

Lessons from Homeward Bound

Strategic leadership
and penguins

Veronique Florec
Susan Scott



About Homeward Bound

- Leadership program for women in science
- Enhance the impact of women to influence policy
- 1000 women in 10 years
- 1 year program that culminates in an expedition to Antarctica

About us

- Vero:
 - Research Economist at the University of Western Australia
- Susan:
 - Professor of Theoretical Physics at the Australian National University
- Homeward Bound 2017-2018

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penguins





Which one is not true?

- Write down 3 things about yourself (that you are willing to share with the person sitting next to you)
- 2 must be true, one must be a lie
- Have the other person guess which one is not true

Strategic leadership

➤ Personal

➤ Strategy



Personal strategy

ANY decision is ***BETTER*** than no decision



Personal strategy

ANY decision is **BETTER** than no decision



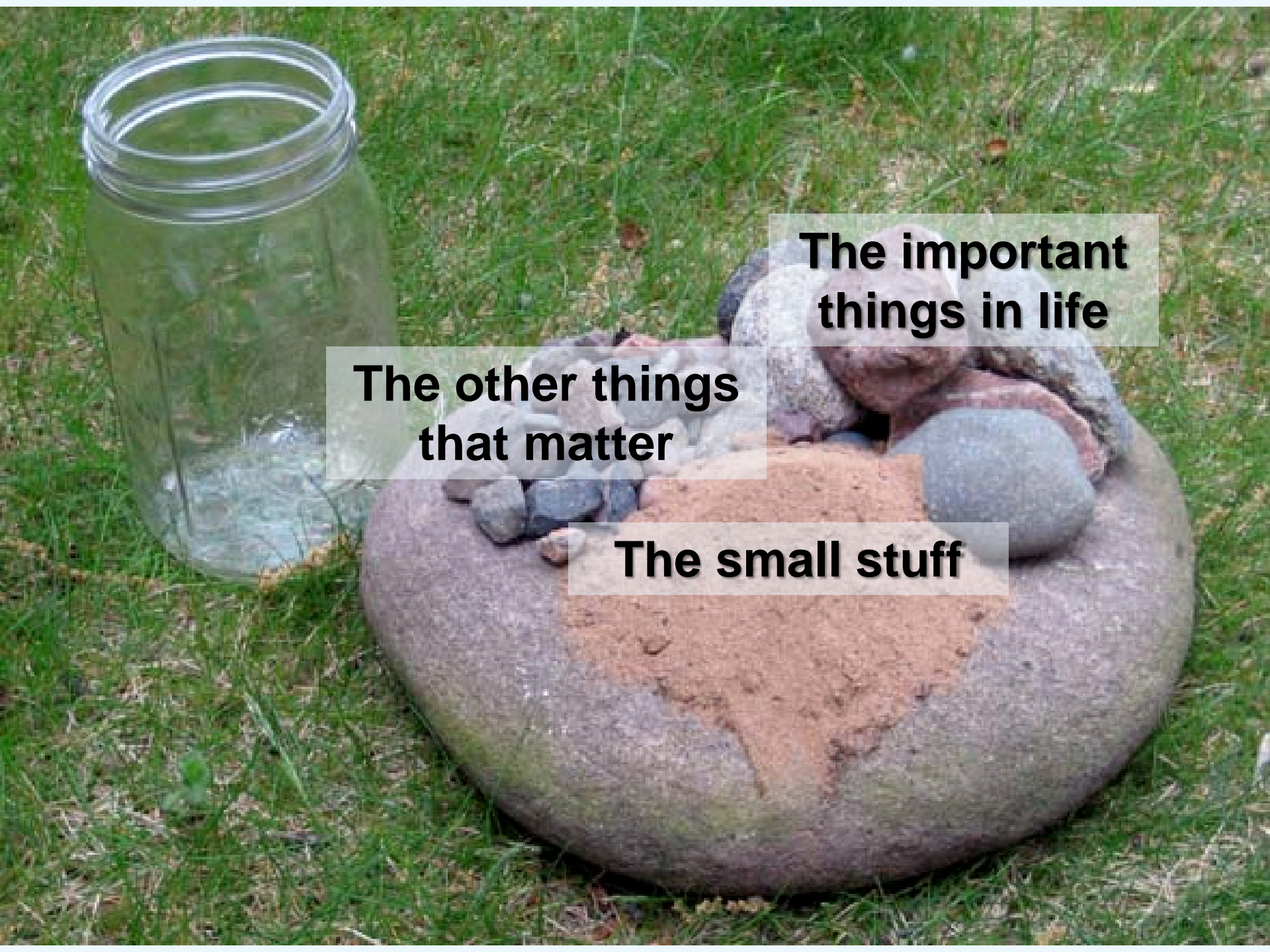
Personal strategy

