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?

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

2. The other person

3. The team

4. The organization
PART 2
Please think through and answer the following questions (5min)

What does ‘connectedness’ mean for me?

_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________

Taking into the result/ impact of my behaviors at times, how can I better communicate:
Cognitive – what do I say?

_________________________________________________________________________
_________________________________________________________________________

Affective – how do I feel?

_________________________________________________________________________
_________________________________________________________________________

Behavioral – how do I behave?

_________________________________________________________________________
_________________________________________________________________________

Taking into the result/ impact of my behaviors at times, how can I better cultivate:
Attitudes – how can I evolve my thinking?

_________________________________________________________________________
_________________________________________________________________________
_________________________________________________________________________
PART 3
Now, please pair up and share with each other about your observations (10 min)

PART 4
Pleanary report (5 min)

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.