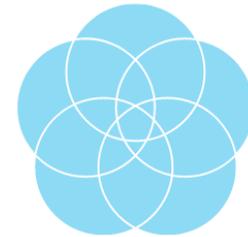




LATIN AMERICAN
CHAMBER OF COMMERCE
CHARLOTTE



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LEADing UP- Latino Leadership Development Program 2022 Virtual Curriculum & Program Outline

Week	Dates	Curriculum	Duration
Week One	Wednesday October 26	Program Kick-off and Expectations Principles of Leadership – Leading Self	3:00 pm- 5:00 pm (2 Hours)
Week One	Thursday October 27	<i>Leading Self Continued...</i>	3:00 pm- 5:00 pm (2 Hours)
Week Two	Wednesday November 2	Leading Others	3:00 pm- 5:00 pm (2 Hours)
Week Two	Thursday November 3	<i>Leading Others Continued...</i>	3:00 pm- 5:00 pm (2 Hours)
Week Three	Wednesday November 9	Leading Ideas	3:00 pm- 5:00 pm (2 Hours)
Week Three	Thursday November 10	<i>Leading Ideas Continued...</i>	3:00 pm- 5:00 pm (2 Hours)
Week Four	Wednesday November 16	Leading Results	3:00 pm- 5:00 pm (2 Hours)
Week Four	Wednesday November 17	Evaluation & In- Person Graduation	3:00 pm- 5:00 pm (2 Hours)



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Let's all smile. Photo moment!



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Housekeeping



LEADing Up:
Step by step movement
to change.



“The best way to predict the future is to create it.”



Peter Drucker

The Founder of 21st Century Management



Poll

- Answer the poll questions
- Write down your responses





Take a minute and think about your own character. Do you have strong character?

On a scale of one to ten (ten being the strongest), rate yourself in the following areas:

1. Self-Discipline (The ability to do what is right even if you don't feel like it)

1 2 3 4 5 6 7 8 9 10

2. Core Values (Principles you live by that enable you to take a moral stand)

1 2 3 4 5 6 7 8 9 10

3. Sense of Identity (A realistic self-image based on your gifts and personality)

1 2 3 4 5 6 7 8 9 10

4. Emotional Security (The capacity to be emotionally stable and consistent)

1 2 3 4 5 6 7 8 9 10



Breakout session...
Discussion = 5-minutes

Report Out

Why did you give yourself the scores you did? Share the results.
If possible, explain using the insights gained from the assessments.

On a scale of one to ten (ten being the strongest), rate yourself in the following areas:

