



Thursday, September 16th 2021

#ATVIE21

Leadership for all



Alexis Monville



Leadership for all



Alexis Monville

One Change



NO

YES



Would you favor
Coherent Heterogeneity
over
Diversity?

NO

YES

How do you feel about the previous question?

BAD

GREAT

Leadership for all



Alexis Monville

ALEXIS MONVILLE

Red Hat EMEA Leadership Team
Chief of Staff to the EMEA General Manager
Author - Keynote Speaker

@alexismonville
#EmergingLeadership
#ChangingYourTeam

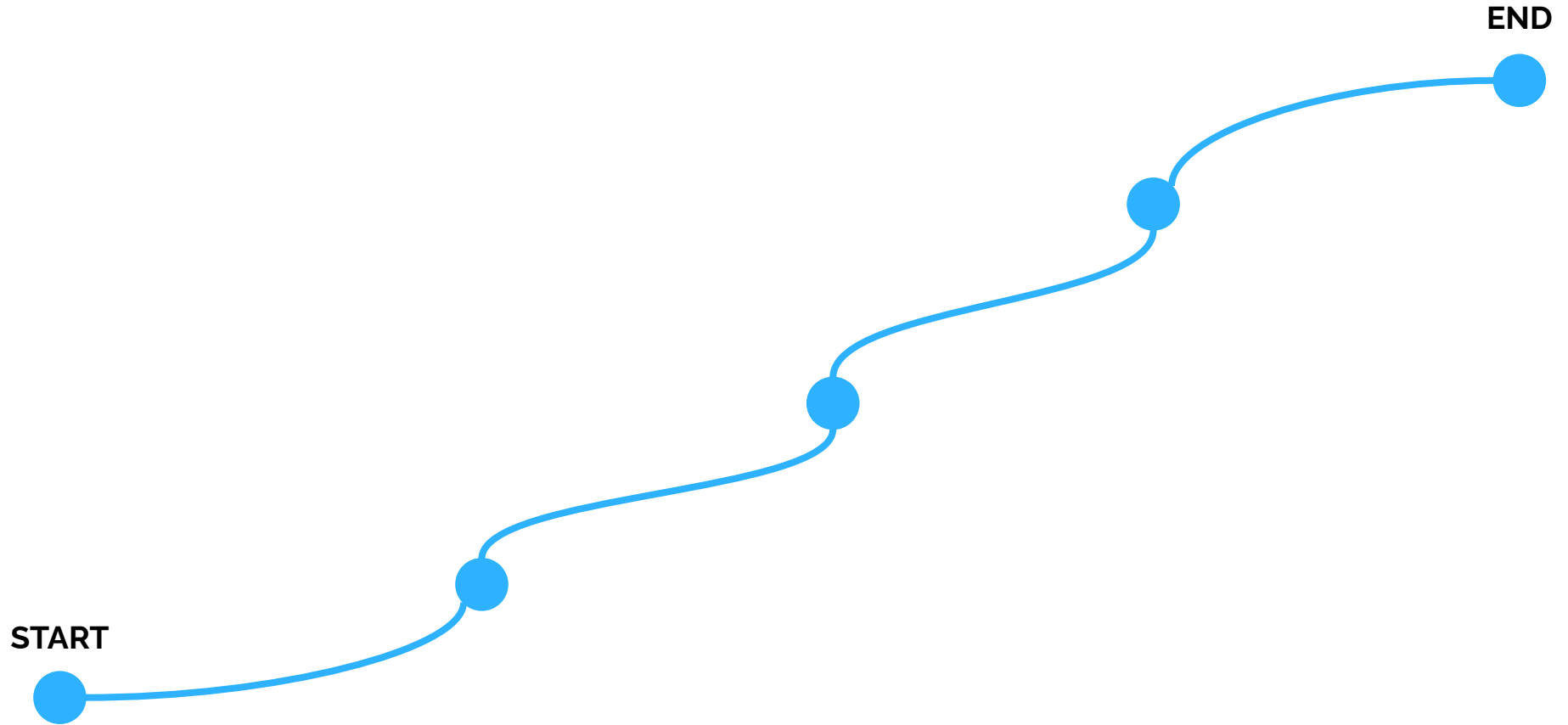
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Unlock the power of emerging leadership







Portia Tung

Executive & Personal Coach,
Executive Agile Coach
Author of the DreamTeam Nightmare,
Play Researcher

