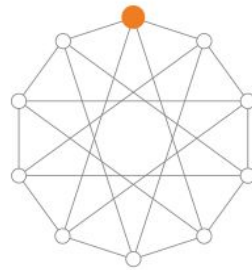


Lead From the Middle



Humane
Leadership
Institute

What If Your Leader Is Not Meeting Your Needs?

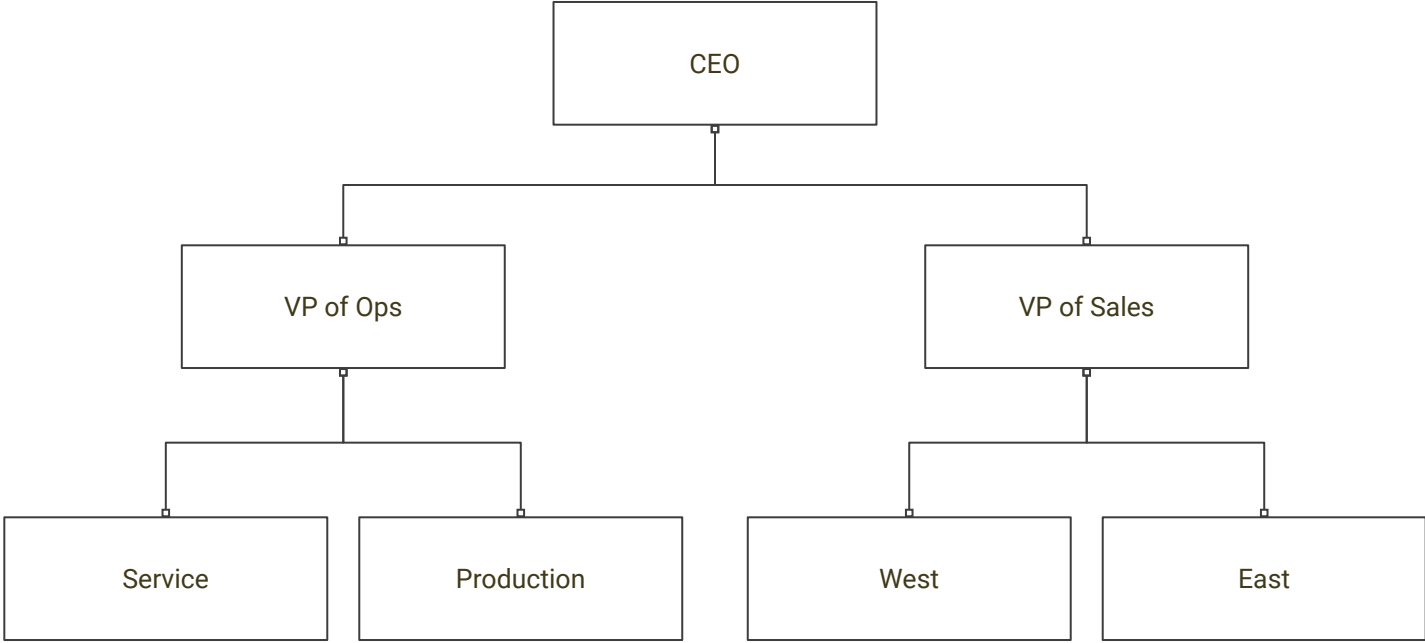
Lack of a MOCA element	Leader's Edges	Abuse of Power
Motivation Opportunity - time, permission Clarity of Expectations Ability - tools, training	<ul style="list-style-type: none">● Distraction● Lack of Self Awareness● Mechanism● Anxiety● Lack of Care● Lack of Prudence● Breaking Trust● Self Absorption● Cynicism	Intimidation Exploitation Could be: Psychological Financial Physical Sexual

You Can **Always** Lead

- Because the **right to lead** is earned
 - Even though leadership **roles** are often assigned

- You can lead from where you are today
 - IF... you earn influence

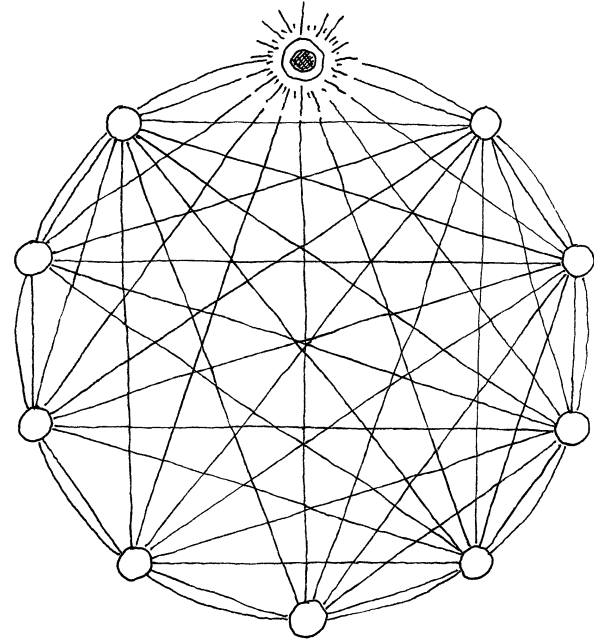
Organizations Seem Hierarchical & Daunting



