



# Leading Beyond the Boss

*Empowering the Next Generation of Leaders*

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# ***Is This YOU?***

- ✓ I regularly create space for open dialogue and collective problem-solving
- ✓ I trust my team's ability to lead without my constant direction
- ✓ I model vulnerability and transparency in my leadership
- ✓ I see leadership as a shared responsibility rather than a top-down role

**Connection**

**Courage**

**Creating Space for  
Others to Rise**

# Objectives for Today

Understand the shift from Boss to Leader

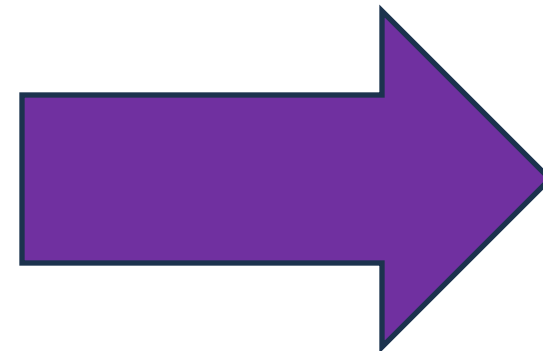
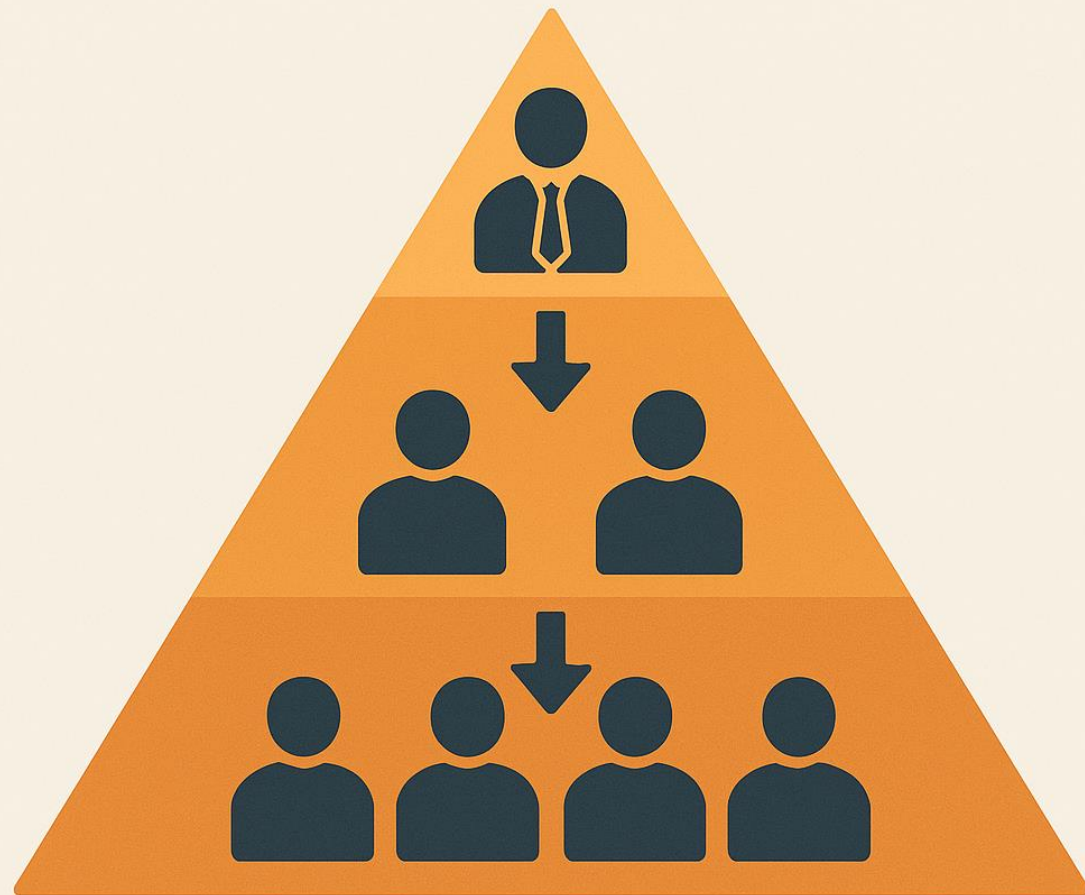
Reflect on your Leadership habits

