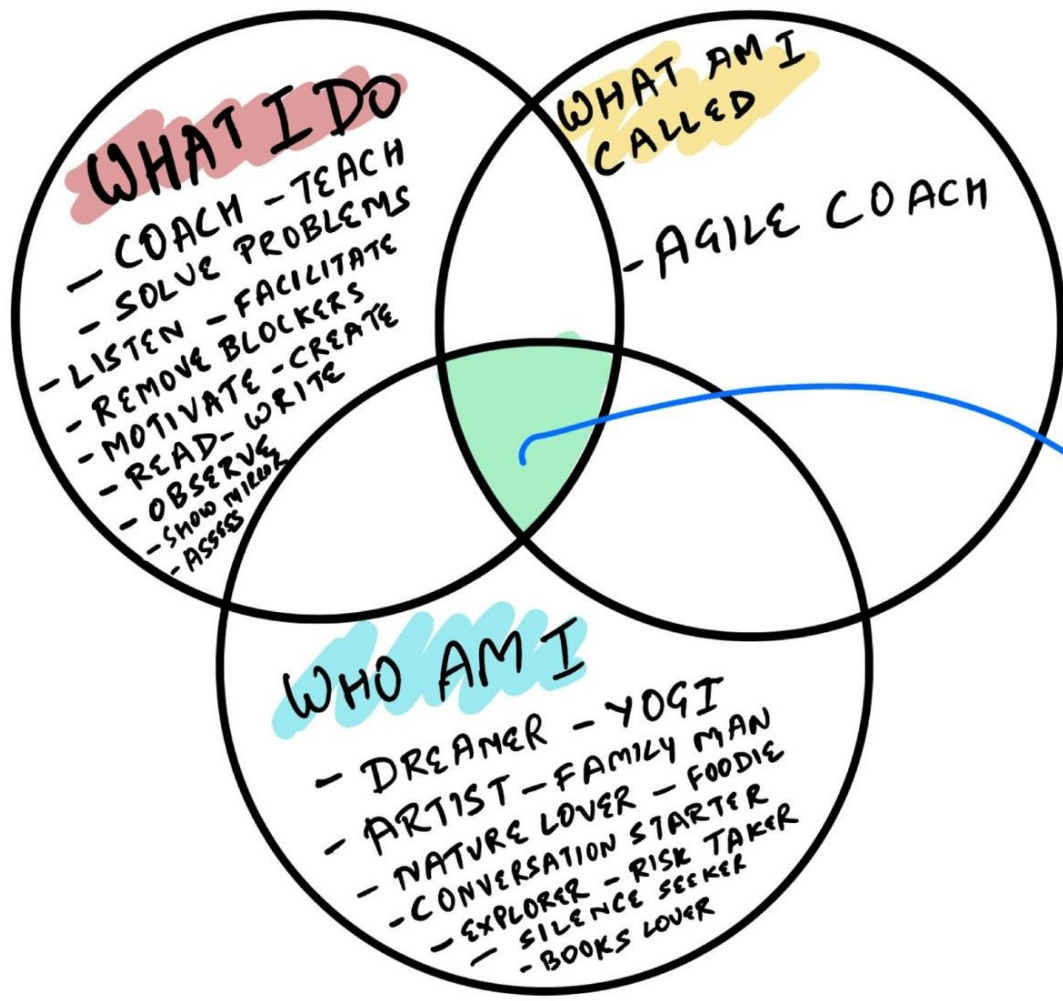


# Building a Better Future with Self-Aware Leaders

How Agile Teams and Organizations Thrive

Ashish Mahajan



# Our time today

1 | What makes teams flourish

2 | When things go wrong

3 | Self-aware leaders

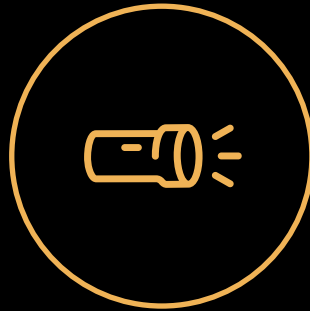
4 | Finding Awareness



# What makes teams flourish



Trust



Clarity



Inclusive Culture



Feel Safe



Innovate

# When things go wrong



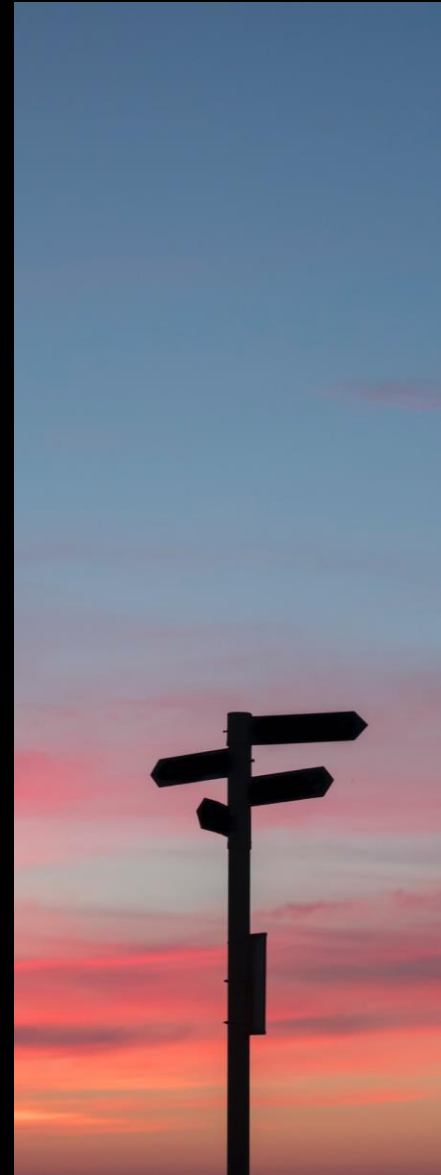
Emotional outbursts



Inactive Listening



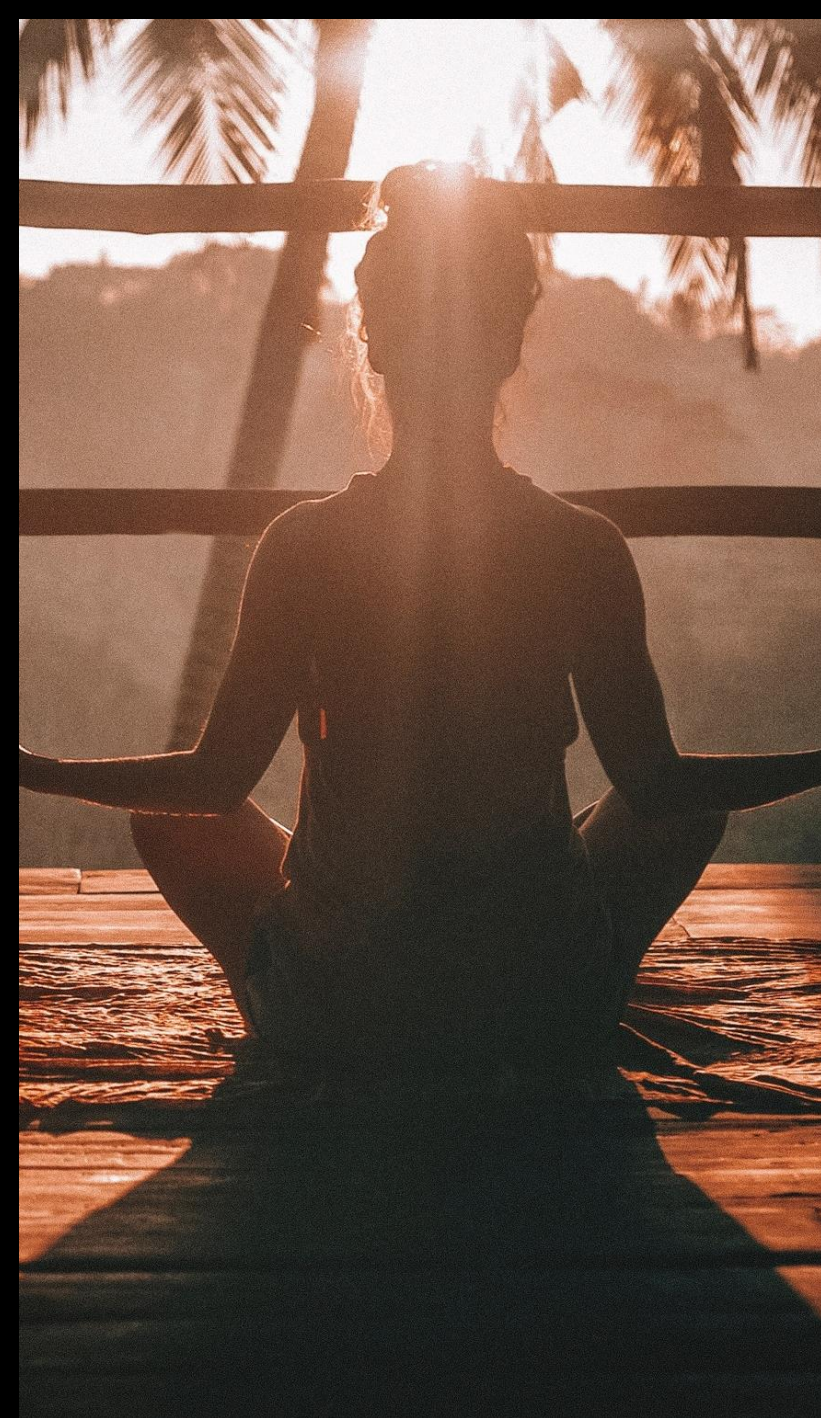
Conflict



Indirection



Bias



Self-aware agile leaders use their understanding of their own thoughts, emotions, and prejudices to create a good and productive team environment.

A self-aware leader has an An Agile Mindset