- If we are not in control of our time, someone else will be
- Finding fulfilment takes discipline:
 - know our priorities,
 - what to say YES to and NO to,
 - stay focused on our priorities,

“Things that matter most should never be at the mercy of things that matter least.”

Goethe





The important things in life

The other things that matter

The small stuff



Personal strategy

- To be in control of our own time
- What to say YES to and NO to
- Enrich our lives

We need a plan!



Personal strategy map



Personal strategy

The **outcome** (the personal strategy plan/map) is
AS IMPORTANT as the **process** (writing,
refining, re-evaluating what's in the plan/map)



Personal strategy

Many ways to help us determine our aspirations:

- Start from what we think we want
- Walk back from the end (how we would like to be remembered)
- Get help from our inner mentor

Homeward Bound

Stephen Covey: “The 7 habits of highly effective people”

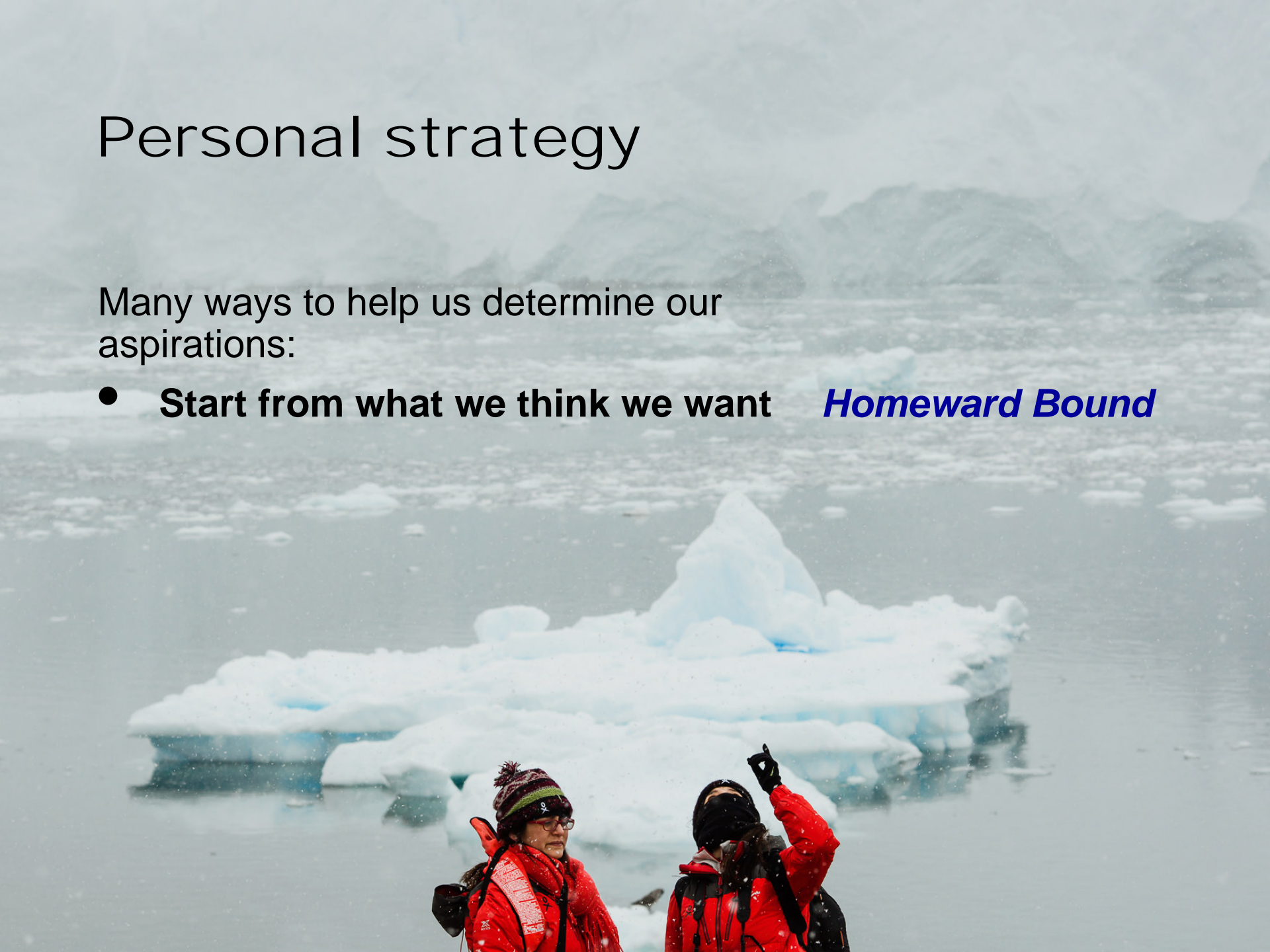
Tara Mohr: “Playing big”



