

# Shifting Leadership from Fear to the *Other* 4-Letter Word

How to Lead with  
Love-Based  
Leadership

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Irresistible Leadership Training

# Agenda

- Background
- Fear-Based Leadership
- The Disconnect
- Why Shift
- Love-Based Leadership
- Q & A

# SHRM Research Study

## November 2012

Biggest challenge facing HR executives over the next 10 years?

- Retaining & rewarding the best employees
- Developing the next generation of leaders
- Creating a corporate culture that attracts the best employees

# SHRM Research Study

Biggest investment challenge for organizations over the next 10 years?

- 43% of HR professionals indicated that obtaining human capital and optimizing human capital investments would be their biggest challenge

# SHRM Research Study

Which HR competencies will be the most critical 10 years from now?

- Business acumen
- Organizational leadership & navigation
- Relationship management
- Communication

# SHRM Research Study

Which tactics will be the most effective in attracting and rewarding employees over the next 10 years?

1. Providing flexible work arrangements
2. Creating an organizational culture where trust, open communication, and fairness are emphasized and demonstrated by leadership
3. Providing opportunities for career advancement

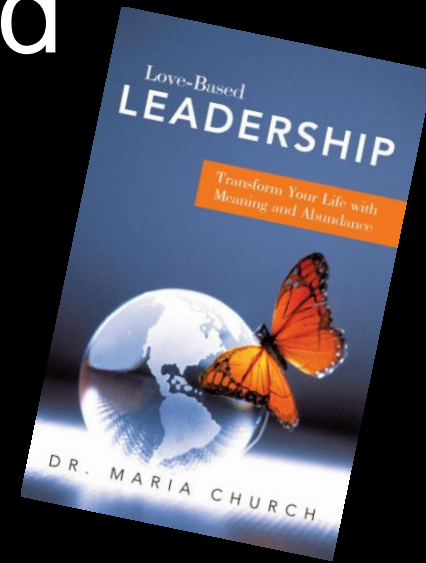
# SHRM Research Study

Which tactics will be the most effective in attracting and rewarding employees over the next 10 years?

4. Offering higher total rewards packages than organizations that compete for same talent
5. Demonstrating commitment to employee development
6. Providing meaningful work with a clear purpose in meeting organizations' objectives

# Background

- Corporate
- Academia
- Author
- Leadership coaching, consulting, training, & keynote speaking
- Build cultures of performance, innovation, and excellence



# Background

Two objectives:

1. Discover Meaning & Authentic Leadership

- Frankl
- Heart Attacks
- Unsettled

2. Holistic Model

- Love?



# Background

*Love: A universal connection of one authentic human being to another.*

*Fear: The antithesis of love, also referred to as “ego”.*

*Leadership: Inspiring others toward a vision.*

# Fear

- Ever present
  - Sneaky
  - Numb, anesthetized
- How to identify fear



*How is fear present in your workplace?*

# Fear-Based Leadership Results



- Robs people of potential
- Barrier of individual & organizational performance
- Affects individual & organizational quality of life
- Shifts focus
- Destroys trust & loyalty
- Causes silence & uncertainty

# Fear-Based Leadership Results



- Kills long-term motivation & commitment
- Increases stress
- Grows resistance
- Shuts down ability to think creatively, collaborate, & bring passion to the job
- Check out

# 10 Signs You Work in Fear-Based Workplace

1. Appearances are everything
2. Everyone's talking about who's rising and who's falling
3. Distrust reigns
4. Numbers rule
5. And numbers rule in the thousands



# 10 Signs You Work in Fear-Based Workplace



6. Management considers lateral communication suspect
7. Information is hoarded
8. Brown-nosers rule
9. “The Office” evokes sad chuckles, rather than laughs
10. Management by fear

# The Disconnect

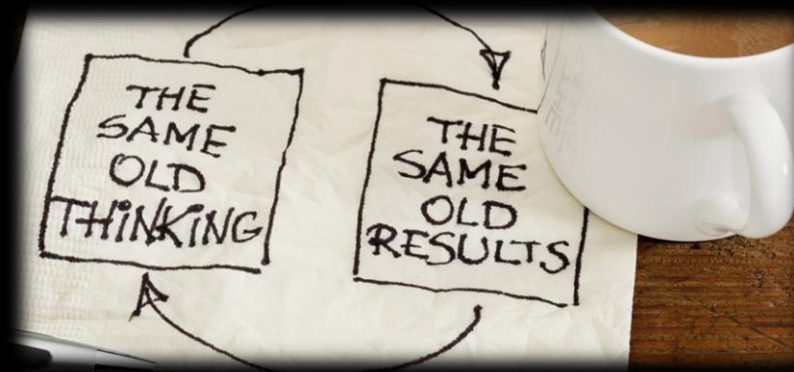
- Compartmentalized employees
- Values identity crisis
- Forgot the *Why*

