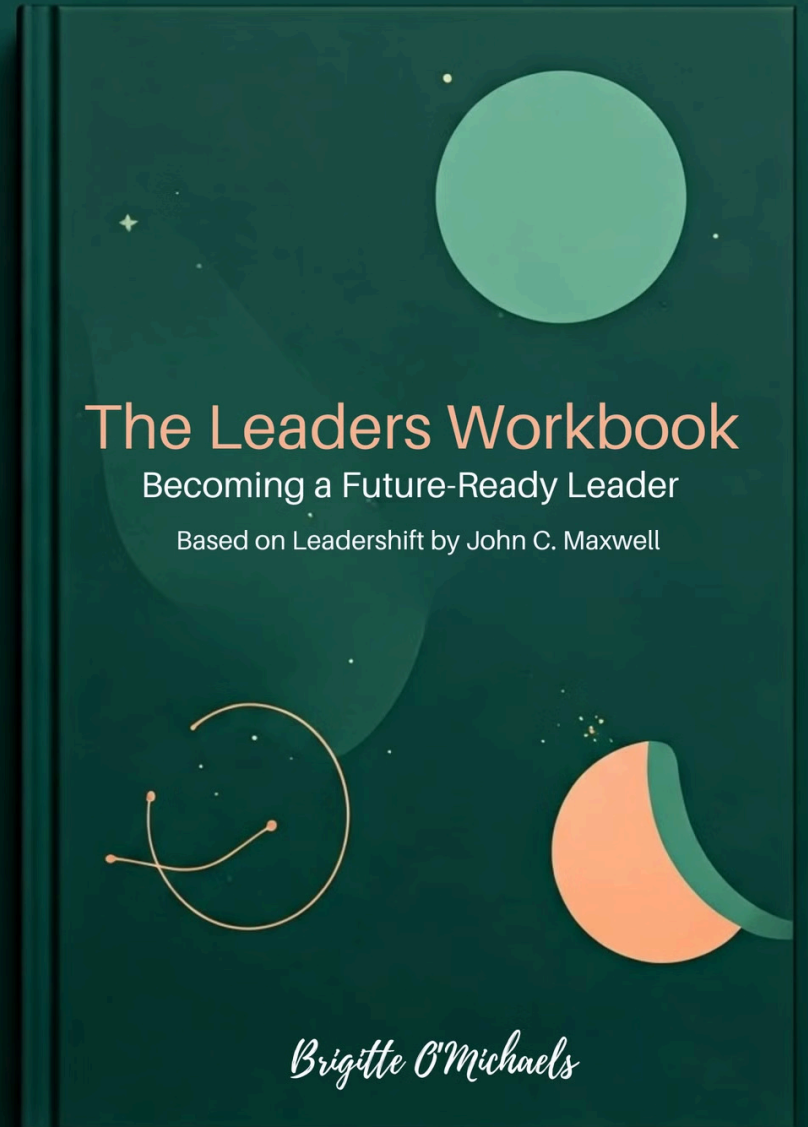


A Workbook For Becoming a Future-Ready Leader

Leaning into the Future

By Brigitte O'Michaels





Purpose of the Workbook:

This workbook is designed to help you reflect, plan, and take actionable steps toward becoming a future-ready leader. Each section will guide you through key concepts and practical exercises to apply *Leadershift* principles.

Brigitte O'Michaels

Acknowledgment:

This workbook draws inspiration from the leadership principles outlined in John Maxwell's work. While these foundational ideas are adapted here for educational and workshop purposes, the journal prompts and exercises are original contributions designed to enhance learning and application. Full credit is given to John Maxwell for the core concepts that inspire *Leadershift*. This material is intended solely for educational use and is not for sale or commercial distribution.

Section 1: The Focus Shift – Soloist to Conductor

- **Quote for Reflection:**

“In a land where there are no musicians;
In a land where there are no storytellers, teachers, and poets...
The people will most certainly perish.
But you and I, we are the music makers;
We are the storytellers, teachers, and poets;
We are the dreamers of the dreams.”
– *Matthew Kelly*

Journal Prompts:

- Think about the strengths of your team members. Who are the “musicians” in your group, and how can you bring out their best? Write about two people on your team and how you’ll empower them.

- Reflect on a recent project where you took the lead. How could you have acted as more of a “conductor” to bring out everyone’s strengths?

Your Action Plan:

“Write down two steps you’ll take to guide your team toward collective success. How will you create a space where everyone’s unique contributions are valued and spotlighted?”

Section 2: From Maintaining to Creating

Quote for Reflection:

“Creativity is thinking up new things. Innovation is doing new things.”

– *Theodore Levitt*

Journal Prompts:

- Reflect on a routine or process in your work. What aspects feel stale or outdated? Describe one area you want to shake up with fresh ideas.

- Think about a time when you brought a new idea to life. What was the outcome? How did it feel to move from “maintaining” to “creating”?

Your Action Plan:

“What’s one change you can make this month to bring innovation into your role? Outline your idea and list the first step you’ll take to make it happen.”



