

The Soul of a Leader in Tough Economic Times



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The Soul of a Leader in Tough Economic Times

Stance

Competent Manager and Spiritual Leader
Fear or Faith?
Mission-based

Practicalities

Transparency
Draw on wisdom of the whole
Culture of gratitude

Results

Ownership of decision
Financial literacy
Stronger teams, stronger boards, stronger
relationship between them

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Competent Manager and Spiritual Leader

- Lay out plan for addressing financial challenges
- Address spiritual issues
 - Lauri Perman, Pendle Hill

Fear or Faith?

Fear-based decisions:

- Not in organization's best interest
- Poison atmosphere in decision-making body and thus negatively influence subsequent decisions

-- Lauri Perman, Pendle Hill

Mission-based

Re-assessment

- Strategic planning
- Implementation
 - Medrice Coluccio, St. John Medical Center

Your Soul Score

- Yourself _____
- Your team _____
- Your organization as a whole _____

(on a scale of 1-10, with 10 being the highest score)

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Transparency

- Financial realities
- Timing of layoffs
- Support available

-- Gus Tolson, CoreStates Bank

Draw on Wisdom of the Whole

- Core principles
- Discernment process
 - Leadership team, Reell

Culture of Gratitude

- Leadership training
- Atmosphere in stores
- Performance reviews
 - Tom Henry, Landry's Bicycles

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Ownership of Decision

- Morale remained high
- Vision, turnaround
 - Leadership team, Reell

Financial Literacy

- “Not my area” to full participation
- Better decisions
 - Lauri Perman, Pendle Hill

Stronger Teams, Board, Relationship

- Stronger teams
- Stronger board
- Stronger relationship between them
 - Medrice Coluccio, St. John Medical Center

Your Commitment

- Your soul score?
- Stance?
- Practicalities?