## ➤ Values Assessment

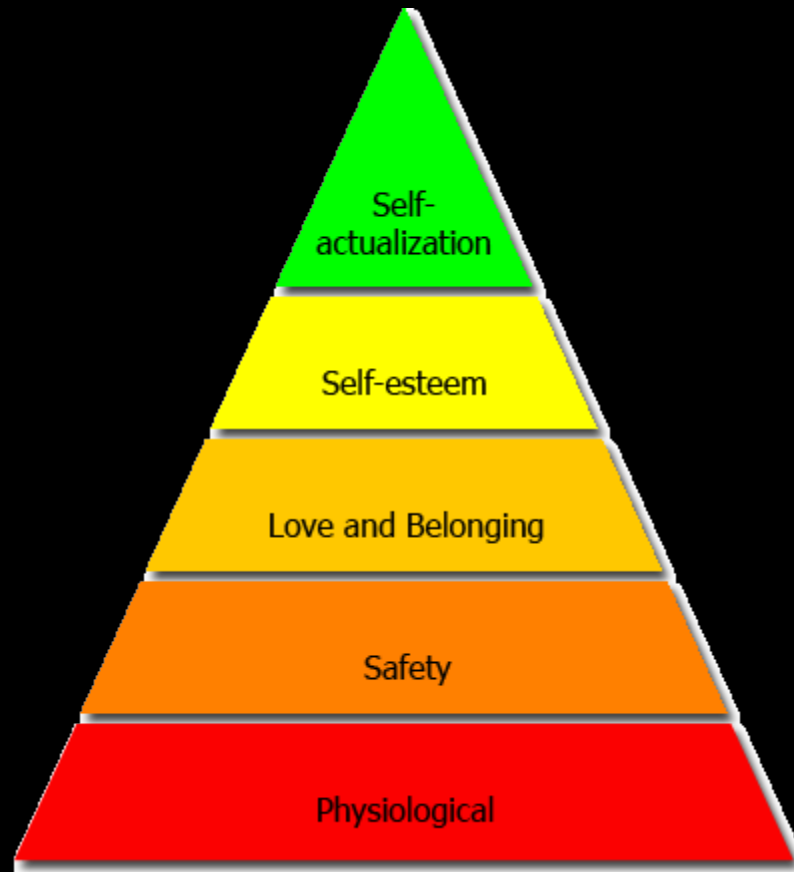
- *Are your values aligned with your job?  
Why or why not?*

# Why Shift?

Fear and compartmentalization are not working.

