom (the link is here) or face to face at (address)]. This will be our third session in the MCODE Leadership Coaching Track and we'll build on progress we made in our time together.

Our last session together was an open conversation format and we discussed _______, and in response you committed to ________. We'll begin our next session – before diving into our main topic – with you sharing some of how this commitment is playing out. I look forward to hearing of your progress and any questions you have or challenges you've faced.

Our focus for the upcoming Leadership Track session (L3) will be the healthy leader's mindset of humble confidence.

To gain the most from Session L3 I suggest you work through the following preparations:
Watch the video "The Humble/Confident Leader."
Weigh the strengths and challenges in their own leadership tendencies.
Reflect on the "humble confidence" mindset in light of strengths and "shadow side" insights they have gleaned from their own motivation flow.
Come ready to discuss real examples of one of your current leadership challenges.

I look forward to our time together.
Sincerely,

____
Certified MCODE Practitioner

SESSION OUTLINE

Meet + Greet [2 minutes]:
Practitioner Note: Come with something personal to share with your client (no more than 30 seconds of this 2 minute block). Ask them to share and follow up with at least one probing question.

Transition / Accountability [2 minutes]: "Our last session together was an open conversation format and we discussed _______. In response you committed to ________. How is this commitment playing out?" *[Client responds].*

Transition / Preview [1 Minute]: "Today we are going to build on our past progress and explore the healthy leader's mindset of humble confidence. We are going to do this by weighing this framework against an honest assessment of your own leadership strengths and challenges. Then, in light of what you're learning about your own motivation pattern and what we've already explored in our first two leadership sessions, you'll continue to articulate your personalized plan for leader development."

Practitioner Note: For each coaching session – whether it is a scripted format or an open discussion format – keep the F.L.O.W. coaching model front and center in your mind. Make running notes through the session and keep track of where you are in the model and particularly when you transition from one segment to another. Make note of specifically where in the F.L.O.W. pattern you are seeing the energy and the "aha" moments. These will be key insights when you guide the client to potential action items at the the "W.ork It" segment of the F.L.O.W. model. Also, keep close tabs on the clock. It's the coach's responsibility to strike the healthy balance between following the improvisation of the session WITHIN the bounds of time and topic. This takes practice, and watching the clock is vital.

Consultative Coaching Conversation [15 minutes]

Content review and response [15 minutes]: "As part of preparation I suggested that you review a video clip explaining the concept of humble confidence.

- How did the humble confidence framework for leadership strike you?
- What direction do you typically skew?

Practitioner Notes:

- *Follow the natural flow of this conversation.*
- *Express observations at natural breaks in the conversation.*
- *Add in that humble confidence is an effective mindset because:*
    - *It fosters trust*
    - *It holds out vision will respecting the uniqueness of others*

        - *It engenders loyalty while driving progress.*
- *Listen for connections with their motivational flow; remember to keep at hand their report and your notes of their motivation flow pattern.*
- *As always, watch the clock.*

Current Challenge [25 Minutes]

Practitioner Note: In this section you will guide your client to surface one pressing leadership challenge where humble confidence on their part is needed. Your goal is to help the client surface their F.L.O.W. (F.ind Out, L.earn About, O.wn, W.ork It) for this challenge.

F.ind Out: In light of your skew, where do you see the biggest opportunity to develop?

L.earn About: Given what you have already explored regarding your motivation flow, and what we have examined about the leader mindset of humble confidence, what are some observations you can make about this particular growth opportunity?

O.wn: "Is there a 'shadow side' tendency in your motivation flow that sheds light on this?

W.ork it: "Given what you have learned about your motivation flow and about key leadership principles, if you were to make one change today that would have the most positive impact, what might it be? Is that your commitment?"

Practitioner Note: In response to your client's commitment to pursue this action, commit in return to offer encouragement and accountability.

Wrap [5 Minutes]

Ask the client: "What was most helpful from our session today?" Provide a succinct, reflective, encouraging summary of what you heard from the session.

SESSION FOLLOW UP

The day after Session L3 send your client an email:

- Recapping insights and commitments.
- Affirming the schedule for the next session.
- Reminding them it will be an open discussion format.
- Asking them to keep track of progress and challenges as they implement principles day to day.

- Asking them to come to the next session with one real life opportunity for increasing productivity that they have expressed in five sentences.