Learn skills to Empower others

Create a personal action plan

***THEN...***

**TOP-DOWN LEADERSHIP**



**NOW**

**COLLABORATIVE LEADERSHIP**





# Conscious *Unbossing* is the ANSWER!

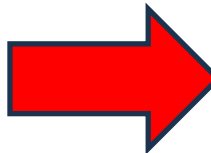


# Executives Identified Top 5 Challenges for 2025

Note: Short-term: within next year

Long-term: within next 5 years

	Short-Term % of Responses	Long-Term % of Responses
Cybersecurity	52%	51%
Developing future leaders	35%	47%
Talent Acquisition	37%	46%
Talent Retention	32%	40%
Ability to pay competitive wages/salaries	30%	38%



# The "Boss" Era is OVER!



- Commanding
- Authoritative
- Top-down
- Fear-based



# Who Was the Best Leader You've Ever Worked With—and Why?





# The Empowered Leader

- Collaborative = Innovation
- Trust-building = Retention
- Purposeful = Alignment
- People-first = Engagement



# Why Empowerment Matters

Only 31% of U.S. employees were *Engaged* at work  
That's still an "F"!



**17%**  
**Actively**  
**Disengaged!**



# What 'Beyond the Boss' Means in Leadership

## 1. From Command to Collaboration



**Old model:** The boss gives orders, others follow.

**Beyond the boss:** Leaders co-create vision, strategy, and solutions with their teams.

## 2. From Control to Trust



**Old model:** Micromanagement and tight oversight.

**Beyond the boss:** Leaders empower, and trust people to lead from where they are.

## 3. From Status to Service



**Old model:** Leadership is a title or position.

**Beyond the boss:** Leadership is serving the mission and your people, not being served by them.

## 4. From Individual Hero to Collective Impact



**Old model:** The boss is the "hero" who has all the answers.

**Beyond the boss:** The leader is a facilitator of shared success, recognizing that brilliance exists across the team.

**“The greatest contribution of a leader is to make others leaders”  
— Simon Sinek**



# Mentorship vs. Sponsorship

## What's the Difference?

### Mentorship



#### Advising behind the scenes

- Focuses on guidance, feedback, and growth
- Helps someone think through decisions
- Relationship built on support
- Can happen at any level

### Sponsorship



#### Advocating in the spotlight

- Focuses on opportunity, visibility, and advancement
- Helps someone get chosen for opportunities
- Relationship built on influence
- Often led by leaders with organizational clout

# Effect on Leadership



## Mentorship

- ◆ Builds confidence and capability
- ◆ Encourages reflective, empowered problem-solving
- ◆ Cultivates emotional intelligence and empathy
- ◆ Essential for developing future leaders



## Sponsorship

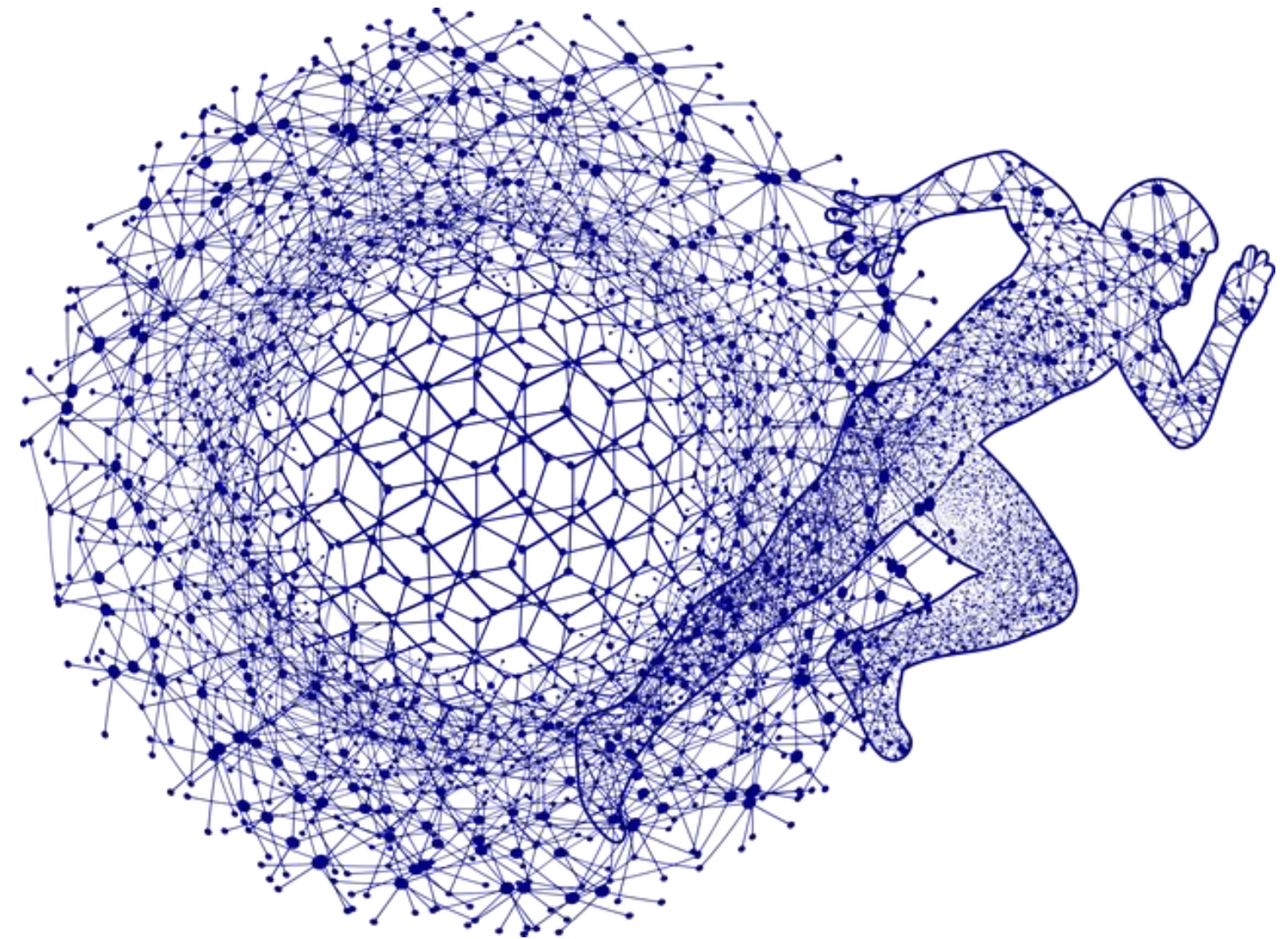
- ◆ Accelerates career movement and visibility
- ◆ Requires leaders to share their platform and social capital
- ◆ Challenges leaders to look beyond the obvious and advocate for diverse talent
- ◆ Essential for equity and inclusion in leadership