# Self-Awareness makes all the difference



## Humility

A self-aware leader may recognize their tendency to dominate a retrospective meeting and actively encourage team members to speak and share their thoughts.



## Perspective-taking

When faced with a difficult decision, a self-aware leader might take a step back and consider multiple perspectives, rather than just their own.



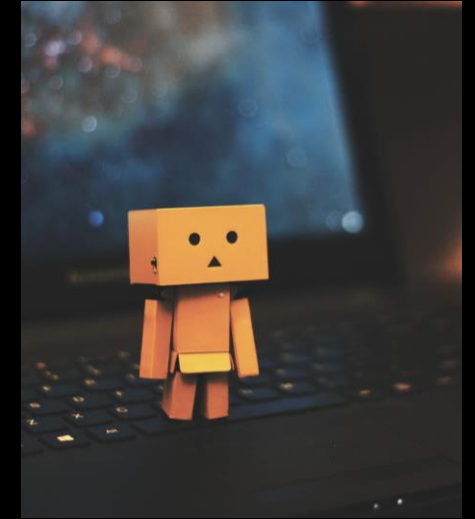
## Strategic Thinking

A self-aware leader might realize they're focusing too much on short-term goals during a planning meeting and actively consider the team's long-term impact.



## Coaching mindset

A self-aware leader may recognize their tendency to jump in and fix a team member's problem instead of letting them learn from it.



## Emotional Intelligence

When dealing with a difficult stakeholder, a self-aware leader might recognize their own feelings of frustration and actively work to remain calm and professional in the communication.

