

Edward Sullivan CEO, Velocity Coaching

TELL US

**What do you love
about your job?**

TELL US

The People

TELL US

The People

**The Work is
Interesting**

TELL US

The People

**The Work is
Interesting**

**I feel
challenged**

TELL US

The People

**I feel
challenged**

**The Work is
Interesting**

**I believe in the
mission**

TELL US

No one says
"The Money"

SO, WHY ARE PEOPLE QUITTING?

The Great Resignation

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The Great Resignation

Quiet Quitting

TODAY'S LEADERSHIP CRISIS

2/3 Americans are not engaged at work

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57% have felt disrespected at work

TODAY'S LEADERSHIP CRISIS

2/3 Americans are not engaged at work

57% have felt disrespected at work

84% say their manager stresses them out

TODAY'S LEADERSHIP CRISIS

People are 10x more likely to leave their jobs due to toxic work environments than over pay or benefits.

WHY ARE PEOPLE QUITTING?

**“Toxic Work Environment”
often just means people don’t
feel seen, heard, or valued.**

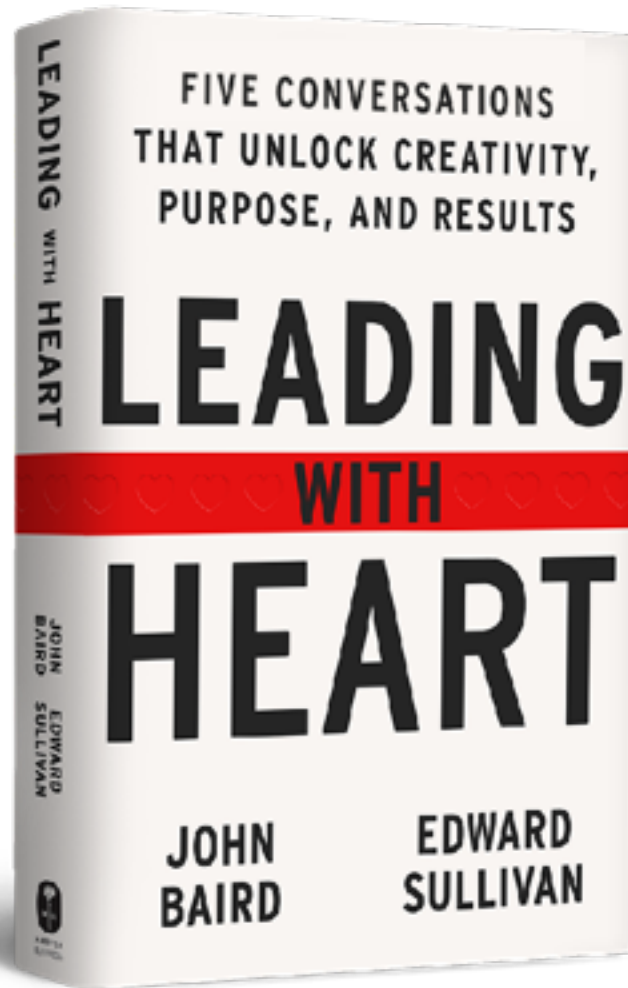
IF YOU REALLY KNEW ME

**Find Someone You
Don't Know Well**

PRACTICE

**If you really knew me,
you'd know...**

OUR RESEARCH



OUR RESEARCH



WHAT MAKES FOR GREAT LEADERSHIP?

Executive Presence?

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Executive Presence?



WHAT MAKES FOR GREAT LEADERSHIP?

Executive Presence?



Public Speaking?

WHAT MAKES FOR GREAT LEADERSHIP?

Executive Presence?

X

Public Speaking?

X

WHAT MAKES FOR GREAT LEADERSHIP?

Executive Presence?

X

Public Speaking?

X

Hard Driving?

WHAT MAKES FOR GREAT LEADERSHIP?

Executive Presence?

X

Public Speaking?

X

Hard Driving?

X

WHAT MAKES FOR GREAT LEADERSHIP?

They Lead with Heart

WHAT DOES THAT MEAN IN PRACTICE?

They Connect
Emotionally with
FIVE Conversations

CONVERSATION #1

What do you need
to be at your best?

CONVERSATION #2

What fears might be
holding you back?