1. Self-Discipline (The ability to do what is right even if you don't feel like it)

1 2 3 4 5 6 7 8 9 10

2. Core Values (Principles you live by that enable you to take a moral stand)

1 2 3 4 5 6 7 8 9 10

3. Sense of Identity (A realistic self-image based on your gifts and personality)

1 2 3 4 5 6 7 8 9 10

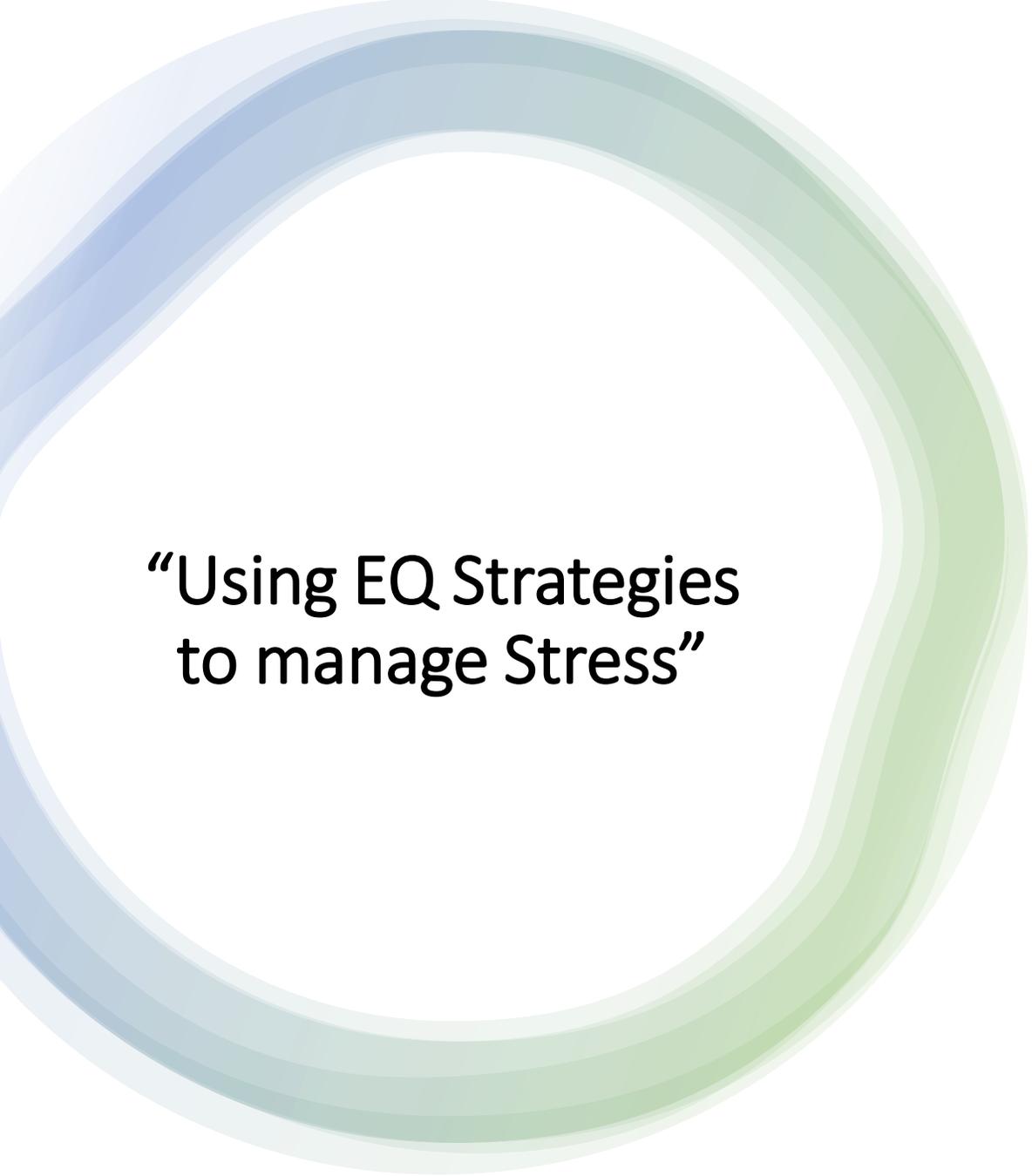
4. Emotional Security (The capacity to be emotionally stable and consistent)

1 2 3 4 5 6 7 8 9 10



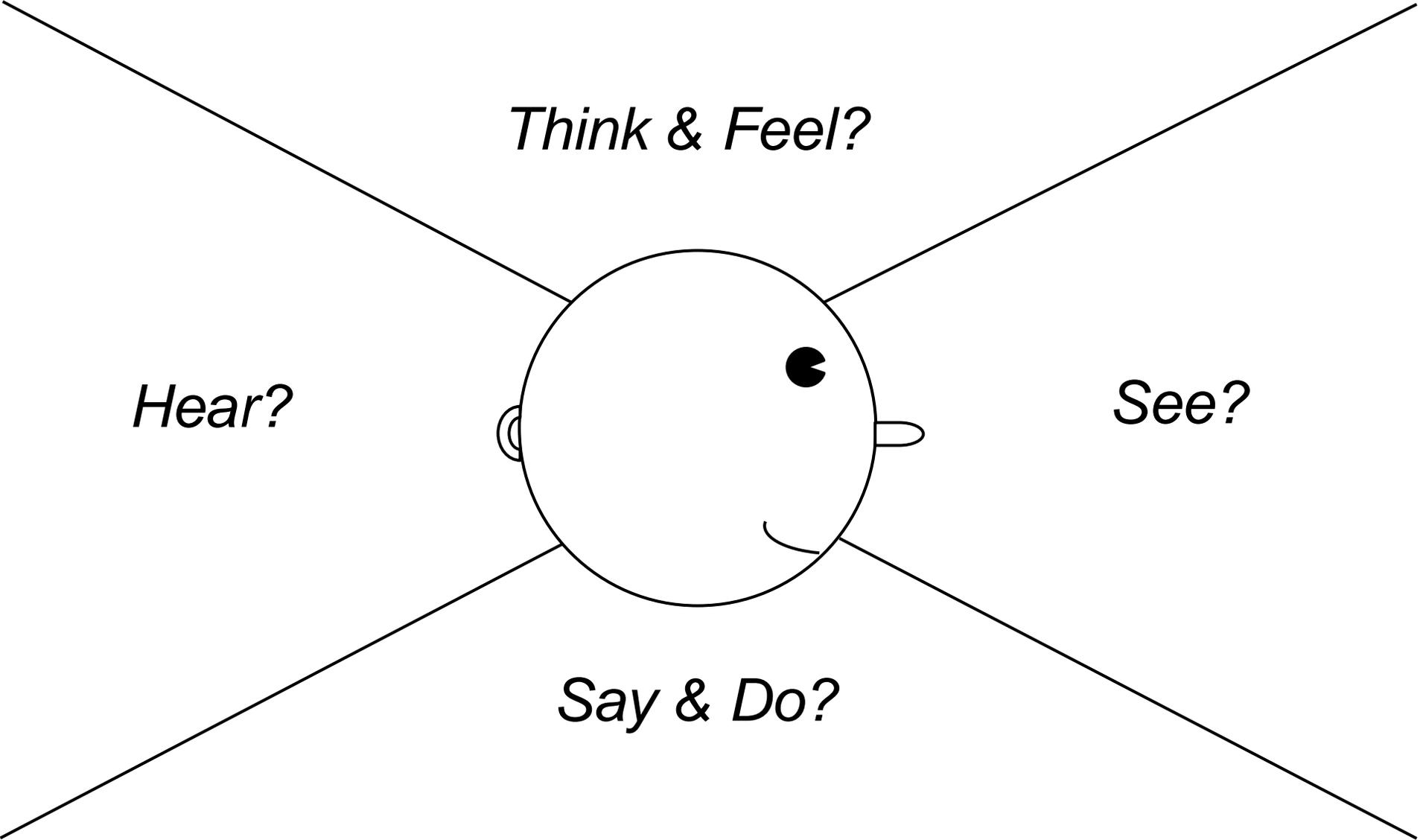


Let's begin the
conversation...



**“Using EQ Strategies
to manage Stress”**



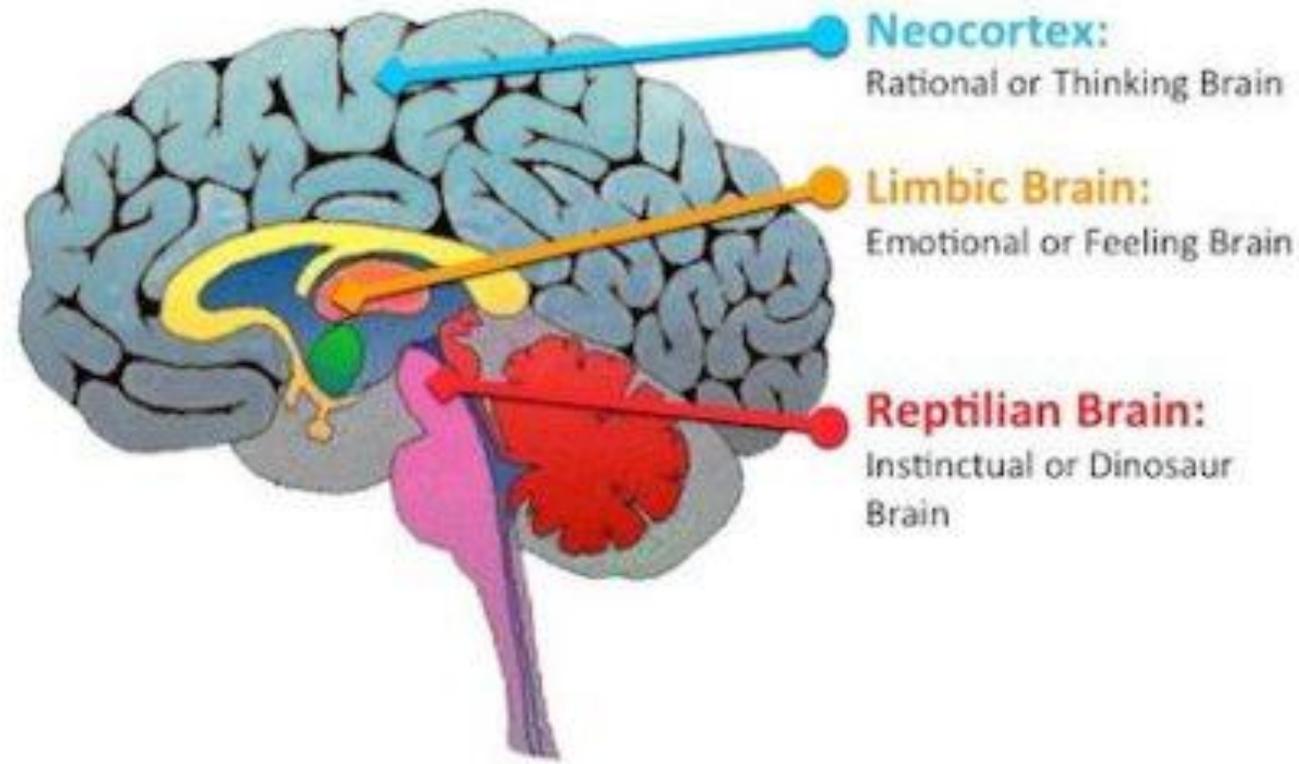


Think & Feel?

Hear?

See?

Say & Do?

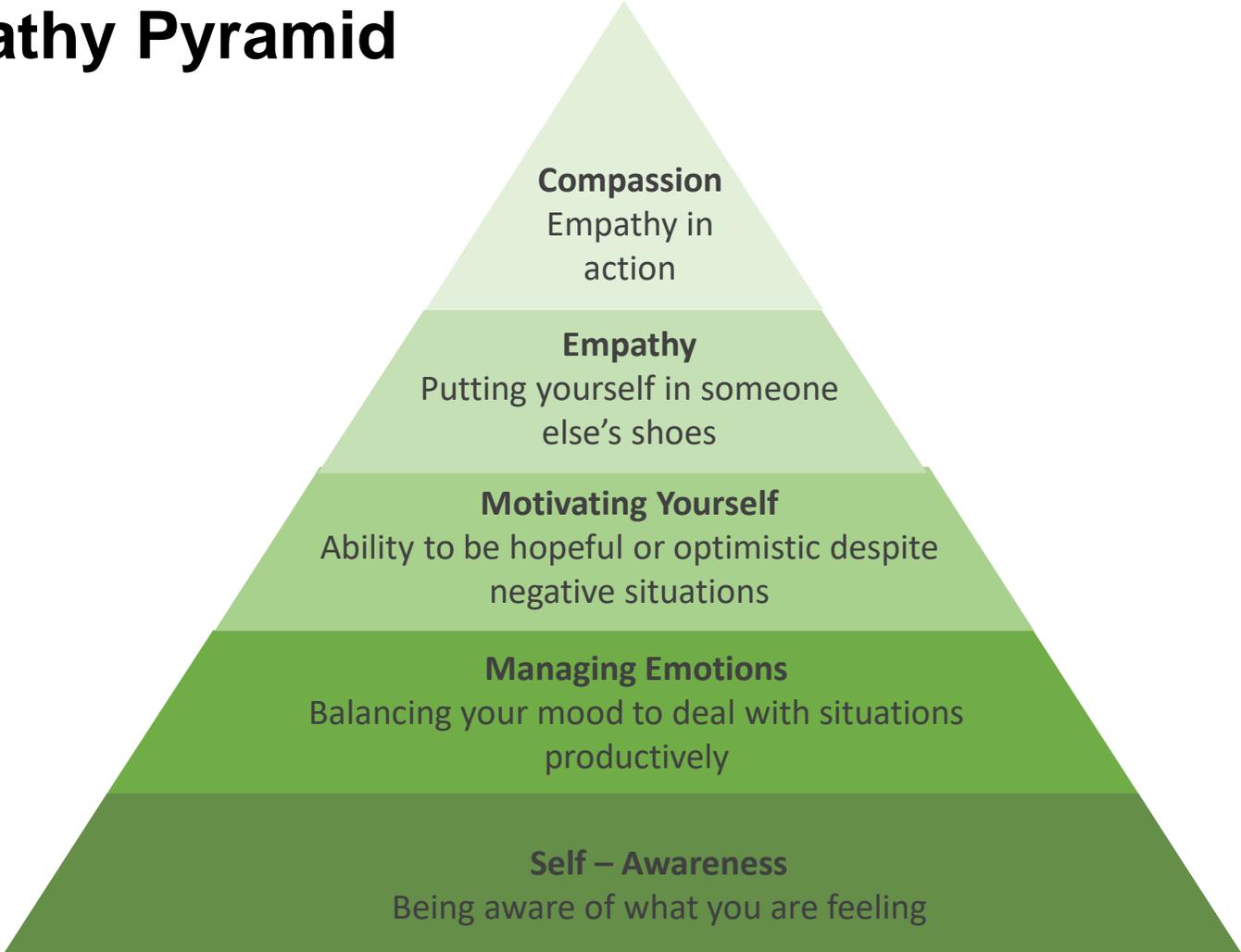




A photograph of a corkboard with a green pushpin holding a white note. The note has the handwritten text "Take a deep breath." in blue ink. The corkboard has a natural brown, textured surface. The note is slightly tilted and has a soft shadow on the board.

Take a deep breath.

The Empathy Pyramid





**Body
Language**

**Tone of
Voice**

Words

Beliefs

Values

Biases

Prejudices

Experiences

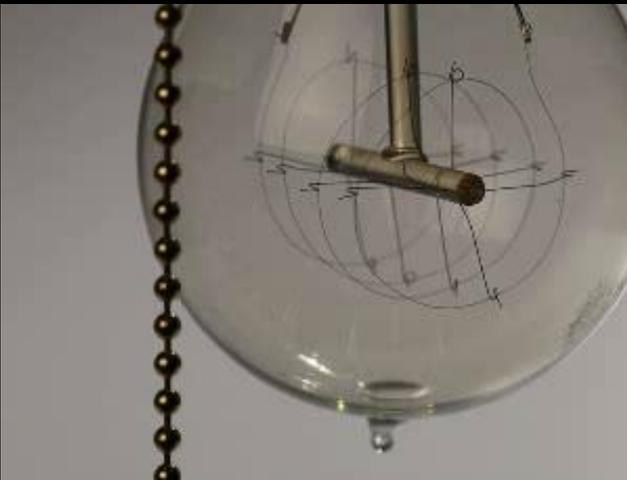
Fears

Dreams

Feelings



Insights – Discoveries - Takeaways





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Empathy



Four essentials for empathy:

See

See the world as others see it.

Be

Be nonjudgmental.

Understand

Understand another person's feelings.

Communicate

Communicate the understanding of that person's feelings.



See the
world as
others see it.

- Seeing the world as others see it can be challenging because our instinct is to view the world through the lenses of our own lived experiences.
- We probably don't even know we are doing this and don't even know what we don't know.
- Some teams begin their meetings with simple icebreakers or have individuals take turns teaching something about themselves or a skill.
- An intentional investment of small amounts of time to build your team and help them “see” each other can have an outsized payoff.



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Be nonjudgmental.



Being nonjudgmental may go against all your inner instincts to be as decisive as possible as quickly as possible.



After all, maybe you transitioned into your leadership position because of your decisiveness.



Empathic leaders stay curious, and one way to do this is to ask open-ended questions instead of jumping to judgment.



You usually can't go wrong with "tell me more."

Understand another person's feelings.

To understand another person's feelings, listen with your ears and your eyes.

We have so many meetings where we ask what people are doing.

When do we regularly ask how people are doing? When I started this, it took several rounds of asking my team, and I had to be vulnerable. I

shared my struggles with being quarantined, battling a fever, and figuring out food delivery for my family and me. After that, my team came on camera and started sharing their authentic "how" they were doing.

I learned important things I desperately needed to know; some I could even fix to make things better for them.

We cannot assume people will come to us when a need arises. We need to create a space for this understanding to occur.

Communicate the understanding of that person's feelings.

Communicate	Don't be	Try	Be
Communicate that you understand others' feelings by verbalizing that you hear them.	Don't be vague. Summarize what you have heard and ask if you got it right.	Try using empathic nonverbals, even in a virtual environment.	Be intentional with your camera framing to communicate nonverbally and show your team you are journeying alongside them.



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LET'S TALK ABOUT TRUST



Property of LITC™

TRUST



TRANSPARENT

T – Be TRANSPARENT with your team.

Being honest, vulnerable, giving feedback and stating expectations are all forms of transparency.

Be transparent by giving constructive criticism and positive feedback often so people understand where you're coming from and what your expectations are.

You can also be transparent by admitting mistakes and being vulnerable with others.

This shows that you're not perfect either and it's a great way to show people that they can trust you.

By being the example for your team, they will learn to be more transparent with you and with one another.



RESPECT

R – RESPECT everyone. Respect your employee’s time, their opinions and their ideas.

If you say your meeting is at 9 a.m., don’t show up at 9:15.

If you say you have an open-door policy, don’t shut the door just because you don’t agree with someone’s perception.

Remember, great leaders are great listeners.

Showing respect doesn’t mean you have to agree with everyone; however, when you honor their feelings, it builds trust, and they feel safe to open up more often.

Respect is simply The Golden Rule in action: “Do unto others as you would have them do unto you.”



UNITE

U – UNITE your team.

The first step here is to let people know that you will not tolerate cliques and gossip amongst your team. Gossip is like cancer. It kills team morale. Trust, however, is the cure.

The second step is to have them work toward one vision. Give them a group project they have to complete by working together. If they fail, they all reap the consequences, and if they succeed, they all receive the reward.

The team that struggles together and succeeds together is a team that unites together.



SHOW

S – SHOW them you care. There's a quote by leadership expert John C. Maxwell that says, "People don't care how much you know until they know how much you care."

Trust is built when someone sees that you truly value them as a person and not just as an employee.

According to Forbes, the top desire for employees is to feel valued by their company.

You can show people you value them by learning more about them personally, praising them daily and asking for their input more often.

When people feel valued, you do more than earn their trust—you earn their loyalty as well.

TRUST

T – TRUST -building activities build morale. High morale comes from a high-trust workplace.

When someone enjoys the people, they work with, it's been proven that they're happier and more productive, and that doesn't happen by accident.

One of the ways to raise morale and build trust at the same time is to provide activities that are focused on building trust in teams.

When I conducted a training for a client, I included a few trust exercises. One was called "The Index Card Game." I had everyone write down something positive they thought their fellow employees brought to the team. When we finished, each team member walked away with an index card full of compliments they never knew their coworkers thought about them. The team said that one activity brought them closer than they've ever been.

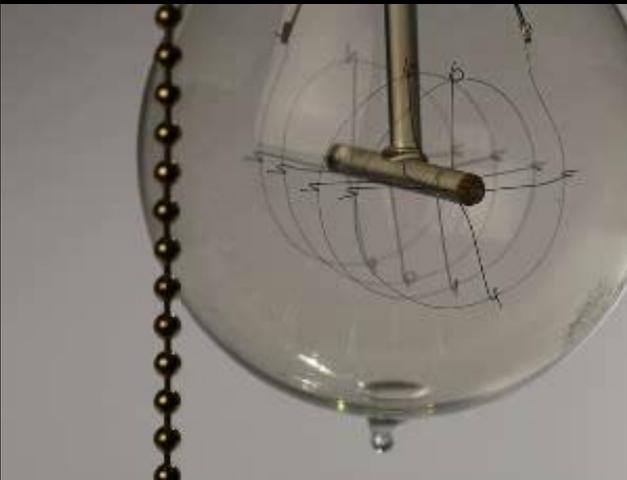


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TRUST



Insights – Discoveries - Takeaways





Legend has it that the following words were written on the tomb of an Anglican bishop (AD 1100) in the crypts of Westminster Abbey:

When I was young and free and my imagination had no limits, I dreamed of changing the world.

As I grew older and wiser, I discovered the world would not change, so I shortened my sights and decided to change only my country. But it, too, seemed immovable.

As I grew into my twilight years, in one last desperate attempt, I settled for changing only my family, those closest to me, but alas, they would have none of it.

And now as I lie on my deathbed, I suddenly realize: If I had only changed my self-first, then by example I would have changed my family.

From their inspiration and encouragement, I would then have been able to better my country and, who knows, I may have even changed my world.



Next step...

- **Continue to work on your Action Plan.**
- **If not one yet, complete your self-assessment and schedule your coaching session with Pat Martinez.**
- **Be ready to discuss your leadership style tomorrow with Sharon Crenshaw, Transformational Leader.**



Thank you!

Patrick Vaca
Transformational Leader

patrick@patrickvaca.com

Leadership in the Clouds
525 N. Tryon Street, 16th Floor
Charlotte, NC 28202

Office number: 704-444-8395

Email: support@leadershipintheclouds.com



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