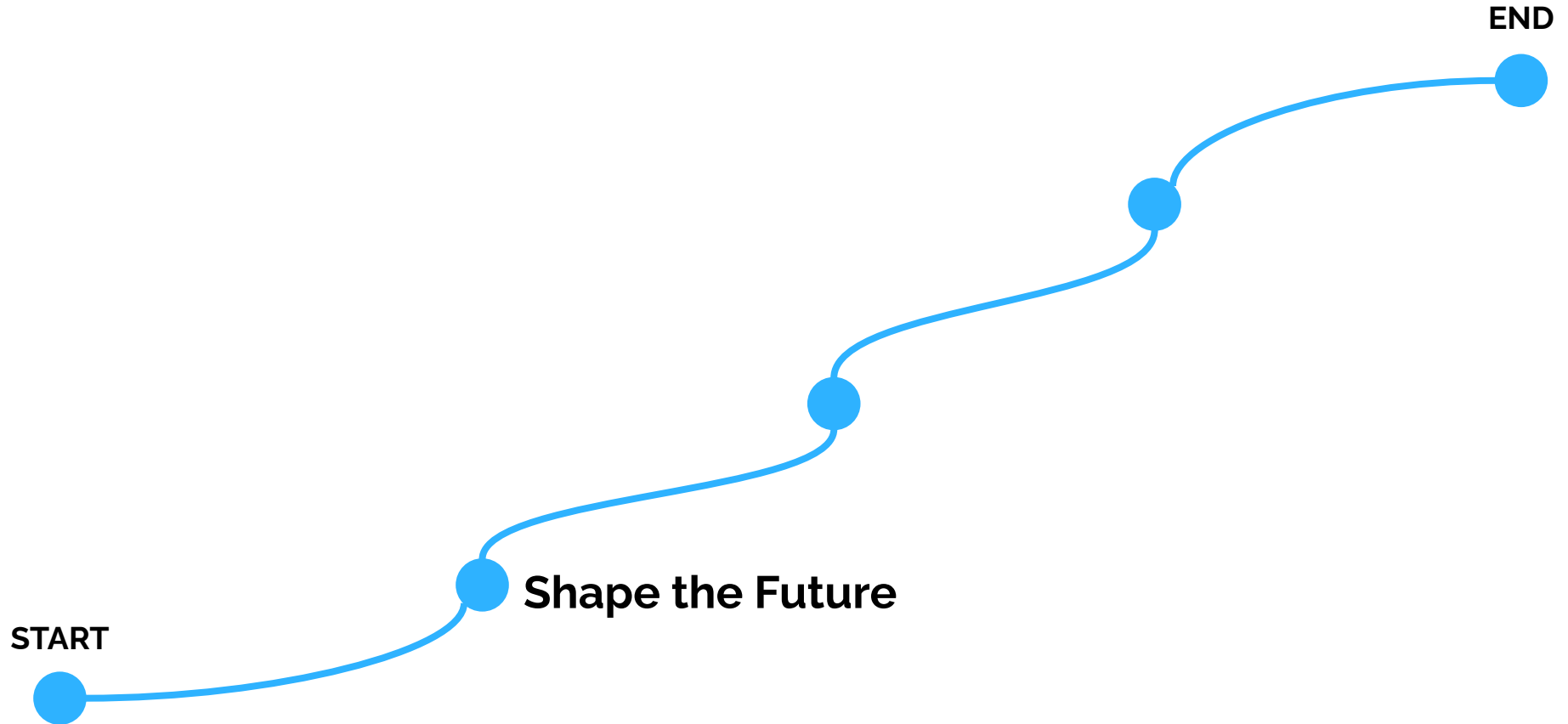
“This leadership stuff is
not for me...”

Le Podcast, Episode 12, Season 2

<https://alexis.monville.com/en/le-podcast/>



Le Podcast
on
Emerging Leadership



Can we change others?

NO

YES



**What is the best possible life
you can envision?**



Patrick Lencioni

New York Times best-selling author,
speaker, consultant and founder and
president of The Table Group

“Teamwork is not a virtue. It is
a choice—and a strategic one.”