Personal strategy

Many ways to help us determine our aspirations:

- **Start from what we think we want** *Homeward Bound*



VERSION DATE:

MY PERSONAL STRATEGY MAP

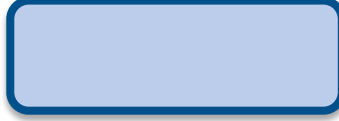
MY PURPOSE:

ASPIRATIONS

RELATIONSHIPS

A light orange rounded rectangular box with a yellow border, intended for writing aspirations in the Relationships category.

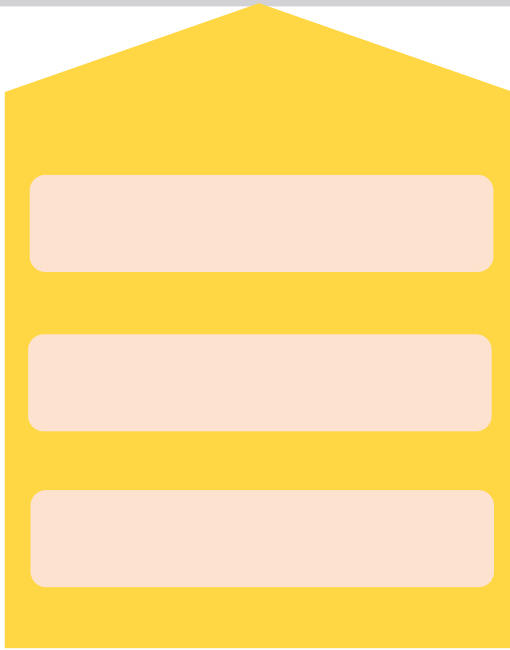
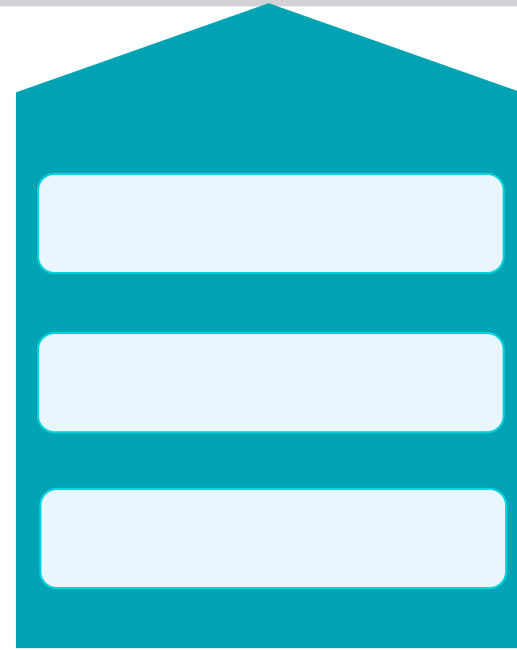
SELF

A light blue rounded rectangular box with a dark blue border, intended for writing aspirations in the Self category.