# Self-awareness is infinite potential to grow



## Open-Mindedness

A self-aware leader may recognise their tendency to dismiss new ideas and instead, actively consider and provide constructive feedback when a team member presents one.



## Resilience

Self-aware leaders may recognise their tendency to become overwhelmed in a crisis and work to stay calm and make decisions that benefit the organisation and its stakeholders.



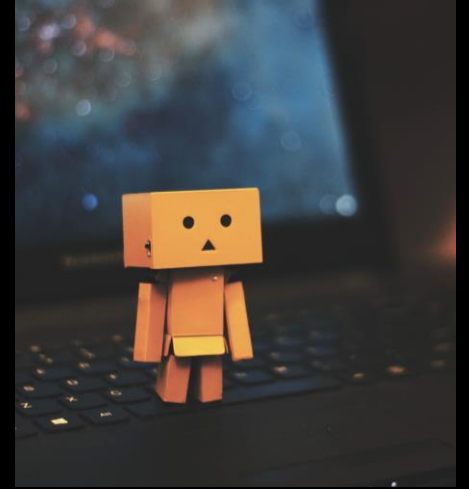
## Self-regulation

A self-aware leader may recognise their tendency to become frustrated or angry when dealing with a team member who is not meeting expectations and instead, actively work to have a calm and productive conversation to find a solution.



