

INSPIRING LEADERSHIP CONVERSATIONS

HOPE



INNOVATIVE
CONNECTIONS

THE POWER OF CONVERSATIONS

The journey you are about to embark upon will **illuminate the power of conversations**.

Consider the conversations in your meeting rooms, at your kitchen table, on your neighborhood walk or at your favorite coffee shop. These rich conversations are generated by different perspectives, curiosity, and questions that matter. They become our catalyst for sharing our collective personal experiences that shape our future while supporting our human nature to stay in relationship with one another.

This trust activity ignites meaningful conversations. Capture the richness of sharing perspectives and insights as you explore these conversations inside your organizations and throughout your community. Challenge yourself to use these conversations to propel your growth as an individual, leader, and/or leadership team.

Rules for these conversations? There are none. This concept is built on the assumption that people are naturally creative, resourceful, and whole. The answers are within each of us.

This activity is intended to widen your lens with additional perspective. As you talk with others or think about your experiences, capture your thoughts and reflections in the

space provided. Feel free to circle, highlight, or underline anything you are curious about or those words which resonate with you.

Next, find a partner, teammate, colleague, family member, friend, or leader to share your thoughts with and discuss your key takeaways. If possible, move the conversations to small groups/teams and then on to larger groups/teams. The format provides a consistent process for expanding your conversations and capturing what is on everyone's mind.

Enjoy!

As you engage in your conversations, please remember to:

- Listen deeply.
- Speak from your voice.
- Take a risk.
- Put it out there.
- Encourage contributions.
- Connect diverse perspectives.
- Listen together for patterns and insights.
- Capture the conversation with words, illustrations, symbols, or any other device possible.





HOPE

We are wired for hope. And we know hope begins with optimism and continues with resiliency. We can almost always find a bright spot, even in darkness. Hope enables us to navigate from a different space— a space from which we are more likely to achieve the outcome we desire.

Hope is personal and emotional. It can feel like that little voice inside our head asking for a personal favor or the silence while envisioning our future come alive.

Hope is the belief that each one of us can influence what happens next. Hope can heal and hope can help ease the pain. The unimaginable becomes imaginable. Hope is necessary to achieve our goals and tackle our hardest challenges. Hope does not take the place of effort, skill or ability but rather pulls everything together as a bow on the package of what is possible. **Hope matters.**


Today's world environment can make it difficult to achieve hope. With the chaos and uncertainty bombarding every day, it's no wonder that more than 52% of people report feeling workplace burnout

(Indeed.com, March 2021).

While burnout existed prior to the pandemic, it has become much more widespread as a result of it. While work may have been chaotic and challenging before, we at least had a respite when we got home—that oasis of safety and relaxation where it was possible to take a deep breath and relax. Now, with so many people working from home, there is no longer that divide. And, even when there is, it is often overcome with images of world unrest and unspeakable horrors happening across the globe.

Sometimes, we even feel guilty for wanting or expecting to recover or discover hope or joy in our own lives.

As leaders, we know that outcomes change for the better when our employees and teams embrace hopeful and optimistic perspectives. **Our job is to create a work environment where hope can flourish.**



“Hope can be a powerful force. Maybe there’s no actual magic in it, but when you know what you hope for most and hold it like a light within you, you can make things happen, almost like magic.”

~ Laini Taylor

So, in the face of so much adversity, how do we maintain hope? And as leaders, how do we help our employees find hope?

Three strategies we can employ that can help build hope include:

- **Set Goals**

As people, we need goals. Sometimes these are concrete goals like production numbers or achieving completion dates on an implementation. More often, however, these are less tangible goals, like feeling valued in my work or having a team that has my back. Goals are often unconscious and we make decisions based on them, whether they are conscious or not.

- **Engage a Possibility Mindset**

Hope requires us to be able to see the good despite the bad. We must be able to locate alternatives, seek new ways of doing things and find the learning in everything.

- **Gain Agency**

Agency encompasses control and mastery. Our situations can feel hopeful because we believe we have neither of these two things. As a leader, we must help others build a sense of control, no matter how small, over the things that matter to them. We also need to ensure they have mastery—the ability and competence to tackle the challenges.

“All kids need is a little help, a little hope and somebody who believes in them.”

~ Magic Johnson



*“We must accept finite
disappointment, but never
lose infinite hope.”*

~ Martin Luther King, Jr.



REFLECT

Think of a time when hope has played a major role in your life. What happened? How did you navigate the situation? What was the outcome?

Think of a time when hope has played a major role in your organization/team. What happened? How did you navigate the situation? What was the outcome?

IMAGES OF HOPE

A picture can speak a thousands words. Take a moment to study these images. Capture in words what you see. Organize those words to formulate your own untold story of hope.



REFLECTIVE QUESTIONS FOR DEEPER CONVERSATIONS:

How do you define hope?

What is your grandest hope? What is your organization's and/or team's greatest hope?



What is your most crippling fear? What is your organization's and/or team's most crippling fear?

What are you noticing about your organization, your team, yourself and the environment with regards to hope?

What are some ways you can increase your hopefulness?



“Hope is being able to see that there is light, despite all of the darkness.”

~ Desmond Tutu



What do you think we should be paying attention to now?

What's one concrete step you can take towards hope (e.g. our team, organization, ourselves, etc.)?

TAKEAWAYS

What new insights did you get from having your conversations?

What is one takeaway you want to remember from your conversations?

NOW IS THE TIME TO MAKE YOUR MOVE

If you are experiencing difficulty achieving strategic outcomes, disharmony or fear among employees, poor team dynamics, trouble recruiting the right talent, or other team or organizational issues, we will help you unleash new possibilities and potential that result in sustainable change.

Through our processes and programs you will find your voice, see your vision, and imagine what the right action for the future could be for you, your team, and your organization.

You will realize profound, sustainable transformation—both individually and organizationally—that starts now, and remains for years to come.



We invite you to discover our programs, which are designed to help you realize profound, sustainable transformation—both individually and organizationally—that starts now, and remains for years to come.

REQUEST AN OBLIGATION-FREE CONSULT TODAY!
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