The Advantage: Why Organizational Health Trumps Everything Else In Business

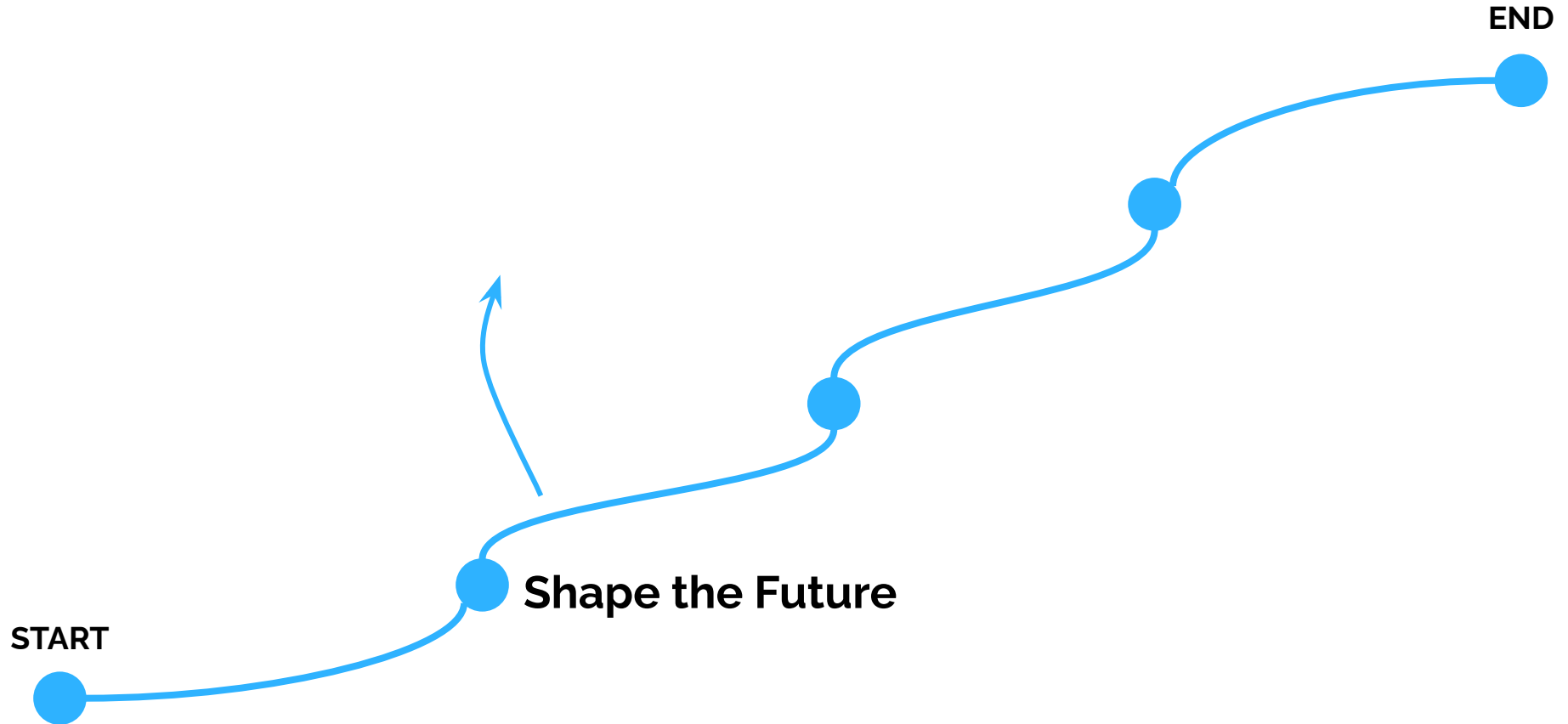
The 6 questions

1. Why do we exist?
2. How do we behave?
3. What do we do?
4. How will we succeed?
5. What is most important, right now?
6. Who must do what?

**Would you describe yourself as
someone who knows how to shape
the future?**

NO

YES





○ Self Authoring





○ Self Authoring ← Adults



○ Self Transforming

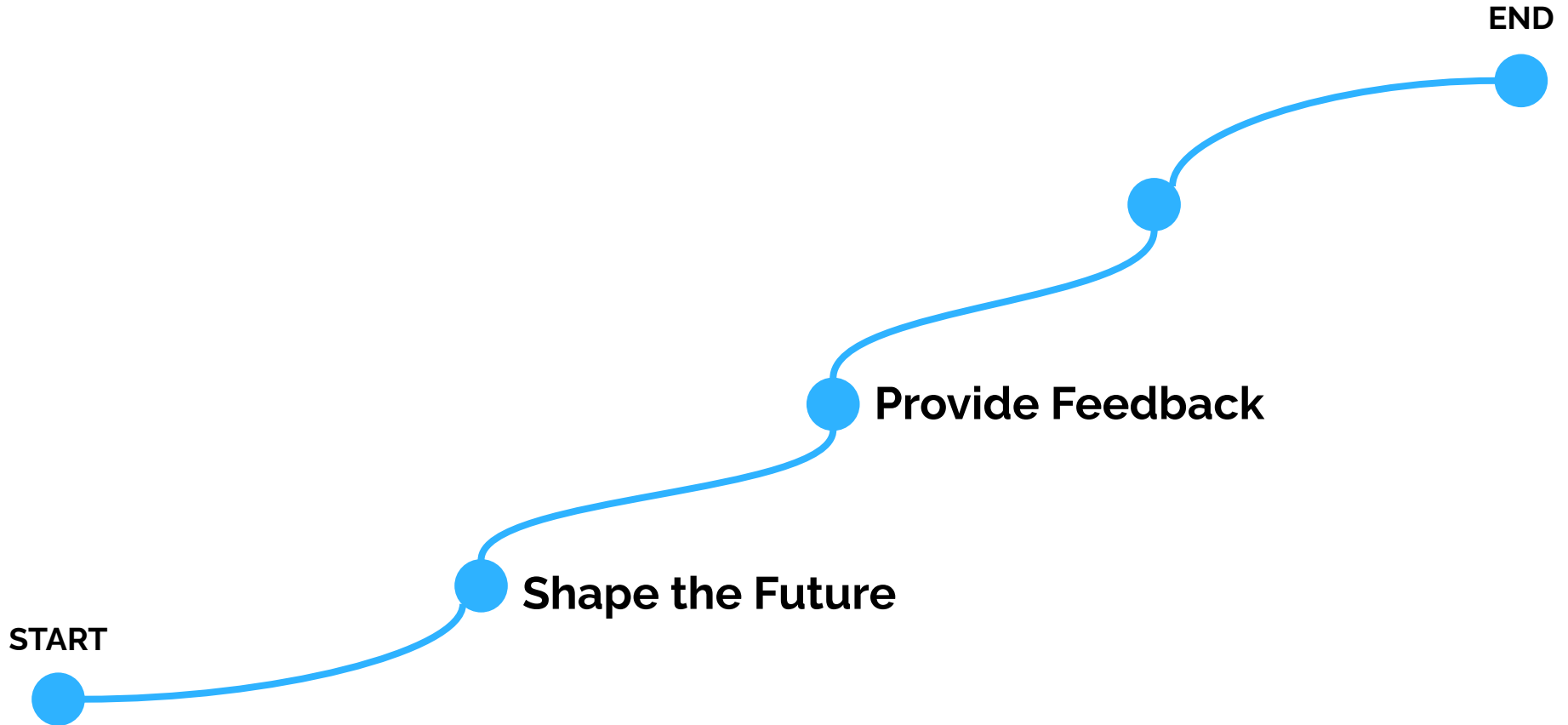
● Self Authoring



Are you an above average driver?

