

# Human-Centered Leadership

Workbook



Washington State Government  
Lean Transformation Conference

October 8–9, 2019

# Activity 1: "Mind the Gap"

10 minutes

Please comment and share your thoughts / feelings on the following:

**How are you experiencing the transition?**

**What are some key opportunities jumping at you?**

**What are some key challenges?**

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# Activity 2: "Wiring in a 24/7 World"

25 minutes

## PART 1

Please identify at least 2 behaviors from the below list you find yourselves engaging in (5min)

I am...

- Living by the adage "Do as I say, not as I do," and not setting good examples – such as not showing people they care, forgetting to say thank you, not respecting people, not making people feel valued
- Focusing on too many things at once, pushing too hard on the task and objectifying the people
- Not giving clear direction or giving inconsistent direction
- Not taking responsibility for failure
- Showing little or no personal commitment to the vision

Now, please think through and write down the impact of those behaviors on: (5 min)

**1. Self**

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**2. The other person**

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**3. The team**

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**4. The organization**

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## PART 2

Please think through and answer the following questions (5min)

What does 'connectedness' mean for me?

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Taking into the result/ impact of my behaviors at times,  
how can I better communicate:

Cognitive – what do I say?

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Affective – how do I feel?

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Behavioral – how do I behave?

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Taking into the result/ impact of my behaviors at times,  
how can I better cultivate:

Attitudes – how can I evolve my thinking?

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### **PART 3**

Now, please pair up and share with each other about your observations (10 min)

### **PART 4**

Pleenary report (5 min)

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## Activity 3: "Inside of Us"

30 minutes

This is a meditative exercise.

### **PART 1**

Please write on the sticky one thing that's dear to your heart and represents how you see yourself in the world.

### **PART 2**

Now close your eyes and put the sticky on your heart with your hands over and follow us in the meditative exercise.

### **PART 3**

Closing of the meditative exercise.

## Thank you for your participation.