CONVERSATION #3

What are your core desires,
and which ones might
derail you?

CONVERSATION #4

What are your
greatest gifts?

CONVERSATION #5

What is your
purpose?

These Conversations are the Antidote to Toxicity

HEART vs. FEAR

Lower Turnover

High Turnover

HEART vs. FEAR

**Empowered to
Take Smart Risks
& Innovate**

**Risk Avoidance
and Little
Innovation**

HEART vs. FEAR

**Healthy &
Constructive
Creative Conflict**

**Artificial
Harmony &
Back Channelling**

HEART vs. FEAR

**Seamless Flow
of Info & Early
Problem Detection**

**Withholding Info
& Unnecessary
Crises**

"If your people are afraid to tell you when they smell smoke, you'll always be putting out fires."

@edwardsullivan

HEART vs. FEAR

**Strategic
Alignment**

**Competing
Priorities**

HEART vs. FEAR

**Best in Class
Business
Outcomes**

**Mediocre
Business
Outcomes**

Are you convinced?

THIS SEEMS SO OBVIOUS

HEART

Vs.

FEAR

So, why don't we do it all the time?

So, why don't we do it all the time?

Leading with Heart is Hard.

Executive Presence & The Work/Life Myth

Not Getting Needs Met

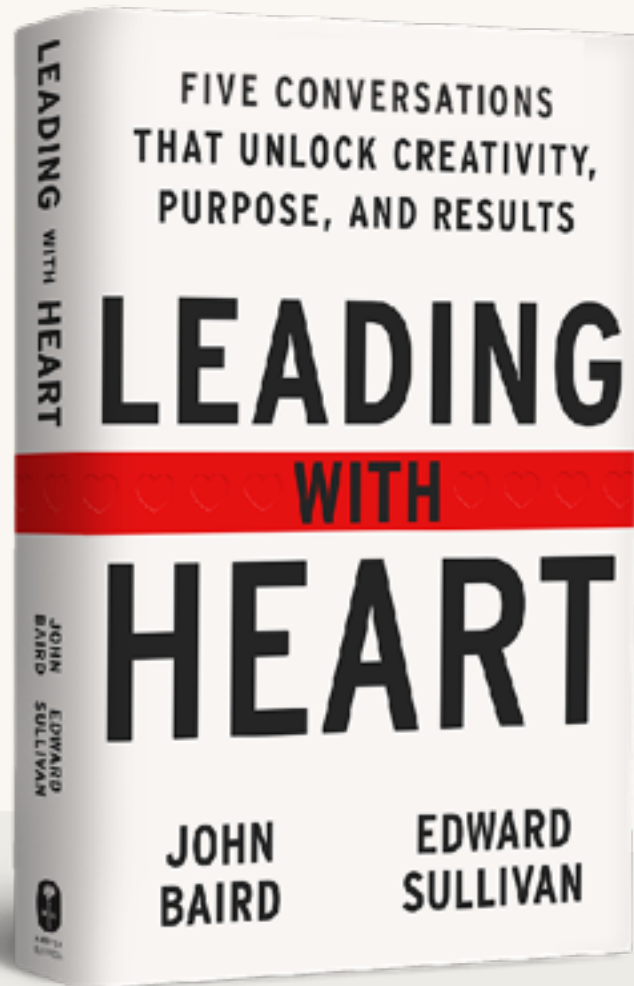
Not Getting Needs Met Stuck in Fear Mode

**Not Getting Needs Met
Stuck in Fear Mode
Derailed by Unhealthy Desires**

**Not Getting Needs Met
Stuck in Fear Mode
Derailed by Unhealthy Desires
Not Leveraging Gifts**

**Not Getting Needs Met
Stuck in Fear Mode
Derailed by Unhealthy Desires
Not Leveraging Gifts
Disconnected from Purpose**

**Leading with Heart
is a Skillset that Takes
Courage and Practice**



So, Let's
Practice!

CONVERSATION #1

What do you need
to be at your best?