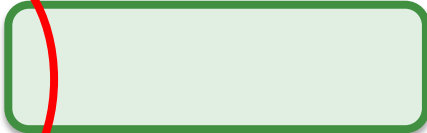
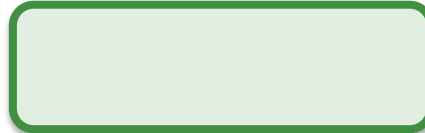
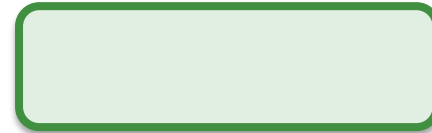
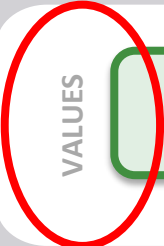
WORK

A light blue rounded rectangular box with a teal border, intended for writing aspirations in the Work category.

PRIORITIES

A yellow vertical column with a pointed top, containing three light orange rounded rectangular boxes for listing priorities in the Relationships category.A dark blue vertical column with a pointed top, containing three light blue rounded rectangular boxes for listing priorities in the Self category.A teal vertical column with a pointed top, containing three light blue rounded rectangular boxes for listing priorities in the Work category.

VALUES

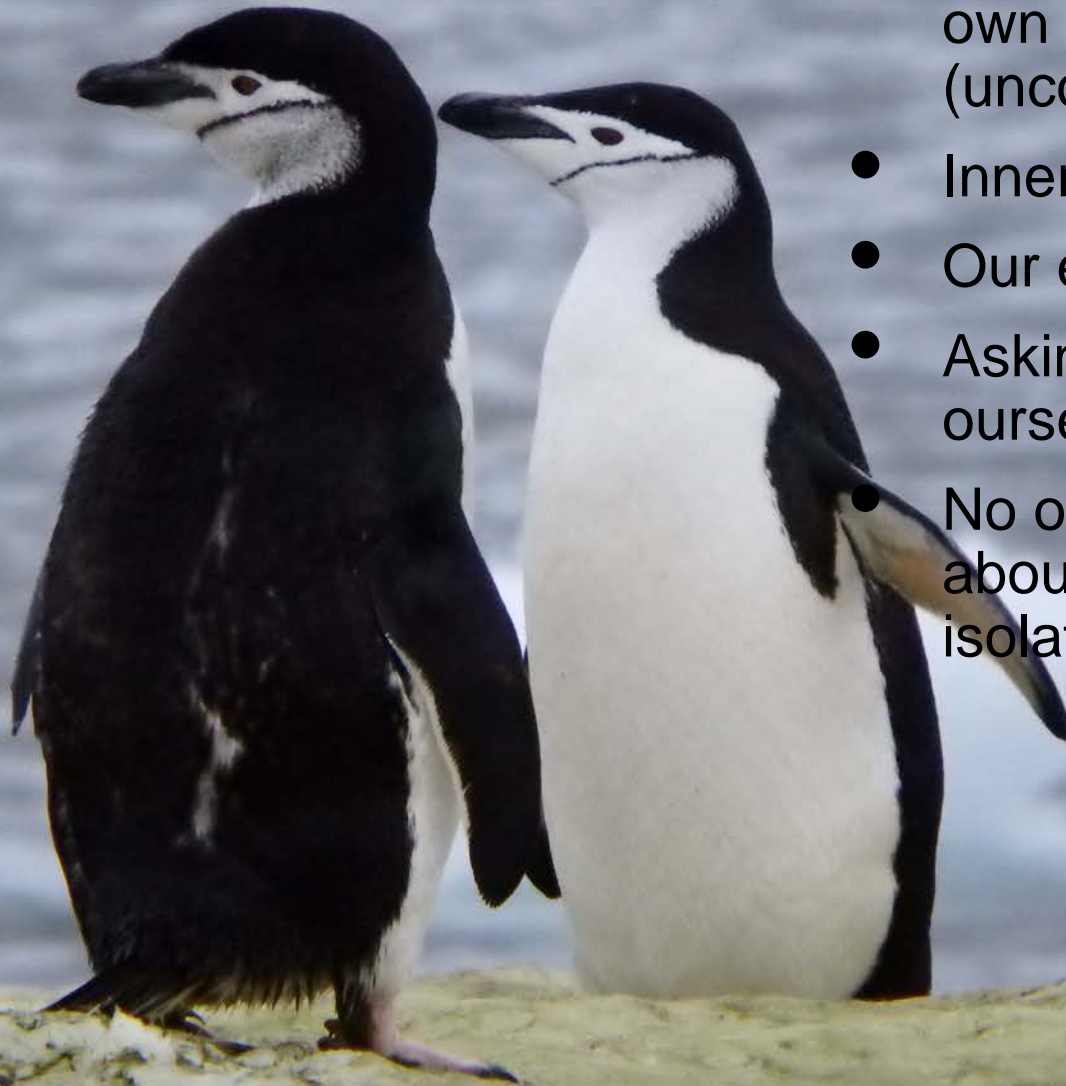
A light green rounded rectangular box with a dark green border, intended for writing values in the Relationships category.A light green rounded rectangular box with a dark green border, intended for writing values in the Self category.A light green rounded rectangular box with a dark green border, intended for writing values in the Work category.

Exercise: personal strategy map

- Write down 1 thing you would like to achieve in your life in these 3 key areas:
 - Relationships
 - Self
 - Work

What gets on our way

- Acting against our own values (unconscious)
- Inner critic
- Our emotions
- Asking too much of ourselves
- No one knowing about it (working in isolation)



What gets on our way

- **Acting against our own values (unconscious)**
- Inner critic
- Our emotions
- Asking too much of ourselves
- No one knowing about it (working in isolation)



Values



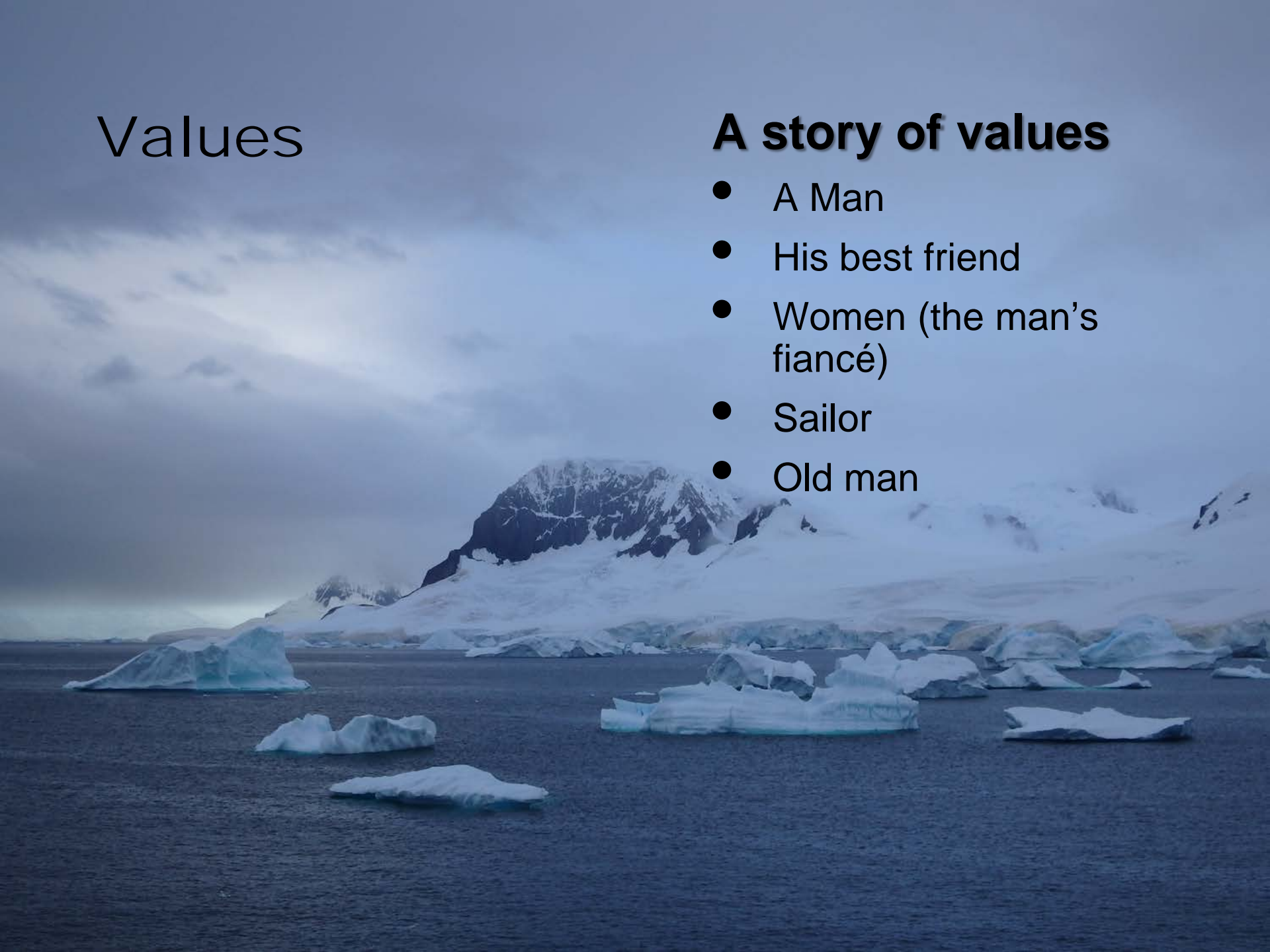
- Understanding our values is the first step of personal leadership
- To work together we need to understand and manage value differences between people
- Make sure that everyone's values are respected
- Create safe spaces and open communication channels