**When leaders do both, they don't just support—they amplify!**



# Why Leaders Need to Embrace Both

- Mentors shape how someone leads
- Sponsors shape where someone leads
- Great Leaders do **BOTH!**





# Empowerment Focusing on Micro-Skills

- ❖ Coaching
- ❖ Deep Listening
- ❖ Asking Better Questions



PEER

2

PEER



## CANDOR QUESTIONS EXERCISE

**You GET what you are ASKING for!**

# Redefining the Role of a People Leader

*Leaders must adapt their style to a more personalized approach with each of their direct reports*

**Hire and train for these competencies:**

- ***Coaching mentality***
- ***Pacesetter***
- ***Transformational***





# Empowerment Blueprint for Leadership

Element	Your Reflection
<b>Behavior to Shift</b>	<p>What leadership habit or mindset do you need to let go of or evolve?</p> <p>Examples:</p> <ul style="list-style-type: none"><li>– Shifting from micromanaging to coaching</li><li>– Listening more than directing</li><li>– Moving from being the expert to being a facilitator</li></ul>
<b>Person to Empower</b>	<p>Who on your team is ready to grow and take more ownership?</p> <p>Examples:</p> <ul style="list-style-type: none"><li>– A high-potential emerging leader</li><li>– A team member with untapped ideas</li><li>– Someone who's been overlooked but shows drive</li></ul>
<b>Action to Take in the Next 90 Days</b>	<p>What concrete step will you take to create space for their growth?</p> <p>Examples:</p> <ul style="list-style-type: none"><li>– Delegate a key project or meeting lead</li><li>– Have a coaching 1:1 to co-create goals</li><li>– Offer visibility or stretch opportunities</li></ul>

# Brave “Boss” Detox



***What's one personal shift you believe is necessary for you to lead more collaboratively?***

# From Insight to Action

**What Do We Do NEXT?**





**Make  
the  
Space!!**

**This!!**

## How to Create Space for New Leaders



Delegate stretch assignments that challenge and inspire.



Invite emerging leaders to key meetings and decision-making tables.



Offer public recognition and credit for contributions.



Ask, “What do you want to lead?” and really listen.



Step back so others can step forward—resist the urge for rescue or control.



Encourage calculated risk-taking and allow space for learning through failure.



Celebrate progress over perfection.

# It's Beyond Titles...



**Real LEADERSHIP is INFLUENCE *not* Position**



# Group Reflection



***ONE Word or Phrase*** that captures how you'll lead differently





Thank You!

Keep Leading Beyond the Boss!