

## FA 346 Leading From Within:Tapping your internal Wisdom

*“We don’t need more strengths or more ability or greater opportunity.  
What we need is to use what we have.” – Basil S. Walsh*

### Course description

Leadership begins within us. In order to be an effective leader, we need to have an awareness of how we create in the world. To affect transformation in our organizations, we need to understand the power we have to effect change within and around us. Additionally, any leader intending to be at the forefront of their industry needs to experience, apply and nurture their creativity and create an organizational environment that does the same for all company associates. This course enables students to experience the skills/tools necessary for such an innovative approach to leading.

We will look at leadership as a process of understanding the internal building blocks of effective leadership - whether you are a sole-entrepreneur or the CEO of a fortune-100 firm. The format is largely experiential, with emphasis on exercises, techniques and readings through which the students will investigate the creative process and how it is integral to leadership and all aspects of the business. The course is designed to open students to the ability to create within themselves and their organizations, and to the tools that promote innovation and enhanced organizational effectiveness.

### Competencies

1. **A-3-X** – Can understand the link between creativity and internal life-long leadership and the resulting impact on external leadership.
2. **H-2-C** – Can identify an organizational problem and design a plan for change based on an understanding of change theories or models.
3. **H-3-F** – Can understand the interrelationships among intellectual, psychological, spiritual, and physical health in one’s own life.
4. **F-X**

### Texts

- ◆ *Leadership from the Inside Out* by Kevin Cashman
- ◆ *Breakthrough Teams for Breakneck Times* by Lisa Gundry & Laurie LaMantia

### Course Objectives

- ◆ Acquire a repertoire of powerful tools to unlock internal leadership;
- ◆ Become familiar with and trust your creative abilities and to apply your unique leading style to your organizations;
- ◆ Identify and understand your unique preferences and operating style;

### Course Contents

- ◆ Learning the building blocks of internal leadership
- ◆ Experiencing the creative process
- ◆ Tools for unlocking internal wisdom
- ◆ Risk-taking
- ◆ Applying internal leadership to the larger organization

### Course Requirements

- ◆ *Introspection* - Each student will be required to keep a personal journal inside of which they will explore the various concepts presented in class. Here students will be able to see what they think and practice the creative tools learned through everyday application.
- ◆ *Weekly “Remembering”* – Each week, a short paragraph will be handed in highlighting an important concept or quote that the student wishes to remember from the readings.
- ◆ *Weekly “Coffee-Time-Out” Paragraph* – Each week, another short paragraph will be handed in which is a summary of your beliefs on the assigned topic for the week.

- ◆ *Papers* – There will be 3 papers due throughout the class. They enable students to identify and explore the key concepts presented in class as applied directly to their current work and life realities.
- ◆ *Creative Experience* – Students will experience the creative process first hand through an experiential exercise designed to stimulate their approach to working an opportunity.
- ◆ *Risk-taking* – There will be one creative risk assignment, which will ask students to pull out of their comfort-zones and try something new and challenging.
- ◆ *Teach a tool* – Students will be responsible for teaching the class a tool, idea or concept related to leadership in business.
- ◆ *Leading By Example* – At the end of the course, students will give a short presentation about a leader they feel embodies the principles discussed in class. The student will personally interview this leader as the student explores the leader's approach and philosophy.

Instructor: Laurie LaMantia  
 Phone: 630-705-1052  
 E-Mail: [laurie\\_lamantia@hotmail.com](mailto:laurie_lamantia@hotmail.com)  
 Office hours: by appointment

