



Lioness Leadership:

Awaken the Instinctive Leader

In YOU



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The Lioness Principle

What is the Lioness Principle?

The Lioness Principle (TLP) is a leadership principle. TLP assumes and asserts that all great leaders are (at some point / level) great teachers and that all great teachers teach quickly for independence and awaken instinctive greatness in themselves and those who look to them for guidance.



"Their learning will always be a reflection of our teaching."

~Katherine Eitel

Becoming a "Lioness" Leader

1. Think like a leader
 - a. The good news and the bad news: *It's You!* Not your boss, co-workers, employees, spouse. Your results are a direct reflection of you.
 - b. Your ability to lead others is directly commensurate with your ability to lead yourself.
 - c. Leadership is really all about personal growth and personal responsibility.
 - d. Friendly or Hostile:
 - i. Albert Einstein once said: "The most fundamental question we can ever ask ourselves is whether the universe we live in is friendly or hostile." He hypothesized that our answer to that question would determine our destiny.
 - e. The New Paradigm:
 - i. You'll find what you are looking for
 - ii. People show up how you believe them to be
 - iii. Who people are and how they behave are different
 - iv. You can't get anywhere you don't start from
 - f. The most powerful formula: $E + A + R = O$

Event (neutral) + Assumption (the meaning we assign to the neutral event) + Response (the action we take as a result of what we believe to be true) = Outcome (the result of our actions)

If you cannot change the event, the only leverage you have to change your outcome is to challenge your beliefs and assumptions and change your response.

- a. The Language of Instinctive Greatness
 - i. We are never really confused or unsure. Our head just doesn't like the answer of our intuitive wisdom.
 - ii. Your intuitive voice: speaks with courage, calmness, certainty, and clarity. Your intuitive voice doesn't need to justify 'why?', is always right, speaks to you in short, direct sentences.
 - iii. Your intellectual voice: speaks loudly, sometimes frantically, coming from a fear-based position it is cautionary in nature, always trying to mitigate or anticipate problems, speaks to you in long sentences, has a great need to justify, rationalize, protect and maintain status quo or current beliefs. Often waits for proof or evidence to feel confidence. Often demands answers to questions such as 'What if?'; 'But how?'; 'Why?' "What will others think?"

iv. The power's in the questions

1. Powerless questions (and pointless statements)

- a. Why can't she be...?
- b. Why doesn't he ever get it?
- c. Our patients will never...
- d. It's always easy for her...
- e. They never help with that...
- f. Why does this always happen to me?
- g. How come everybody assumes...?

2. Powerful questions (and statements)

- a. Is that the only way this could go?
- b. How can I make this work?
- c. What's my story (conversation)?
- d. What do I want? How badly?
- e. What if you did know?
- f. What's my role in this?
- g. What am I committed to?
- h. What does this person really want?
- i. What am I afraid of?
- j. Where's the opportunity?
- k. What is the lie?

g. How do you do it... consistently?

- i. Decide and Commit
- ii. Heighten your awareness
- iii. Challenge your B.S. (Belief Systems)

2. Focus like a leader

- a. Company vision vs. Your Personal vision
 - i. Team members should have or write their own confidential, personal vision first. Then practice/business owner should convey business vision and ask each team member to determine if their personal vision is a fit for the business vision. Only the owner should write the business vision.
 - ii. For an example of Dr. B's vision statement, email us at info@KatherineEitel.com – reference: Dr. B's Vision Statement
- b. Goals and strategic plans – these come after and as a result of the business vision.

3. Speak like a leader

- a. The "Always" Criteria (How to "check in"):
 - i. Center: Find your center / check-in with yourself
 1. Deep cleansing breath – shift into "neutral"
 - a. Posture
 - b. Smile
 - ii. Intention: Test your intentions
 1. Win / Win? (or just a 'win' for me?)
 2. What's your "story"? (awareness / challenge your B.S.)
 - a. Need to be right?
 - b. Only one answer?
 - iii. Anticipation: Expect good results and enjoy the process
 - iv. Timing: Is it the right time / right place?

Conflict Resolution

- b. **Delivering to** an Individual:
 - a. ARCH formula
(“Check in” with yourself internally first – Actively Listen)
 - i. Agree
 1. Start with where you already agree
 - ii. Request
 1. Connect to solution with “and” instead of “but”
 2. Make your request in one of these ways:
 - a. I have an idea
 - b. I need your help
 - c. I’d like to make a request
 - iii. Confirm
 1. Test to make sure you’ve done your job by asking for their understanding of the decision
 - iv. Hope
 1. Give hope and show your confidence that this will be successful for everyone concerned
 - c. **Receiving from** an individual: (“Check in” internally first before responding)
 - Actively Listen
 - Repeat their issue or request (for your own clarity)
 - Honor their understanding, frustration, feelings, position
 - i. ARCH formula
 1. Agreement
 - a. Find agreement by Actively listening
 - b. Show your commitment to finding a resolution that works for both parties
 2. Request – What is their request?
 - a. Ascertain if they have a solution to propose
 - b. If not, introduce a new idea or ask permission to “think about it”
 - c. Remember to connect any solution of your own with “and” instead of “but”
 3. Clarify / Communicate
 - a. Confirm your understanding
 4. Hope and Inspiration
 - a. Give hope and show your confidence that this will be successful for everyone concerned

4. Teach like a leader

Growth Conferences (vs. Employee Reviews):

- Operate in "the Yes!"
- Please email us at info@KatherineEitel.com for forms and suggestions.
Reference: Growth Conferences in the subject line

Team Meetings:

- Please email us at info@KatherineEitel.com for forms and suggestions.
Reference: Team Meetings in the subject line

How Adults Learn:

a. 90-20-8 Rule

- i. Adults can listen with attention for 90 minutes
- ii. Adults can listen with retention for 20 – 30 minutes
- iii. A reticular moment is needed every 8-10 minutes

b. CAT Formula

- i. Chunk your material or information
- ii. Activity – create an activity for your learner
- iii. Test – or review material before proceeding to the next chunk

My Personal Commitments to Become a "Lioness" Leader:
