Three Secrets to Becoming a Transcendent Leader

How to Develop Compassionate Leaders, Design Cohesive Teams, and Empower Collaborative Cultures

Compassion | Cohesion | Collaboration
SOAR COMMUNITY NETWORK
Leadership Team

Mali Phonpadith
Partner, CEO

Victor Cora Nazario
Partner, COO

Marissa Levin
VP, Strategy

Jennifer Brown
VP, Organizational Development
Certifications & Affiliations
Today’s roadmap

What is Transcendent Leadership?

Shaping a C3 Culture and why it matters.

Talent Optimization - How to put the Transcendent Leadership approach to practice at work.

The future of leadership in the workplace.

Q&A
What is Transcendent Leadership?
Transformational Leadership - Definition

Let’s first start with transformational leadership.

Transformational leadership is a model of leadership that relies on the encouragement of a team to realize overall success.
Transactional Leadership - Definition

Transactional leadership is a structured approach to management that relies on rigorous checks and balances throughout a company’s production lifecycle.
Transcendent Leadership - Definition

“dimensions of spirituality [consciousness, moral character, and faith] that incorporate the efficient managerial aspects of transactional theory and the positive charismatic aspects of transformational theory to enhance leader effectiveness”

Source: (Sanders, Hopkins, & Geroy, 2003, p. 21)
Transcendent Leadership

Practicing Transcendent Leadership can help build compassionate, cohesive and collaborative organizational cultures that are sustainable and create lasting impact.
Six Attributes of a Transcendent Leader

- Acceptance
- Reverence
- Presence
- Courage
- Gratitude
- Highest Good
Shaping C3 Cultures
What is a C3 Culture?

SOAR’s C3 Framework

✓ Compassionate Leaders
✓ Cohesive Teams
✓ Collaborative Culture
Compassion in the Workplace Pays Dividends

Compassion is an essential skill. Treat it like a business metric. It will create greater loyalty, increase engagement, reduce turnover, and help employees feel connected to their work, manager, team and organizational culture.
Cohesive Teams Increase Performance and Productivity

“Cohesiveness is the extent to which team members stick together and remain united in the pursuit of a common goal.”

- Danny Molnau,
  Consulting Director, Advisory Solutions · Vizient, Inc.

Source: https://www.isixsigma.com/implementation/teams/high-performance-teams-understanding-team-cohesiveness/
Designing and motivating cohesive, high performing teams requires a healthy overall environment, a culture where these top key factors are present:

- Trust in leadership
- Respect for diverse viewpoints and clarity of each member’s diverse talents and skill sets
- Transparent decision-making
- Skill and personality fit
- Well-defined roles
- Clear goals and strategies
- Coordination in and outside the team
- Psychological safety

Source: https://www.atlassian.com/blog/state-of-teams
Collaborative Cultures Empowers Organizational Effectiveness

“Building a culture of collaboration can be incredibly rewarding for all stakeholders invested in an organization's success. Not only does collaboration help employees engage in finding creative solutions and foster trust, but it can help drive organizational goals forward in a manner that may have not otherwise be possible.”

- Indeed Editorial Team

Source: https://www.indeed.com/career-advice/career-development/culture-collaboration
Talent Optimization

Practical Steps to Begin the Journey of Transcendent Leadership at Work
Three Secrets to help transcendent leaders build **winning** C3 teams and culture.
Understand your strategy (and people)
Business problems are people problems
Understand your strategy (and people)
Build awareness at each level
Exercise

Know Your Behavioral Drivers, Strengths and Cautions.

Take 5 minutes to complete the Behavioral Assessment.
Consider what your team needs now
Consider what your team needs now

- **TEAMWORK**
  - Engagement, morale

- **INNOVATION**
  - Agility, creativity

- **PROCESS**
  - Systems, operations

- **RESULTS**
  - Discipline, accountability

- **SOME OTHER COMBINATION**
Develop your talent strategy

TEAMWORK

INNOVATION

PROCESS

RESULTS
Where Do You Sit in the “World of Work”? 

Teamwork & Employee Experience
Leaders are supportive, transparent, and empathetic.
- Collaborator
- Promoter

Process & Precision
Leaders are well-organized, coordinated, and efficient.
- Operator
- Craftsman
- Guardian
- Specialist

Innovation & Agility
Leaders are visionary, innovative, and risk-oriented.
- Maverick
- Persuader
- Captain
- Venturer

Results & Discipline
Leaders are driving, competitive, and demanding.
- Scholar
- Controller
- Strategist
- Analyzer

Flexors
- Individualist
- Altruist
- Adapter
Understand Your Team’s Work Style

Team Types

One of the most exciting parts about Team Discovery is figuring out what Team Type your team is. Your Team Type will be determined based on the behavioral patterns of all the members on your team and gives you insight into your unique team’s strengths and caution areas. Think about how this might help your team navigate your work with more awareness.
Three

Adjust for the hybrid workplace
Many leaders lacked talent strategies pre-COVID. Now, many are experiencing a Great Resignation.

69% of companies restructured their teams during the pandemic. While COVID-19 radically altered life at home, it also forced companies to make tough decisions about their workforce and teams.

Hybrid work brings even greater challenges. 63% of employees with bad managers are considering quitting within the next 12 months. How can managers get them to stay? By being clear on the mission at hand—and receptive to people’s hybrid needs.

Source: 2021 CEO Benchmarking Report
Adjust for the hybrid workplace

01 Who's in the room?

02 Who's on the Zoom?

03 How do I ensure all parties are engaged?
Empower the team. Get results.
The Future of Leadership
The future of successful workplaces will require us to develop new leadership approaches.

Leaders must shift from:

1. Caring to Empathy and Compassion
2. Engaging Employees to Inspiring Them
3. Tolerating Ambiguity to Embracing It
4. Certainty to Clarity
5. Networking to Relationship Building

Source: https://www.forbes.com/sites/tracybrower/2022/01/23/5-leadership-shifts-for-the-future-of-work-new-approaches-for-new-landscapes/?sh=73e606d04bb0
Leaders will need to adapt to a very different future

“Leaders need to recognize that people want meaning in their lives, and their work. Previous research has found that companies with a strong sense of purpose outperform those that lack one. And those who say they live their purpose at work are simply better employees—more loyal, more likely to go the extra mile, and less likely to leave. Purpose helps companies recognize emerging opportunities and connect with their customers. This, too, should therefore be seen as a priority and a source of competitive advantage.”

- Homayum Hatami and Liz Hilton Segel
McKinsey & Company Contributing Authors and Global Leaders in Industry Practices

Thank You

Mali Phonpadith | CEO
Victor Cora Nazario | COO
SOAR COMMUNITY NETWORK

Contact us to develop your C3 teams and cultures:
mali@soarcommunitynework.com
victor@soarcommunitynetwork.com

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