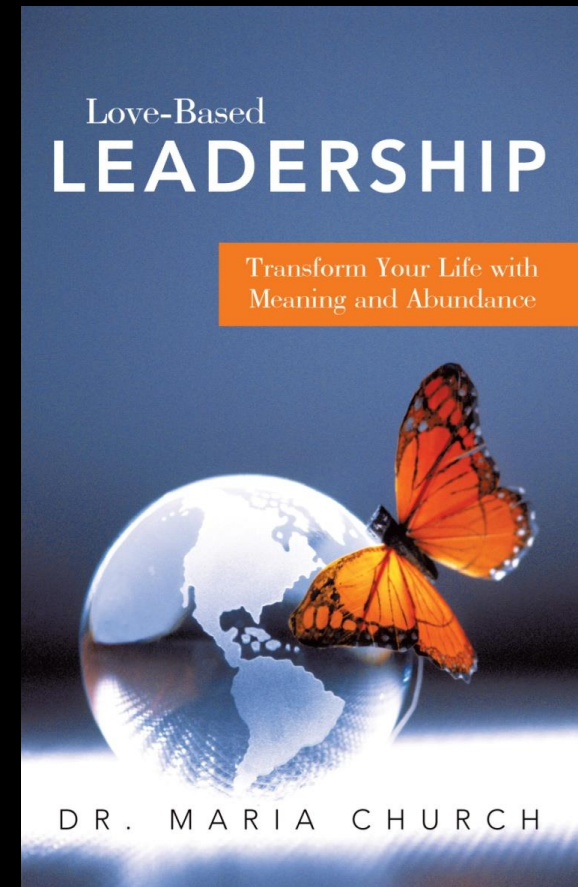


# Why Shift?



# Love-Based Leadership

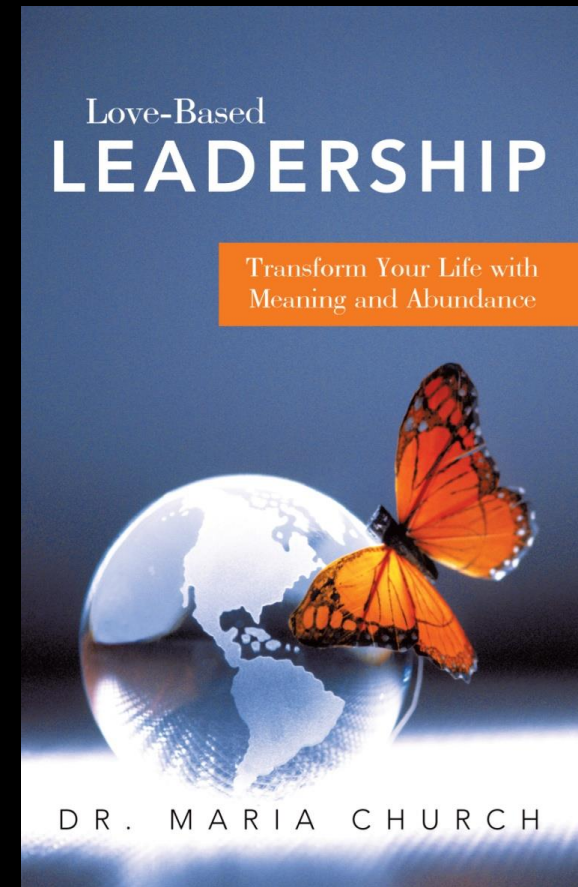
- Not Kumbaya, puppies, & kittens
- Holistic, integrative model
- Based on three pillars:
  - Love of Self
  - Love of Source
  - Love of Others



# Love-Based Leadership

## *Love of Self*

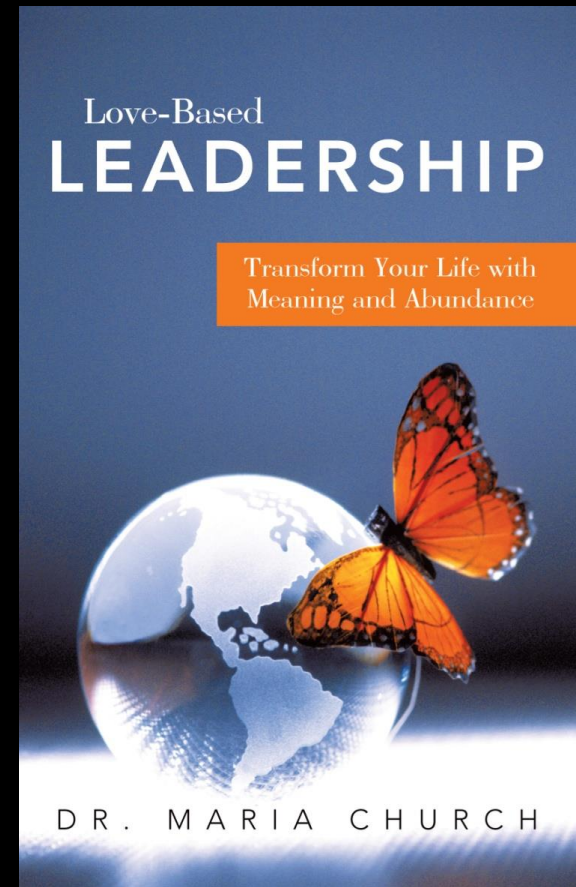
- Intuition
- Truth-telling
- Truth-receiving
- Power of choice
- Perception-shifting
- Presence
- Health & Wellness



