

Top of Mind Webinar

# The Leadership Opportunity





# Liane Taylor

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## **Liane Davey, PhD**

Expert in Team Effectiveness,  
Strategy & Leadership Development  
Bestselling Author, Keynote Speaker,  
HBR Contributor

Co-Founder, 3Coze



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# The leadership opportunity

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5 WAYS TO ADDRESS THE LEADERSHIP CRISIS

LIANE DAVEY, PHD, 3COZE INC.



# Leadership Crises

- 1 Botching return to office
- 2 Squandering energy
- 3 Drowning in conflict debt
- 4 Eroding accountability
- 5 Making leadership unattractive

# #1 Botching Return to Office



# Return to Office Crisis

01

PURSUING A FALSE  
NARRATIVE ABOUT  
PRODUCTIVITY

02

UNDERAPPRECIATING  
THE SACRIFICE OF  
RETURNING

03

ALLOWING MEETINGS  
AND EMAIL TO CLOG  
WORK HOURS



# Resetting the Office Opportunity

**01**

REDEFINE  
EXPECTATIONS  
BASED ON  
HEALTHY TEAMS  
AND CULTURE

**02**

ALLOW  
EMPLOYEES MORE  
CONTROL OF THE  
ENVIRONMENT AND  
EXPERIENCE

**03**

RESET  
MEETINGS AND DIGITAL  
COMMUNICATIONS  
AND INSTITUTE  
BLACKOUT PERIODS



# #2 Squandering Energy



# Squandering Energy Crisis

**01**

INFLECTING HIGH  
WORKLOAD AND  
THOUGHTLOAD

**02**

FAILING TO PLAN  
ACROSS  
DEPARTMENTS

**03**

IGNORING SIGNS OF  
BURNOUT AND  
DISENGAGEMENT



# Focusing Attention Opportunity

**01**

DEFINE UNIQUE  
VALUE OF LAYERS  
AND ROLES AND  
INVEST IN  
DELEGATION

**02**

PRIORITIZE SERIALY,  
ORCHESTRATE  
BROADLY,  
AND PROGRESS  
RAPIDLY

**03**

FOCUS RUTHLESSLY  
AND PROVIDE  
EXTENDED  
PERIODS  
OF CERTAINTY



# #3 Drowning in Conflict Debt



# Conflict Debt Crisis

**01**

FEARING TRADE-  
OFFS AND NOT  
MAKING BETS

**02**

AVOIDING TENSION  
BY WORKING  
IN SILOS

**03**

TOLERATING  
INTERPERSONAL  
FRICTION



# Productive Conflict Opportunity

**01**

CONDUCT A  
RIGOROUS  
STRATEGIC  
PLANNING  
PROCESS

**02**

MAP PRODUCTIVE  
TENSIONS AND  
CREATE A  
FORUM TO  
DELIBERATE

**03**

WORK THROUGH  
RELATIONSHIP FRICTIONS  
AND EXIT PEOPLE  
WHO CAN  
BELIEVE ANYMORE



# Eroding Accountability



# Eroding Accountability Crisis

**01**

LEAVING UNCLEAR  
OR SHARED  
ACCOUNTABILITY

**02**

RESCUING PEOPLE  
AND NOT LETTING  
BALLS DROP

**03**

REWARDING  
ARSONISTS FOR  
PUTTING OUT FIRES



# Fostering Accountability Opportunity

**01**

GET PROACTIVE BY  
SETTING CLEAR  
AND  
INDIVIDUALIZED  
EXPECTATIONS

**02**

USE NATURAL AND  
LOGICAL  
CONSEQUENCES AND  
ESCALATE  
APPROPRIATELY

**03**

ESTABLISH POST-MORTEM  
AND PRE-MORTEM  
DISCIPLINE  
TO MINIMIZE  
HEROICS



# Making Leadership Unappealing



# Unappealing Leadership Crisis

**01**

WORKING  
NON-STOP  
24/7/365

**02**

PRIORITIZING SHORT-  
TERM HARMONY OVER  
LONG-TERM PURPOSE

**03**

GRINDING  
FOR  
MONTHLY RESULTS



# Modernizing Leadership Opportunity

**01**

FOCUS ON  
PURPOSE AND  
IMPACT MORE  
THAN SHORT-TERM  
RESULTS

**02**

SET BOUNDARIES  
BETWEEN WORK  
AND PERSONAL  
LIFE AND  
LEAVE LOUDLY

**03**

INVEST IN  
YOUR RESILIENCE  
AND TALK OPENLY  
ABOUT ENERGY  
AND RESILIENCE



# Leadership Opportunities

- 1 Reset the Office
- 2 Focus Attention
- 3 Embrace Productive Tension
- 4 Foster Accountability
- 5 Modernize Leadership

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# questions?

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# Programs

## **LEADERSHIP TEAM EFFECTIVENESS**

The Path to Performance: For Teams & Leader Forums

## **LEADING HYBRID TEAMS**

Equipping Leaders to Thrive in the Modern Workplace

## **THE GOOD FIGHT**

Building a Culture of Productive Conflict

## **COMMUNICATING WITH IMPACT**

Increasing Your Strategic Influence

## **STAYING OUT OF THE WEEDS**

Being Productive: Less Work, More Value

## **CHANGE HAS CHANGED**

Leading Your Team Through Perpetual Change



## About The Talent Company

### **Our Solutions**

Recruitment | Leadership & Talent Development | Coaching & Assessment | Compensation & Total Rewards | Career Transition & Outplacement | HR On-Demand

### **How To Reach Us**



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## Welcome



All participants will be muted to enable the Speaker(s) to present without interruption



Questions can be submitted via the “Q&A” at the bottom of your screen



Technical questions can be submitted via the “CHAT” at the bottom of your screen



You will receive the Presenter’s handouts, the session recording, and an evaluation survey within 2 days

# Presentation



# Please take a moment to complete our survey



## Events

[www.thetalentcompany.ca/events](http://www.thetalentcompany.ca/events)

Top of Mind Webinar

# The Well-Being Imperative

Perspectives on the Importance of Well-Being at Work

**February 28, 2023 | 2-3 PM EST**



**Dave Allman**  
Founder  
Wellbeing @ Work



**Elaine Cruise-Smith**  
Transformational  
Coach & Consultant



**Erika Mendonca-DeSilva**  
Career Transition Leader  
The Talent Company



Thank you

## Follow Up

- Session Recording, resources & event survey (optional) within 2 days
- If you have any questions, comments or feedback you would like to share, please connect directly with Liane Taylor, VP Coaching & Leadership Development @ [liane.taylor@thetalent.co](mailto:liane.taylor@thetalent.co)

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