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
Lessons from Homeward Bound

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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:
  o know our priorities,
  o what to say YES to and NO to,
  o 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 \textit{Homeward Bound}
Exercise: personal strategy map

• Write down 1 thing you would like to achieve in your life in these 3 key areas:
  o Relationships
  o Self
  o 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)
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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

If we act against our values...
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
- Asking too much of ourselves
- No one knowing about it (working in isolation)
The voices inside our heads

- Inner critic vs. inner mentor
- Women tend to let their inner critic speak louder (greater self-doubt)
- Fear paralyses 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

• 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

Book: “The Untethered Soul: The Journey Beyond Yourself” by Michael A. Singer
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:
  o Mini-habits
  o 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!
Photos and video by:

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