Physical



Emotional

Environmental

**“When a flower wilts, we
don’t put it on a performance
improvement plan.”**

@edwardsullivan

PRACTICE

**What do you need to
be at your best?**

**What happens when you
don't get your needs met?**

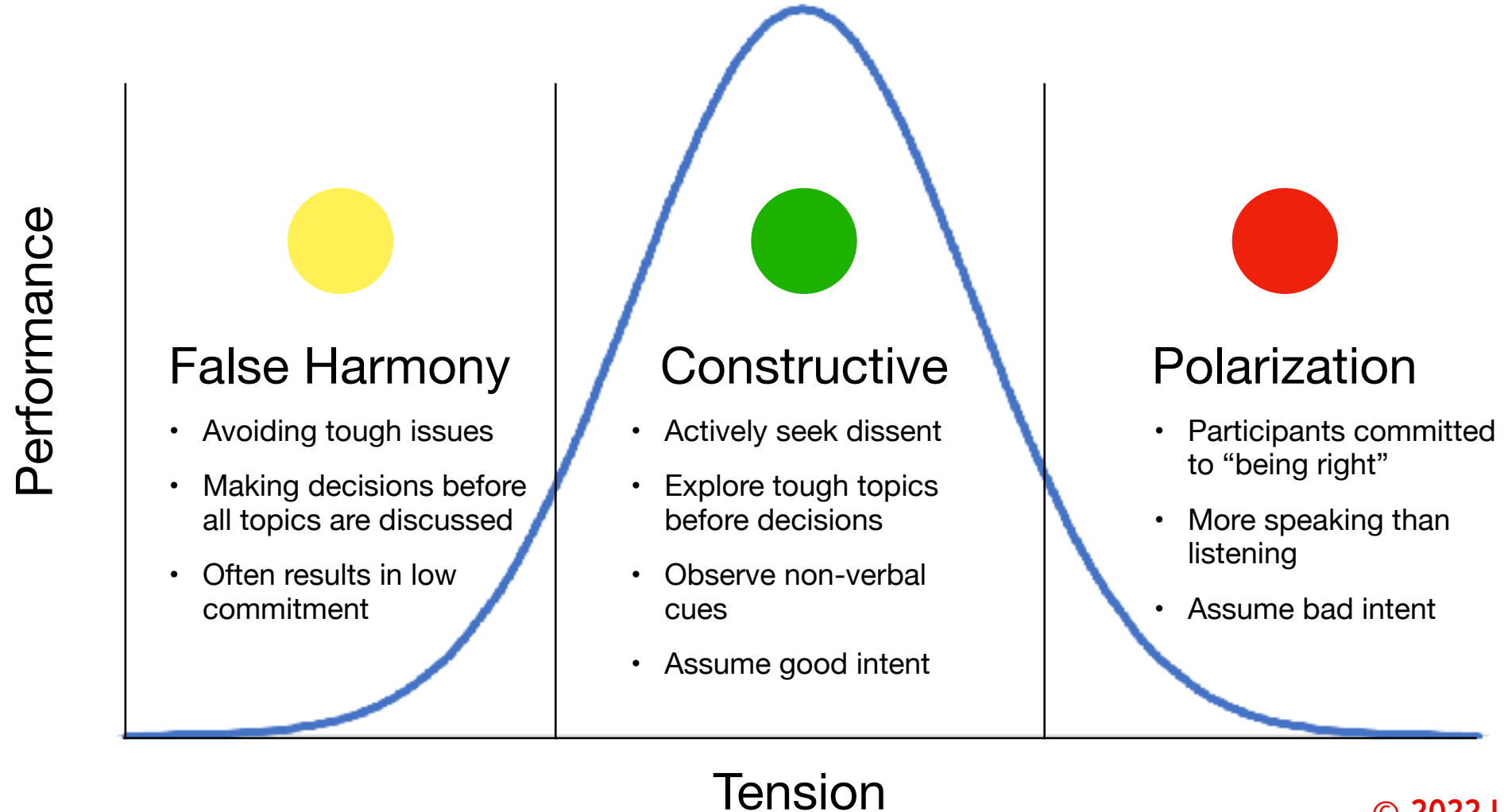
CONVERSATION #2

What fears might be
holding you back?

Some Fear is Good.

Constructive Conflict

Optimize for Healthy Debate



Fight



FEAR

Flight

Freeze

Imposter



ARCHE-
TYPES

People Pleaser

Perfectionist

PRACTICE

What is your Fear Response?