# Love-Based Leadership

## *Love of Source*

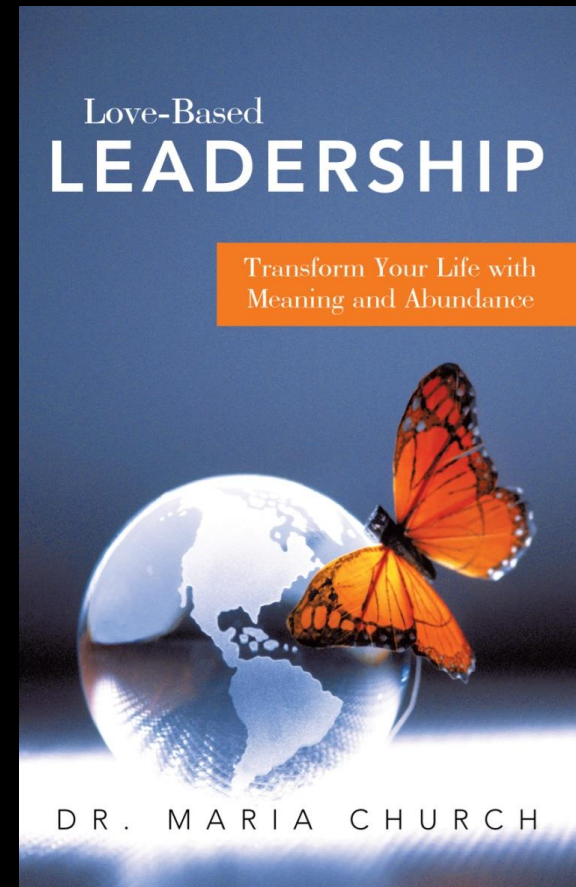
- Inspiration
- Creativity
- Happiness
- Faith
- Perseverance
- Peace
- Love/Authenticity



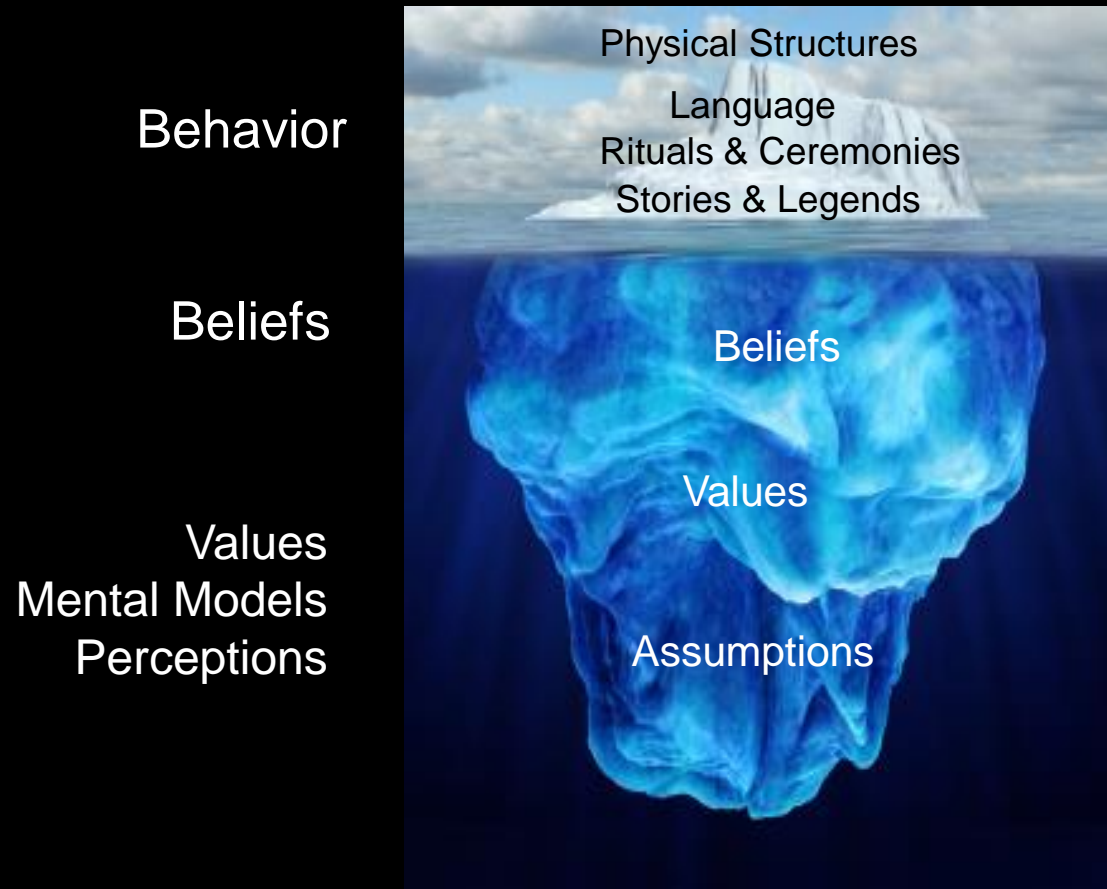
# Love-Based Leadership

## *Love of Others*

- Forgiveness & Trust
- Knowledge Creation
- Learning Cultures
- Shared Ownership
- Shared Power
- Collaboration
- Meaning



# Leadership Culture



Questions?

Let's Stay  
Connected!

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Thank You