NO

YES



Are you good at providing feedback?

NO

YES

Are you good at receiving feedback?

NO

YES



**CARE
PERSONALLY**

**CHALLENGE
DIRECTLY**

**CARE
PERSONALLY**

**CHALLENGE
DIRECTLY**

**Manipulative
Insincerity**

**CARE
PERSONALLY**

**CHALLENGE
DIRECTLY**

**Manipulative
Insincerity**

**Obnoxious
Aggression**

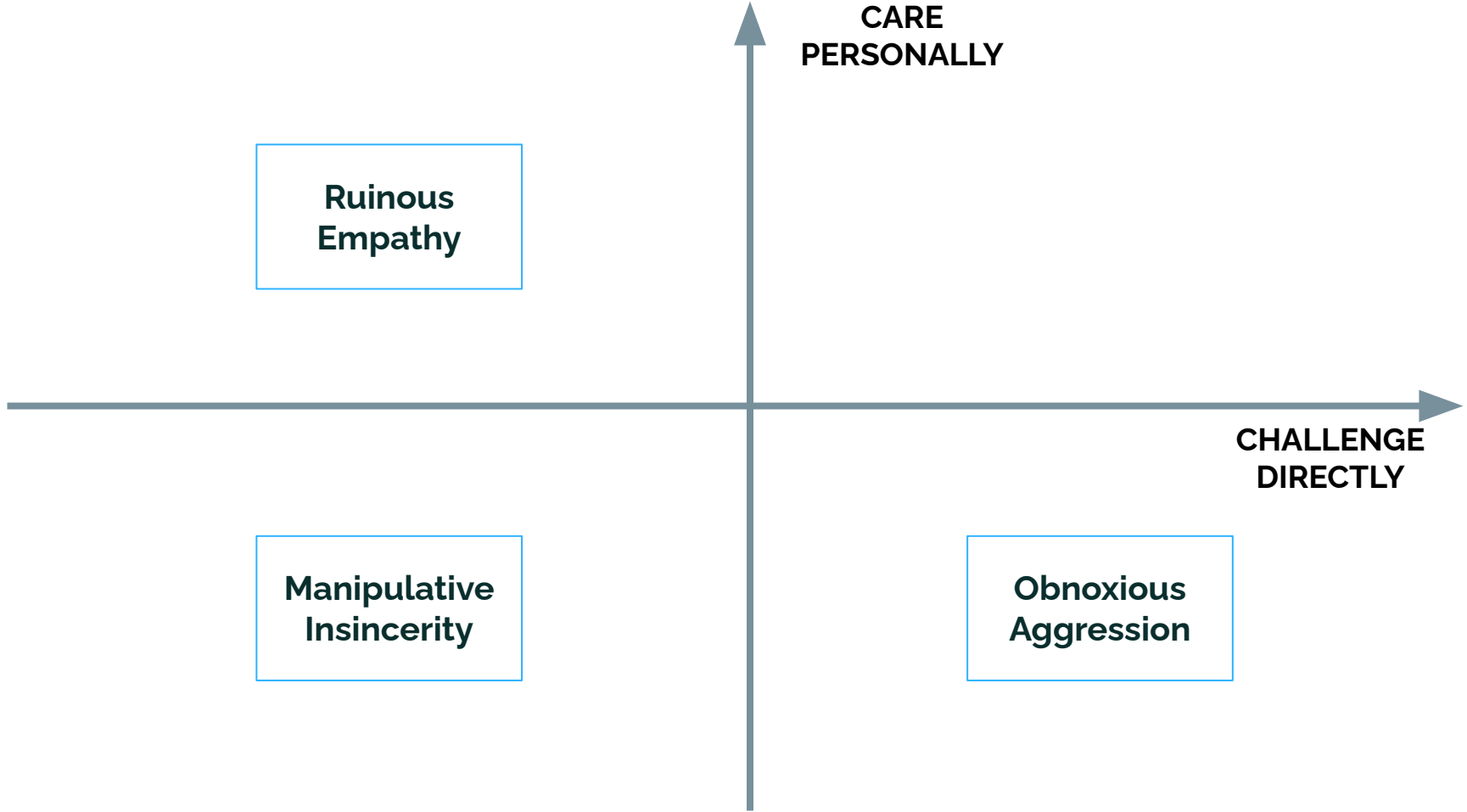
**CARE
PERSONALLY**

**Ruinous
Empathy**