Which is your Fear Archetype?

CONVERSATION #3

What are your core desires,
and which ones might
derail you?

DESIRES CAN DERAIL

Want to Win

DESIRES CAN DERAIL

Want to Win  **Cheat to Win**

DESIRES CAN DERAIL

Want to Win



Cheat to Win

Love Learning

DESIRES CAN DERAIL

Want to Win → **Cheat to Win**

Love Learning → **Navel Gazing**

DESIRES CAN DERAIL

Want to Win



Cheat to Win

Love Learning



Navel Gazing

Be of Service

DESIRES CAN DERAIL

Want to Win → **Cheat to Win**

Love Learning → **Navel Gazing**

Be of Service → **Hero Complex**

PRACTICE

**What is your Desire?
How does it Derail you?**

CONVERSATION #4

What are your
greatest gifts?

MYTHS ABOUT GIFTS

The MYTHS about Gifts

MYTHS ABOUT GIFTS

MYTH #1 - You have to be the best

MYTHS ABOUT GIFTS

MYTH #1 - You have to be the best

MYTH #2 - Must be performative

MYTHS ABOUT GIFTS

MYTH #1 - You have to be THE best

MYTH #2 - Must be performative

MYTH #3 - You don't need to practice

THE TRUTH ABOUT GIFTS

**Our Gifts Expand when
Used in Service of Others**

THE TRUTH ABOUT GIFTS

Gifts Can Come from Surprising Places

PRACTICE

Share a Story about Your Gift

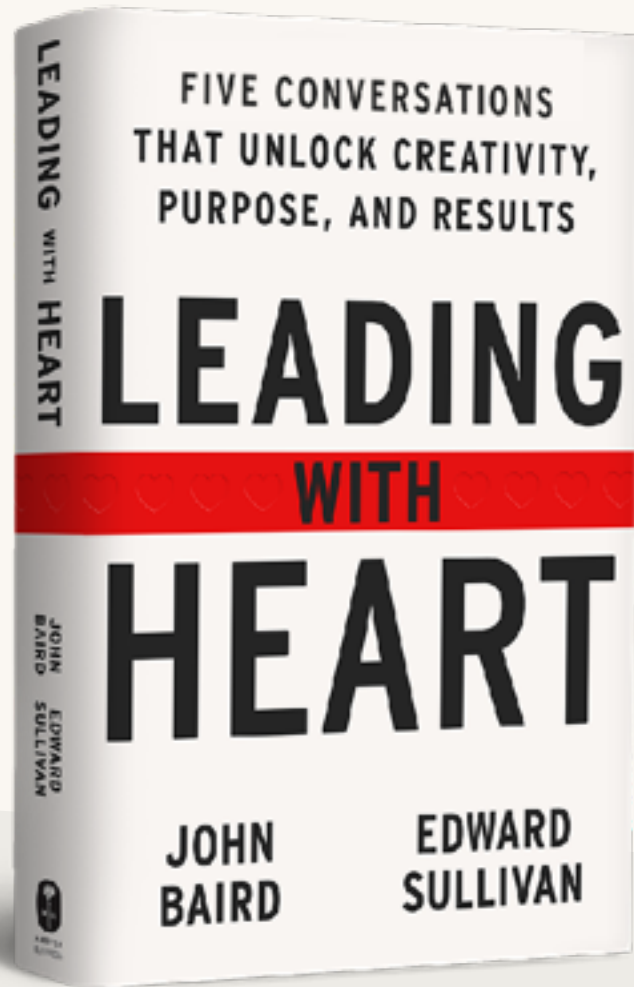
CONVERSATION #5

What is your
purpose?

**Purpose is What Keeps Us
Going for the Long Haul**

PRACTICE

**When do you feel most
connected to Purpose?**



The Leading with Heart Challenge

**What Would be
Different?**

What Would be Different?

Courage

Compassion

**What Would be
Different?**

Courage

Compassion

**What Would be
Different?**

Courage

Curiosity

**"People will forget what you said,
people will forget what you did,
but people will never forget how
you made them feel."**

~ Maya Angelou

THE CHALLENGE

How Do YOU Want to
Make People Feel?

Thank you!