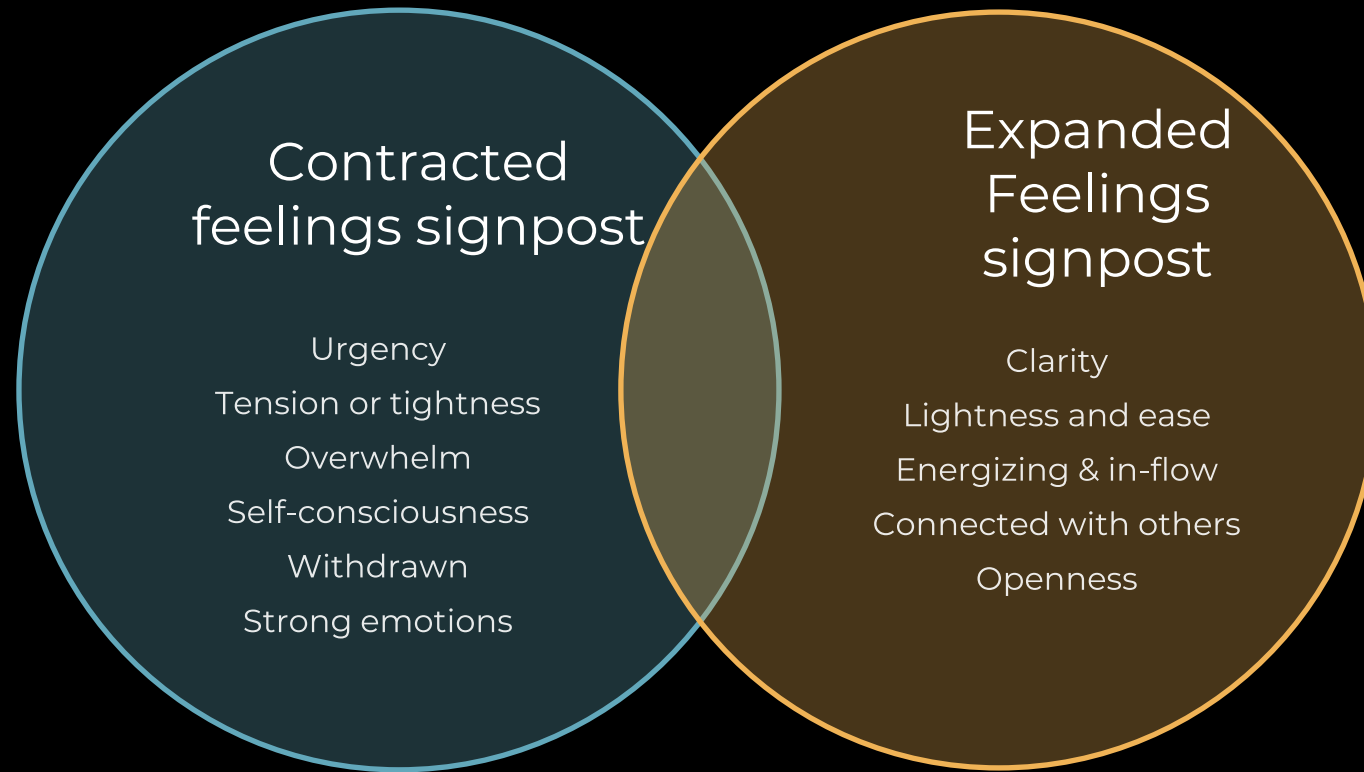
## Objectivity

Self-aware leaders may recognise their tendency to take sides and instead facilitate a constructive conversation between team members to find a solution that works for everyone.



## Long term vision

A self-aware leader may recognise when they are focusing too much on cutting costs during a budget meeting and instead, actively consider how budget decisions will affect the organization's employees, customers, and mission.



Finding awareness in the moment

1

### **Meditation**

Meditation and mindfulness, which can help you focus your attention on the present moment and become more aware of your thoughts, feelings, and bodily sensations

2

### **Journaling**

Journaling, which can help you reflect on your experiences and gain insight into your thoughts and emotions.

3

### **Coaching**

Getting a mindset coach can be a great investment for your growth, which can provide a safe and supportive space for you to explore your inner thoughts and feelings

4

### **Selfcare**

Building a strong self-care routine, which can include getting enough sleep, eating well, and exercising regularly, which are essential for maintaining good physical and emotional health.

5

### **Seek feedback**

Seeking feedback from people you trust, they may be able to see things that you can't and give you a new perspective.

6

### **Exploring new things**

Being open to new experiences and trying new things, which can help you gain new perspectives and learn more about yourself.

Practices that support self-awareness. It's a lifelong journey.

“ You are designed for success.  
The only thing that can stop  
you is your thinking ”