

Navigating the Hero's Journey:

A Map for Wise Leadership in Culture Change

The Mixed Nuts

The Eden Alternative
International Conference

May, 2016

Welcome to the Hero's Journey



Who Are The Mixed Nuts?



Marvelous Macadamia-Mel Coppola



Southern Pecan-Mary Kim Smith



Georgia Pecan-Kim McRae



Crazy Cashew-Carole Ware-McKenzie



The Walnut Wonder-Steve LeMoine

Some Loose Nuts

Awesome Almond-Lisa Kendall



Heart of Gold Hazelnut-Jean Mensendik



Chillin' Chestnut-Carol Ende





ACT I: The Departure

The Call



What is your vision and mission?



Forging Your Commitment



BE *RELENTLESS*

IN THE PURSUIT OF WHAT

SETS YOUR SOUL ON FIRE

The Five Practices of Exemplary Leadership

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable Others to Act
- Encourage the Heart

Approaching Initiation...

*Gremlins and
Goblins
and Trolls...*



Oh my!

What challenges do you face?



ACT II: Initiation



Styles of Leadership

- Charismatic
- Innovative
- Command and Control
- Laissez-Faire
- Pace Setter
- Servant
- Situational
- Transformational
- Democratic



The Pit



Critical Times Call for Critical Measures



Leading Through Crisis

- Focus on Basics
- Create an Open Environment
- Prioritize
- Have discipline
- Communicate
- Act with Integrity

The Right Tool for the Job





Growing Your Arsenal of Tools

Team Leadership Model

Recording Documents

Open Ended Questions

Parking Lot or Front Porch for Ideas

Path to Mastery

Leadership Skills Self-Check List

- | | |
|-------------------|---------------------------|
| ➤ Character | ➤ Ability to Create Value |
| ➤ Vision | ➤ Flexibility |
| ➤ Passion | ➤ Comfort with Ambiguity |
| ➤ Communication | ➤ Collaboration |
| ➤ Coaching Skills | ➤ Knowledge Seeker |

Allies & Opportunities



Who are your allies?

Who and what helps
you **GROW**?

An Army at Your Disposal

- | | |
|---------------------------------|---------------------------------|
| ➤ Culture Change Coalitions | ➤ Eden Mentors |
| ➤ Alzheimer's Associations | ➤ Eden Educators |
| ➤ Leading Age | ➤ Path to Mastery Guides |
| ➤ State Healthcare Associations | ➤ Eden Educator Leadership Team |
| ➤ Area Agencies on Aging | ➤ Eden Home Office |

Many Others. . .



Additional Tools & Weapons

Mitzvahs

Learning Circles

Webinars

Books

Training Opportunities

Others

The Breakthrough



Rituals and Celebration



Storytelling

Use music, dance,
poetry, art

Incorporate Variety
and Spontaneity!

Have Fun

Document your
Success

Strengthening Your Team

- Identifying more allies within the organization and in the larger community
- Encouraging leadership
- Evaluating Success



Your Shield



ACT III: The Return



- Realization
- Celebration

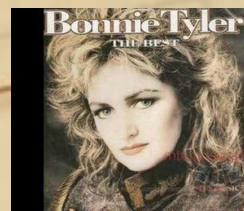


Questions & Comments



CAPE SABLE

Thank You!



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