**CHALLENGE
DIRECTLY**

**Manipulative
Insincerity**

**Obnoxious
Aggression**



**CARE
PERSONALLY**

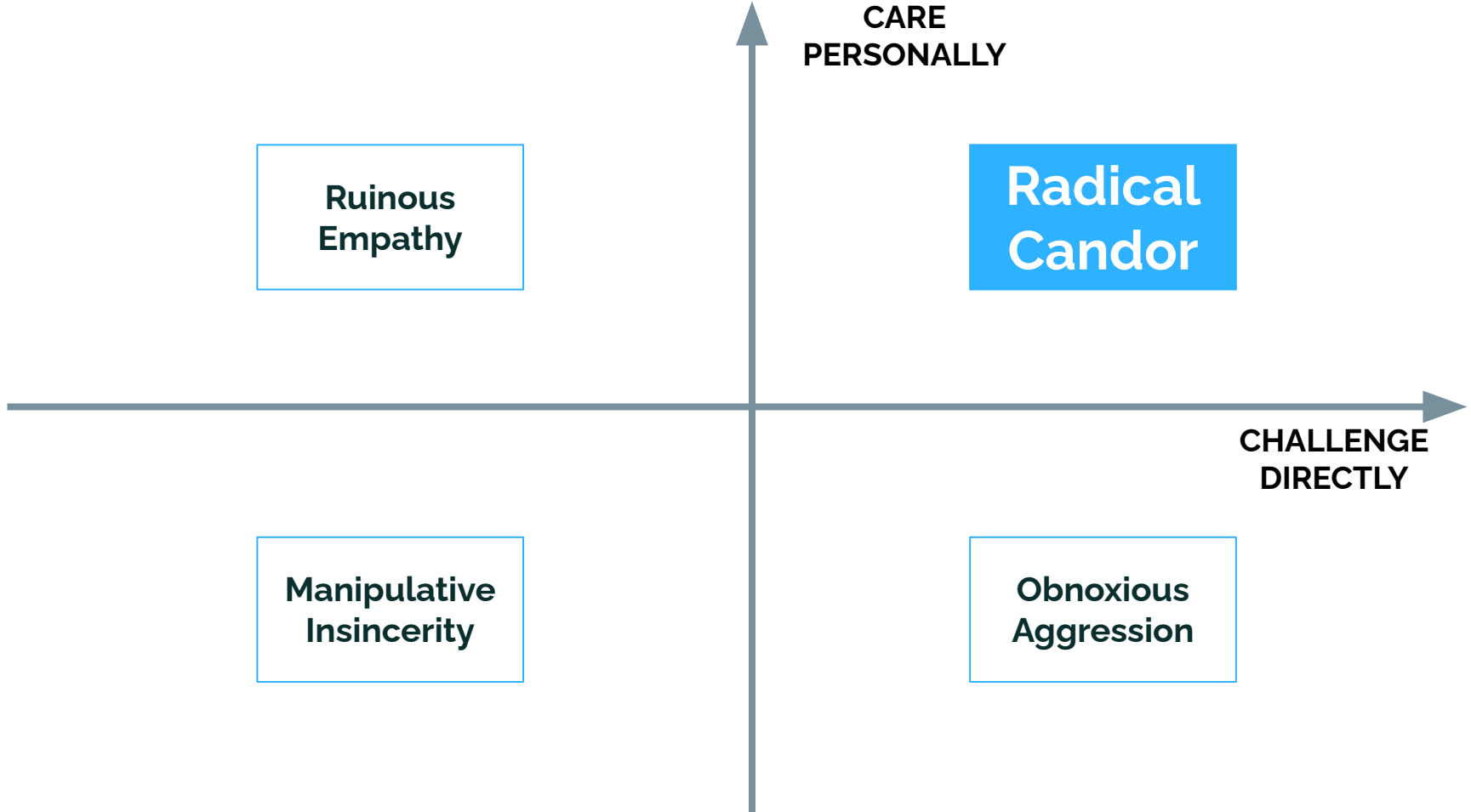
**Ruinous
Empathy**

**Radical
Candor**

**CHALLENGE
DIRECTLY**

**Manipulative
Insincerity**

**Obnoxious
Aggression**





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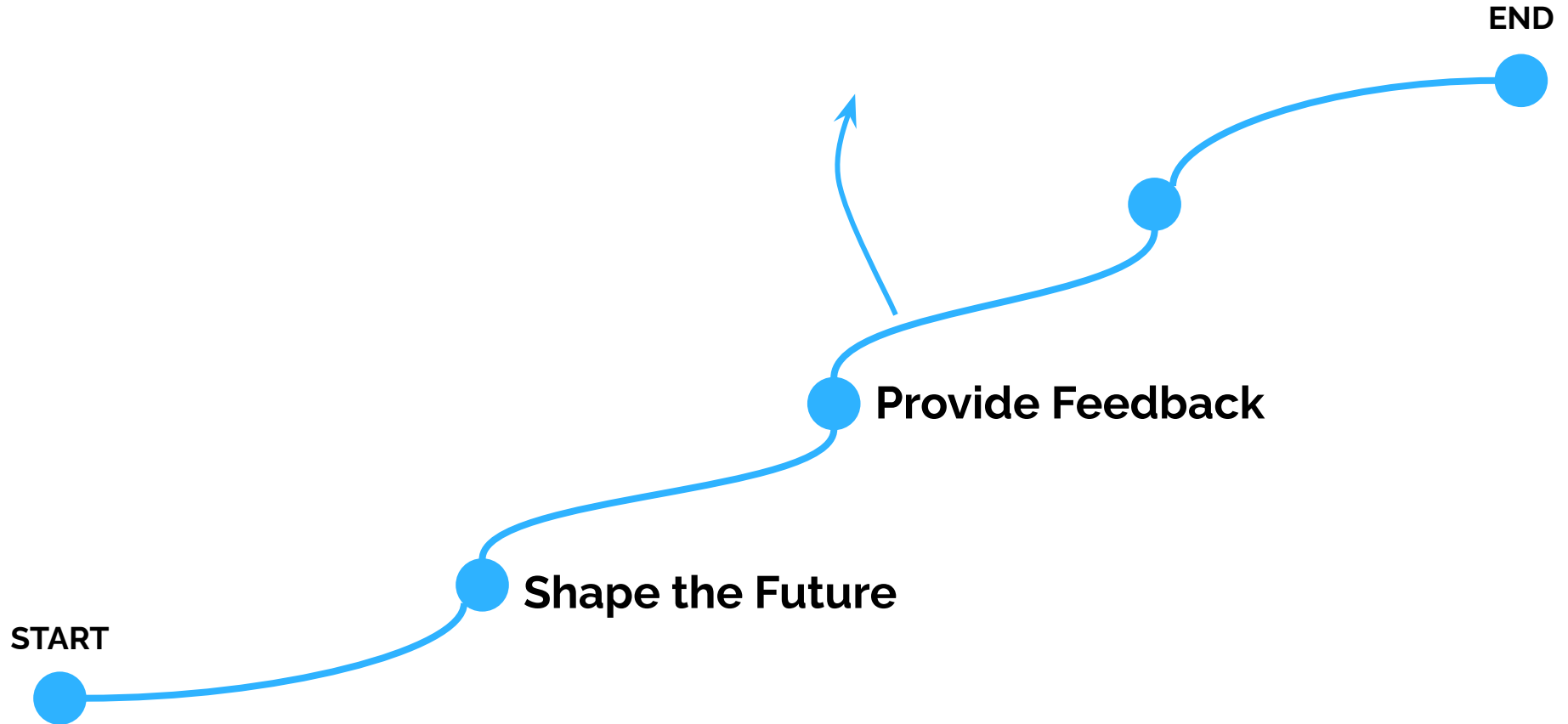
I don't like that man much
I must get to know him
better

