

Reclaiming Leadership:

Leading with Compassion and Insight

Nicole Lewis-Keeber | Business Therapist | Leadership Coach



Introduction: Rethinking Leadership

- What we are told leadership *should* be doesn't always match what truly motivates and inspires people.
- **Think About This:** Who is the most effective leader you have known? What made them stand out?

✍️ Write your thoughts here:

- **Key Insight:** The best leaders are those who help others overcome challenges while demonstrating **inspiration, patience, and emotional resilience**.

Two Leadership Models:

- ✓ *Strong Back, Open Heart* (Wholehearted leadership: Strength + Compassion)
- ✗ *Hard Front, Weak Spine* (Rigid, defensive leadership that creates division)

Cultivating Your Own Leadership Style

Self-Reflection Exercise:

- What outdated leadership belief have you absorbed? (Example: "Leaders must always have the answers.")

✍️ Write your response here:

- How might shifting this belief help you lead more effectively?

✍️ Write your response here:

Authentic Leadership Qualities:

- Self-awareness
- Emotional intelligence
- Adaptability
- Servant leadership mindset

The Role of Self-Compassion in Leadership

➡ Self-Leadership = Capacity to Lead Others

Without self-compassion, we rely on "armor" (perfectionism, over-control, detachment) which weakens our leadership.

📌 *Dr. Kristin Neff's Three Components of Self-Compassion:*

1. **Self-Kindness** – Treating yourself with the same care as others.
2. **Common Humanity** – Recognizing everyone struggles at times.
3. **Mindfulness** – Avoiding over-identification with stress or failure.

Self-Reflection: How would you rate yourself in these areas?

📝 Write your thoughts here:

Practice: Cleaning Up Messes

- Reflect on a situation where you were hard on yourself. How could self-compassion shift your approach?

📝 Write your response here:

Building Emotional Resilience

Why It Matters:

Resilient leaders foster trust, collaboration, and innovation.

🔧 The "Story I'm Telling Myself" Tool:

- We are wired for storytelling—often, our default narratives aren't accurate.
- **Ask Yourself:**
 - What's the story I'm telling myself?
 - Who is the narrator?
 - Is it based on assumptions?
 - How can I reframe it with curiosity and clarity?

📝 Write your thoughts here:

Rumble Tools: Brave Conversations for Leaders

- "The story I'm telling myself is..."
- "I need clarity about..."
- "I'm wondering if..."

Which of these could you use in your next leadership conversation?

 Write your response here:

Your Leadership Action Plan

 **Commit to Growth:** Choose **one** of the following to focus on in the next 30 days:

- Practicing **self-compassion** in moments of failure.
- Identifying and **challenging limiting leadership beliefs**.
- Using the **"Story I'm Telling Myself" tool** to shift perspective.
- Having **one courageous, clear leadership conversation**.

 Write down one action step you will take starting today:

♦ **Final Thought:** Leadership is not about being perfect—it's about being real, intentional, and compassionate. How will you lead differently after today?

 Write your response here:

Additional Resources

Dr. Brené Brown - *Dare to Lead*

Dr. Kristin Neff - *Self-Compassion*

Simon Sinek - *Leaders Eat Last*

 Interested in learning more? Let's stay connected!

 Email: nicole@insightfulwork.com

 Website(s): <https://insightfulwork.com>
<https://nicole.lewis-keever.com>