



Lioness Leadership:

*Awaken the Instinctive Leader
In YOU*



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The Lioness Principle

What is the Lioness Principle?



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

~Katherine Eitel

Becoming a "Lioness" Leader

1. _____ like a leader

a. The good news and the bad news:

b. The most powerful formula:

$$E + A + R = O$$

(_____ + _____ + _____ = _____)

c. The power's in the questions

d. How do you do it... consistently?

i. _____ and _____

ii. Heighten your _____

iii. Challenge your _____ (_____)

Conflict Resolution

b. **Delivering to** an Individual:

a. ARCH formula

(Check in – Actively Listen)

- i. A _____
 1. Start with where you already agree
- ii. R _____
 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. C _____
 1. Test to make sure you’ve done your job by asking for their understanding of the decision
- iv. H _____
 1. Give hope and show your confidence that this will be successful for everyone concerned

- c. **Receiving from** an individual:
(Check in)
- 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
- d. When / how to step away and come back later

4. _____ like a leader

Growth Conferences:

Team Meetings:

How Adults Learn:

a. 90-20-8 Rule

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

b. CAT Formula

- i. C _____ your material or information
- ii. A _____ – create an activity
- iii. T _____ – or review before proceeding to the next chunk