Abraham Lincoln

**Are you ready to build the
relationship?**

NO

YES



- Self Transforming

- Self Authoring



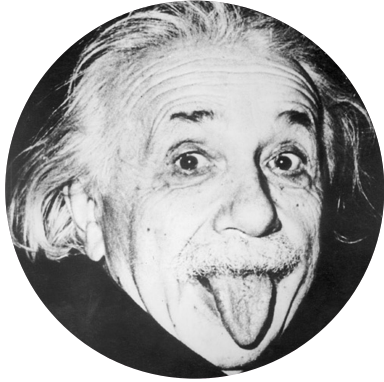
- Self Transforming

- Self Authoring

- Socialized



- Self Transforming
- Self Authoring
- Socialized
- Self Sovereign

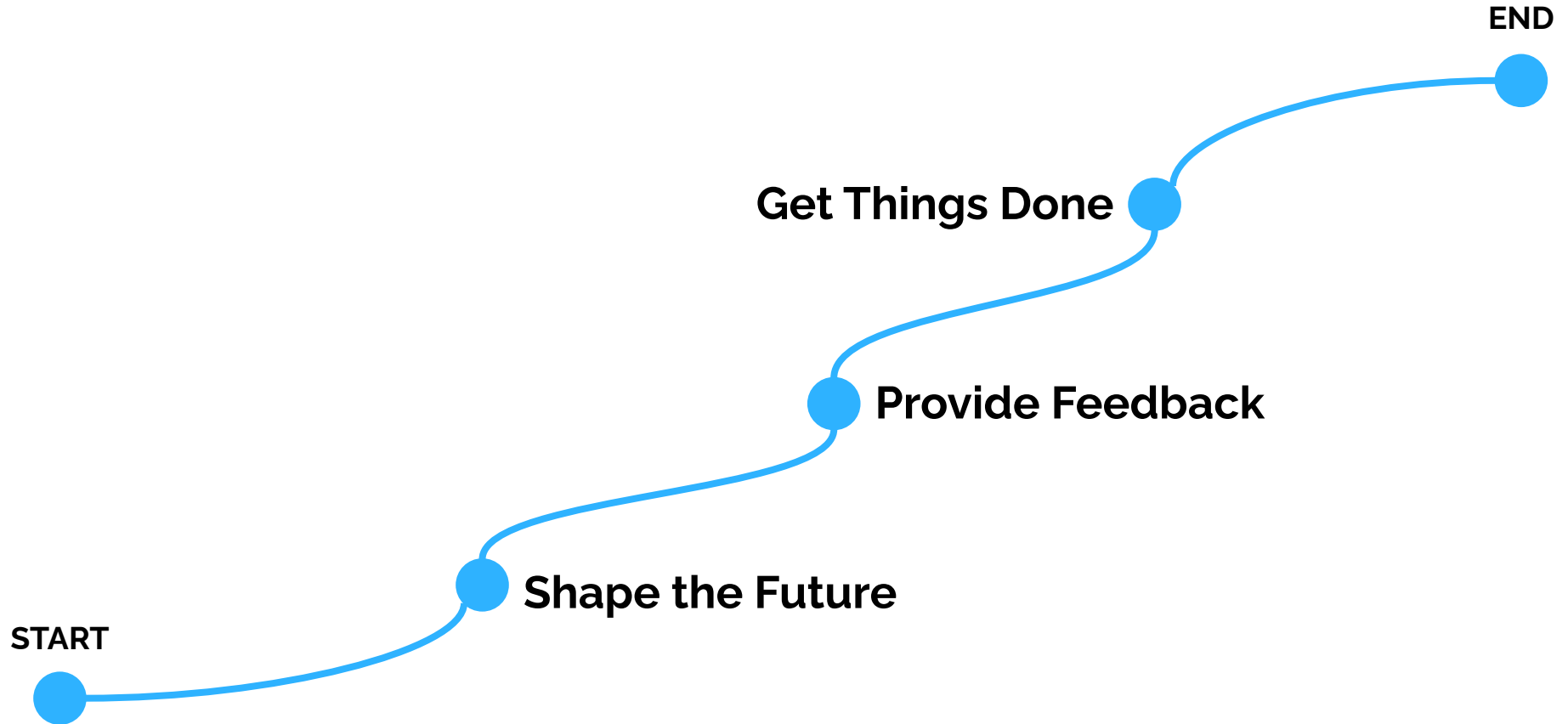


Albert Einstein

Really? You don't know?

“We cannot solve our problems with the same thinking we used when we created them.”

- Self Transforming
- Self Authoring
- Socialized
- Self Sovereign





Gojko Adzic

Developer on Narakeet and
MindMup, Author of Impact
Mapping, Specifications by
Example...

“ I think Impact Mapping is
the easiest solution I found
to that problem.”

Le Podcast, Episode 10, Season 2

<https://alexis.monville.com/en/le-podcast/>



Le Podcast
on
Emerging Leadership

WHY

WHO

