



The Leadership Accelerator Program (LEAP) *Inspired Learnings from our Participants*

We are all leaders in our own way... I came to the program with some important questions on what is a leader and who am I as a leader. It gave me time to think about who I am and where I am going. It validated a lot of what I was thinking and I now know what I want to do. I don't have to be Martin Luther King Jr.

The difference between coaching and mentoring... I didn't understand the difference between coaching and mentoring. Having had a lot of coaching at the company and now having experienced leader mentoring, the difference is very clear for me. In my coaching work, I identified a problem and went about fixing it. With the leader mentoring, I got a chance to reflect back over my life and allowed my natural strengths to come through the process of self-discovery and creating my leader brand. For instance, I recognized my natural tendency to question things can be a strength and I now allow that to come forth and look at how to use it in the right way.

Putting yourself "out there"... As a result of looking at my own self-trust, I have a confidence in my own perceptions and viewpoints. Now I am sharing more of my ideas at the big company meetings. I am taking risks I wouldn't take before and putting myself out there, and as a result, I am now being asked to give my opinion.

Eliminating the fear of failure through self-trust... The component of self-trust was key. There is a fine line between fear of failure and wanting to win that gets in the way of the energy you need to connect with your followers. My increased self-awareness helped me see how much energy I was expending on worrying about worrying. I found my followers can sense my stress and frustration when I do that which relays a negative energy. With negative energy, you can miss the opportunities that can turn the corner on your situation.

Learning to step back... The biggest thing for me was questioning my role and learning to step back. I am very judging with a strong orientation to looking at everything as black and white. Instead of charging into things, I am now giving myself time to reflect which I have never done. This is helping me deal with more challenging tasks with my team in a more creative and expansive way.

Seeing the "big picture"... I have been going through a lot at work, almost like a perfect storm. This process has brought me to a place of looking beyond my own department to the whole company. I now know I don't need to know all the answers and I am getting more comfortable in admitting it to others and more willing to engage others to help me instead of doing it all myself. I am continually evolving from being the hands-on person to one of creating collaborative environments to solve problems together.

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