Values

A story of values

- A Man
- His best friend
- Women (the man's fiancé)
- Sailor
- Old man



What gets on our way



- Acting against our own values (unconscious)
- **Inner critic**
- Our emotions
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The voices inside our heads

- Inner critic vs. inner mentor
- Women tend to let their inner critic speak louder (greater self-doubt)
- Fear paralyzes us
- Action empowers us
- Implement our personal strategy map

Have you met your inner mentor?

Meet your inner mentor




What gets on our way



- Acting against our own values (unconscious)
- Inner critic
- **Our emotions**
- Asking too much of ourselves
- No one knowing about it (working in isolation)

Inner emotional clearance

- Observe a feeling when it arises (“good” or “bad”)
 - Imagine the feeling is a person
 - Talk to it
- 
- A photograph of a seal resting on a piece of ice. The seal is the central focus, lying horizontally across the middle of the frame. It has a greyish-brown body and a lighter, almost white, head. The seal is resting on a large, white, irregularly shaped piece of ice. The background is a soft, out-of-focus blue and white, suggesting a snowy or icy environment. The lighting is even, highlighting the texture of the seal's fur and the smooth surface of the ice.
- Ask: what is it you do not want to experience? What is the fear? What would happen if you did experience that?
 - Write your answers
 - Similar to cognitive behavioural therapy

Book: “Emotional clearing” by John Ruskan

Inner emotional clearance

- Observe a feeling when it arises (“good” or “bad”)
- Stay in that place of observation (the witness)
- Watching the feeling
- Relax and let it pass through
- Watch it move



Inner emotional clearance

- Reflective journaling
- Present a situation to the journal
 - I write to “Mr.”
- Write as fast as you can
- Set an alarm to 10-15min

Book: “Writing down your soul” by Janet Conner

Inner emotional clearance

Exercise: fast writing



What gets on our way



- Acting against our own values (unconscious)
- Inner critic
- Our emotions
- **Asking too much of ourselves**
- No one knowing about it (working in isolation)

One step at a time

- Expecting to go beyond our comfort zone (without preparation)
- Can lead to procrastination
- Kindness towards ourselves
- Solutions:
 - Mini-habits
 - Work in pebbles, stones, rocks = 10+5 or 30+10 or 45+15min



Book: “Mini Habits: Smaller Habits, Bigger Results” by Stephen Guise

One step at a time

Your mini-habit for the next 30 days

- I acknowledge myself for having kept the habit
- I know I have the power to develop this habit, I'll break it into a habit of ____ min/day



What gets on our way

- Acting against our own values (unconscious)
- Inner critic
- Our emotions
- Asking too much of ourselves
- **No one knowing about it (working in isolation)**



Visibility

Purpose: what do you want to achieve?

Audience: who do you want to be visible to?

Medium: how to achieve it?



Visibility

Exercise:

- 1) Write down for one of your projects: purpose, audience, medium
- 2) Get together in pairs: share your visibility thoughts









































**Thank
you!**



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