Section 3: Directing to Connecting

Quote for Reflection:

“Leadership is not about being in charge. It’s about taking care of those in your charge.”

– *Simon Sinek*

Journal Prompts:

- Think of a time when you truly connected with someone on your team. What impact did it have on them, and on you?

- How well do you know the goals and motivations of each person on your team? Write down a few things you’d like to know about each team member to deepen your connection with them.

Your Action Plan:

“List two specific actions you’ll take to connect with your team on a personal level this week. These could be simple check-ins, recognizing their efforts, or asking about their long-term goals.”



Section 4: Team Uniformity to Team Diversity

- **Quote for Reflection:**

“People different *FROM* me could make a positive difference *IN* me.”

Journal Prompts:

- Write about a time when you worked with someone very different from you. What did you learn from their perspective, and how did it shape your approach?

- Who in your current network challenges you to think differently? Describe how their influence has broadened your thinking.

Your Action Plan:

“Identify one practical step you can take to foster more diversity in your team’s approach. This could be inviting fresh voices into meetings, seeking out new perspectives, or actively encouraging alternative ideas.”

Section 5: Goals to Growth

Quote for Reflection:

“The journey is the reward.”

– *Steve Jobs*

Journal Prompts:

- Think about a goal you recently achieved. Reflect on the journey—what lessons did you learn along the way that helped you grow?

- Write down an area in your role where you want to focus more on growth rather than a single end goal. How will this shift help you develop personally and professionally?

Your Action Plan:

“List one skill or quality you want to improve in the next three months. Break it down into weekly actions that will keep you on track for continuous growth.”



Section 6: Transformational Leadership

- **Quote for Reflection:**

“Transformational leaders don’t start by denying the world around them. Instead, they describe a future they’d like to create.”

– *Seth Godin*

Journal Prompts:

- Think of a leader who inspired you. What qualities made them transformational? Describe how they influenced your perspective on leadership.

- Imagine the future you want for your team or organization. What kind of culture do you want to create, and how will it shape the people you lead?

Your Action Plan:

“Write down one aspect of your team’s culture that you’d like to change or improve. What’s one small action you can take this week to start building that vision?”

Case Study Reflection: Tackling Complex Issues

Quote for Reflection:

“In times of great challenge, leaders rise not by maintaining the familiar, but by daring to innovate.”

Journal Prompts:

- Reflect on a complex challenge you’ve faced as a leader. How could creativity, collaboration, or adaptability help you approach it differently?

- Describe one lesson from today’s case study that you could apply to your own leadership. How might it help you navigate difficult situations in the future?

Your Action Plan:

“Outline one actionable step you can take to apply *Leadershift* principles to a current challenge. Describe what impact you hope this change will have on your team or organization.”



Conclusion: Your Leadershift Action Plan

- **Top Three Shifts:** “List the three *Leadershifts* that resonate most with you. Why are these shifts important to your leadership journey?”

- **Accountability Partner:** “Identify one person you’ll share your *Leadershift* journey with. How will you keep each other accountable?”

- **Weekly Check-In:** “Write a commitment for this week. What’s one small action you’ll take to start living out your *Leadershift* today?”

BONUS

The 11 Essential Leadershifts

1. From Soloist to Conductor

Great leaders orchestrate the strengths of others rather than leading solo.

2. From Goals to Growth

Shift focus from achieving specific goals to fostering continuous personal and team growth.

3. From Perks to Price

Leadership is about what you can give, not what you get.

4. From Pleasing People to Challenging People

Encourage and push your team to reach higher, even if it's uncomfortable.

5. From Maintaining to Creating

Move beyond maintaining the status quo; adopt a creator's mindset.

6. From Ladder Climbing to Ladder Building

Help others build their own paths to success rather than focusing only on your ascent.

7. From Directing to Connecting

Lead through genuine connection and influence, not just directives.

8. From Team Uniformity to Team Diversity

Value diverse perspectives to drive innovative solutions.

9. From Positional Authority to Moral Authority

Earn your influence through respect and trust, not just your title.

10. From Trained Leader to Transformational Leader

Aim to inspire lasting change and empower others to do the same.

11. From Career to Calling

Lead with purpose and passion, seeing your role as a calling rather than just a job.

Additional Resources and Notes

- **Resource List:** Suggested readings or resources on leadership, adaptability, and *Leadershift* concepts.
- *Leadershift: 11 Essential Changes Every Leader Must Embrace* by John C. Maxwell

About Brigitte O'Michaels

- Brigitte O'Michaels is a Maxwell certified executive leadership trainer, coach, and speaker with over 20 years of experience across three continents.
- A thought leader with over 20 years of experience across three continents, she is dedicated to empowering leaders in both the public and private sectors. with a focus on inclusive and strategic leadership.
- Brigitte is a certified DEI and DISC behavioral consultant, and also holds certifications as a mental health first aider, a Professional Scrum Master, and a Cybersecurity GRC Analyst.
- She is known for crafting transformative strategies that help leaders overcome challenges, inspire change, and build impactful, future-ready teams.

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