**COURSE OUTLINE – per WEEK**

WEEK	SEGMENT INTENTION	GOALS	IN-CLASS ACTIVITIES	HOMEWORK DUE THIS WEEK	HOMEWORK (for next session)
1 Jan 6	<b>Introductions</b>	<ul style="list-style-type: none"> <li>◆ Introduce class contents and intentions</li> <li>◆ Introduce mental muscle concept</li> <li>◆ Begin Environment Creation</li> <li>◆ Begin Leadership Discussion</li> </ul>	<ul style="list-style-type: none"> <li>- Final Presentation Assigned</li> </ul>	-	<ul style="list-style-type: none"> <li>• Read <u>Change Mastery</u> in <i>Leadership from Inside out</i></li> <li>• Prepare to <b>Hand-In</b> “Remembering” Homework</li> <li>• Begin Looking for a tool to teach class on week 6</li> </ul>
2 Jan 13	<b>Getting To Know Creating and Creativity</b>	Understand... <ul style="list-style-type: none"> <li>◆ the creative process elements</li> <li>◆ what inhibits/fosters creativity</li> <li>◆ Misconceptions about creativity</li> </ul>	<ul style="list-style-type: none"> <li>- Creative Spirit at Work Video</li> <li>- Assign Principle to teach in Week 4</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>- “Remembering” &amp; Coffee-Time-Out paragraphs</li> </ul>	<ul style="list-style-type: none"> <li>• Read pg 17 – 29 &amp; <u>Personal Mastery</u> in <i>Leadership from Inside out</i></li> <li>• Prepare to <b>Hand-In</b> “Remembering” Homework</li> <li>• Begin reading your principle</li> </ul>
3 Jan 20	<b>Understanding personal preferences</b>	<ul style="list-style-type: none"> <li>◆ Identify personal approach to problems/dilemmas</li> <li>◆ Understand preferences of yourself and others</li> </ul>	-	<ul style="list-style-type: none"> <li>- “Remembering” &amp; Coffee-Time-Out paragraphs</li> <li>• <b>Paper 1 – Creative Risk Due</b></li> </ul>	<ul style="list-style-type: none"> <li>• Read <u>Interpersonal Mastery</u> in <i>Leadership from Inside out</i></li> <li>• Prepare to <b>Hand-In</b> “Remembering” Homework</li> </ul>
4 Jan 27	<b>Teach the Principles of Collaboration</b>	Understand... <ul style="list-style-type: none"> <li>◆ building blocks of collaborative team</li> <li>◆ Dream team characteristics</li> <li>◆ Collaborative behaviors</li> </ul>	<ul style="list-style-type: none"> <li>- Team Collaborating Presentations</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>- “Remembering” &amp; Coffee-Time-Out paragraphs</li> <li>* <b>Presentation – Teach the Class a Principle of Creative Collaboration</b></li> </ul>	<ul style="list-style-type: none"> <li>• Read <u>Purpose Mastery</u> in <i>Leadership from Inside out</i></li> <li>• Prepare to <b>Hand-In</b> “Remembering” Homework</li> </ul>
5	<b>Tapping into</b>	<ul style="list-style-type: none"> <li>◆ Go outside of comfort zone</li> <li>◆ Experience <i>your</i></li> </ul>	<ul style="list-style-type: none"> <li>- Experiential Tool</li> </ul>	<ul style="list-style-type: none"> <li>- “Remembering” &amp; Coffee-Time-Out paragraphs</li> </ul>	<ul style="list-style-type: none"> <li>• Read <u>Being Mastery</u> in <i>Leadership from Inside out</i></li> <li>• Prepare to <b>Hand-In</b></li> </ul>

Feb 3	<b>beyond Logic Knowing</b>	creative process ♦ Experience beyond-logic Tool			“Remembering” Homework • Prepare to teach tool next week • Being writing “beyond-logic” reflections paper
-------	-----------------------------	--	--	--	---

**COURSE OUTLINE – per WEEK**

WEEK	SEGMENT INTENTION	GOALS	IN-CLASS ACTIVITIES	HOMEWORK DUE THIS WEEK	HOMEWORK (for next session)
6 Feb 10	<b>Mental Muscles</b>	Understand... ♦ ways which you loose energy through your thoughts ♦ building mental muscles needed to quite-mind chatter	- Creative Yeast Presentations	- “Remembering” & Coffee-Time-Out paragraphs * <b>Creative Yeasting – teaching a tool/concept to the class</b> * <b>Paper 2 - Beyond-Logic Paper Due</b>	• Read <u>Balance Mastery</u> in <i>Leadership from Inside out</i> • Prepare to <b>Hand-In</b> “Remembering” Homework
7 Feb 17	<b>Create a supportive internal environment</b>	Understand ... - body wisdom - balance and wellness - power of intention	- Wellness Wheel - PowerCenter Grid - Intention - Video	- “Remembering” & Coffee-Time-Out paragraphs	• Read <u>Action Mastery</u> in <i>Leadership from Inside out</i> • Prepare to <b>Hand-In</b> “Remembering” Homework • The Creative Risk assignment • Final Paper Assigned
8 Feb 24	<b>Create a supportive organization environment</b>	Understand ... - the effects of the physical environment - IdeaVerse example	- Intention - 3 DON’T’S & a DO - Video	- “Remembering” & Coffee-Time-Out paragraphs * <b>Paper 3 - Environment Analysis Due</b>	• Prepare to <b>Hand-In</b> “Remembering” Homework
9 Mar 3	<b>Leading At Work</b>	Understand ... - The environment characteristics that unlock innovation	- Final Paper discussions - belief retrospective	- “Remembering” & Coffee-Time-Out paragraphs * <b>Final Paper Due: Future Look</b>	• Prepare to <b>Hand-In</b> “Remembering” Homework • Prepare for In-class presentations
10 Mar 10	<b>Leading in Action</b>	♦ Share with the class what you have learned from an internally motivated leader	- In-class Presentations	- “Remembering” & Coffee-Time-Out paragraphs * <b>Leading by Example Presentation Due</b>	