HOW

WHAT

WHY

WHO

HOW

WHAT



WHY



WHO



HOW

WHAT

WHY



WHO



HOW



WHAT

WHY



WHO



HOW

WHAT



Don't show up

WHY



WHO



HOW

WHAT



Don't show up

Fix watering

WHY



WHO



HOW

WHAT



Don't show up

Fix watering

Repulsive
plants

WHY



WHO



HOW

WHAT



Don't show up

Fix watering

Repulsive
plants

Sound devices

WHY



WHO



HOW

WHAT



Don't show up

Don't bite

Fix watering

Repulsive
plants

Sound devices

WHY



WHO



HOW

WHAT



Don't show up

Don't bite

Fix watering

Repulsive
plants

Sound devices

Off lotion

WHY

WHO

HOW

WHAT



Don't bite

OBJECTIVE

KEY RESULT





Christina Wodtke

Author of Radical Focus: Achieving
Your Most Important Goals with
Objectives and Key Results

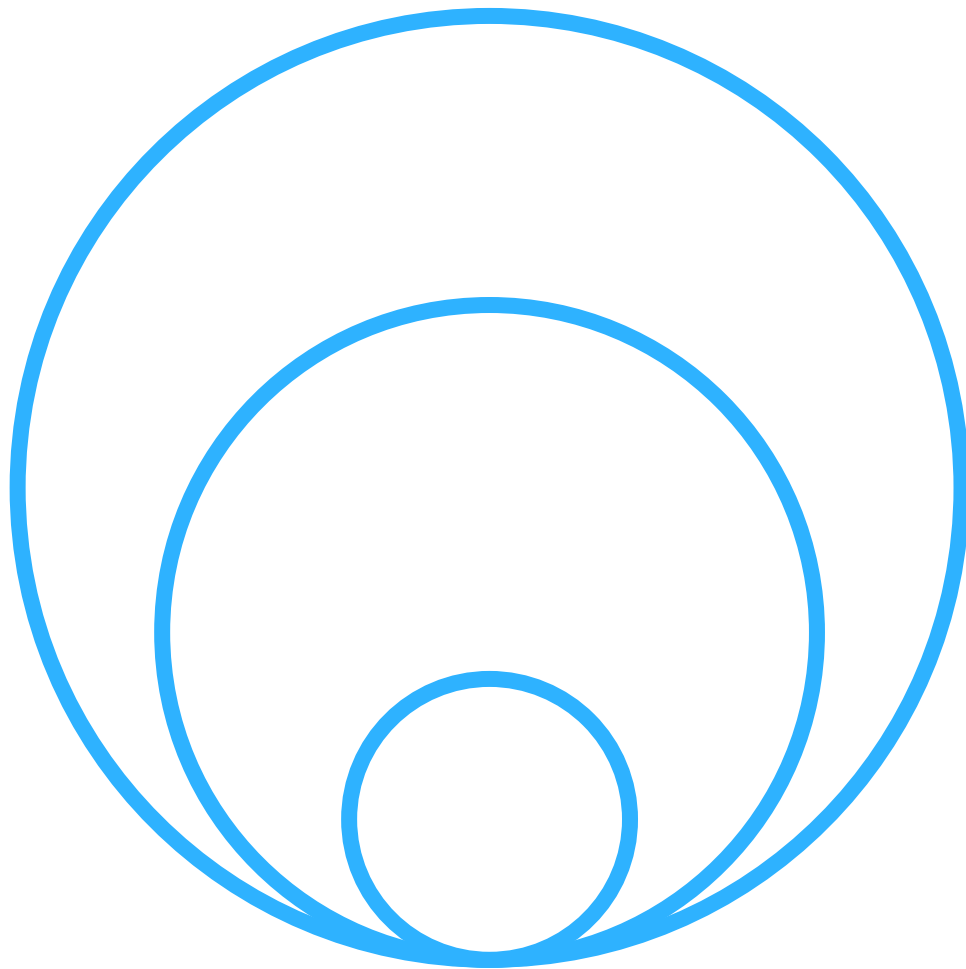
“You’ve got to avoid the
seduction of the task”