You → ★

Lead From the Middle

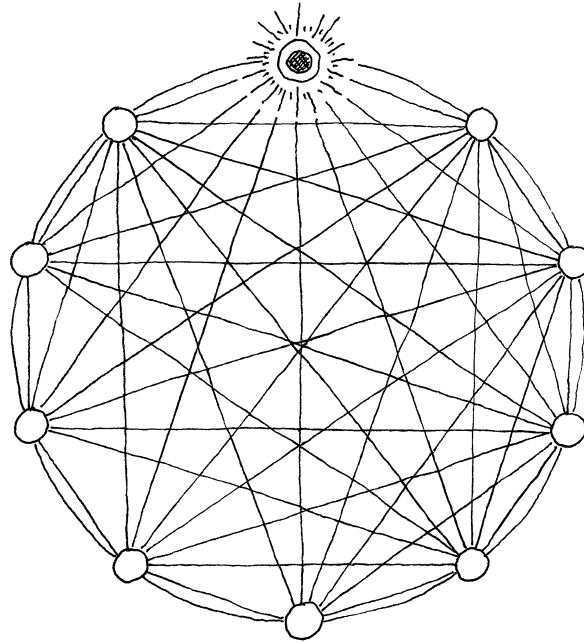
- Lead by earning influence with
 - Your team
 - Your leader
 - Peers in similar roles
 - Adjacent departments
 - Across silos



What If The Organization's Social Structure is More

- Networked
- Negotiable
- Navigable
- Malleable

than you imagined?



Lead From the Middle

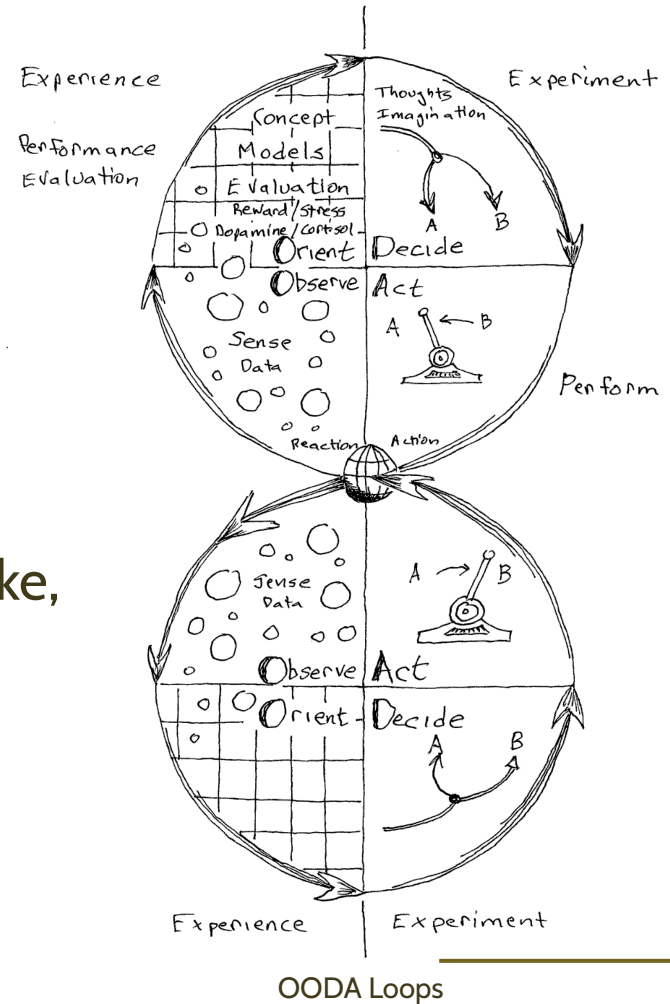
Earn Influence (RUV)

by taking actions that are

- **Relevant**
- **Unique**
 - then make them **Visible**

Lead From the Middle

- Find what is relevant
 - Observe more closely
 - Orient more deeply or expansively
 - Think! - using all of your tools
- Decide on a **unique** contribution to make, then
 - Act
- Make your actions **visible**
 - As & when appropriate



Leading From the Middle

Allows

- You to naturally rise
- Your team to succeed by
 - Performing better
 - Learning from your example
- Support for your leader's goals
- Transform your culture as CARE takes root