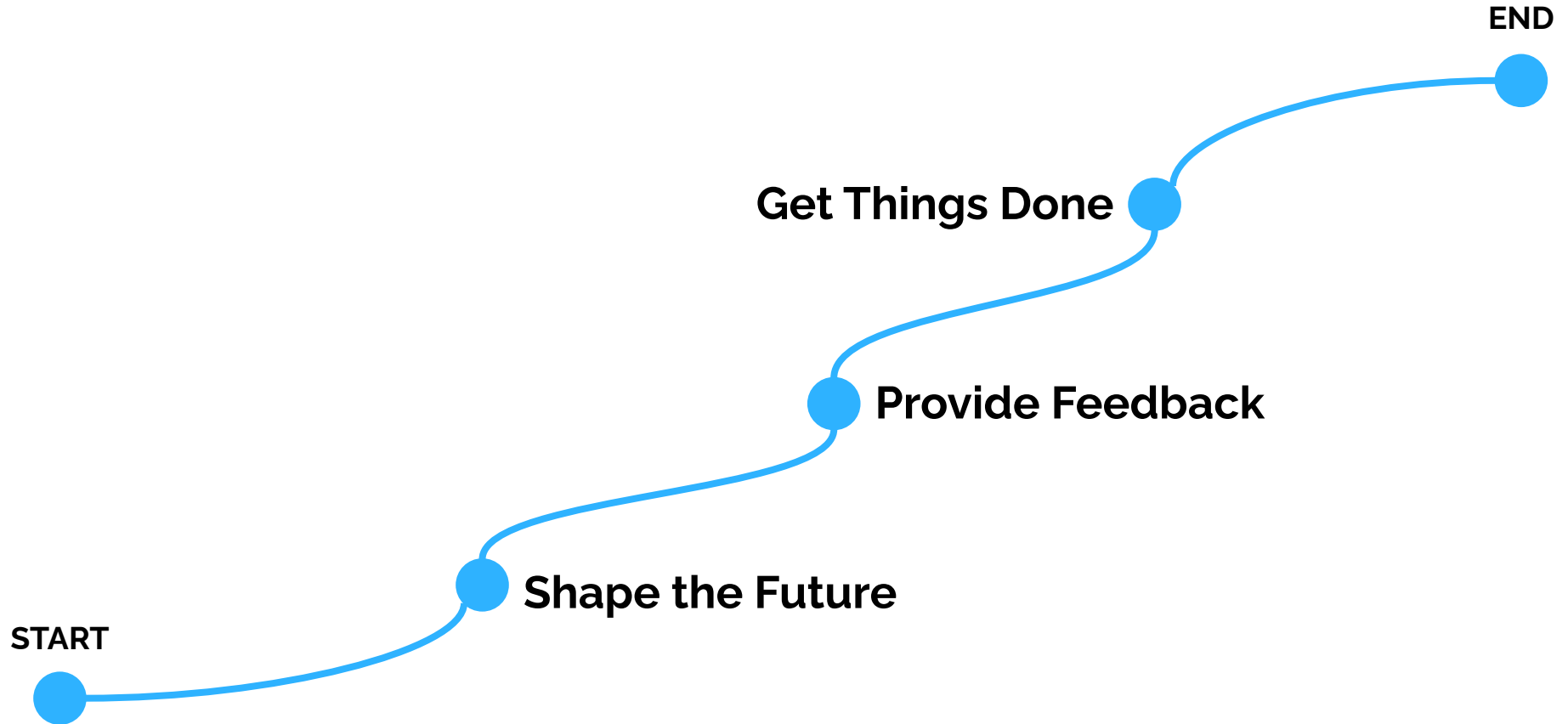
Le Podcast, Episode 3, Season 2

<https://alexis.monville.com/en/le-podcast/>



Le Podcast
on
Emerging Leadership





Is it possible for your organization?



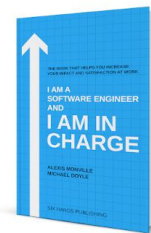
The only reasonable answer is
change

One Change!

I hope you'll use these tips to go out and bring yourself, your team, and your organization to a new level of impact and satisfaction.

For more tips, go to
alexis.monville.com/en

For more about
#ChangingYourTeam and
#EmergingLeadership
check out **the books!**



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Chief of Staff to the EMEA General Manager
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Unlock the power of emerging leadership





Le Podcast

— on —

Emerging Leadership