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PASSION UNEARTHED: CULTIVATING A LEADERSHIP MINDSET GARDEN.

by **Dr. Towera Loper**



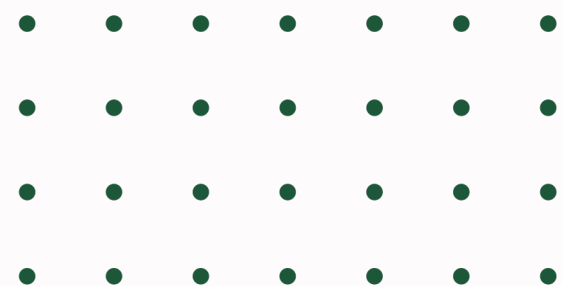
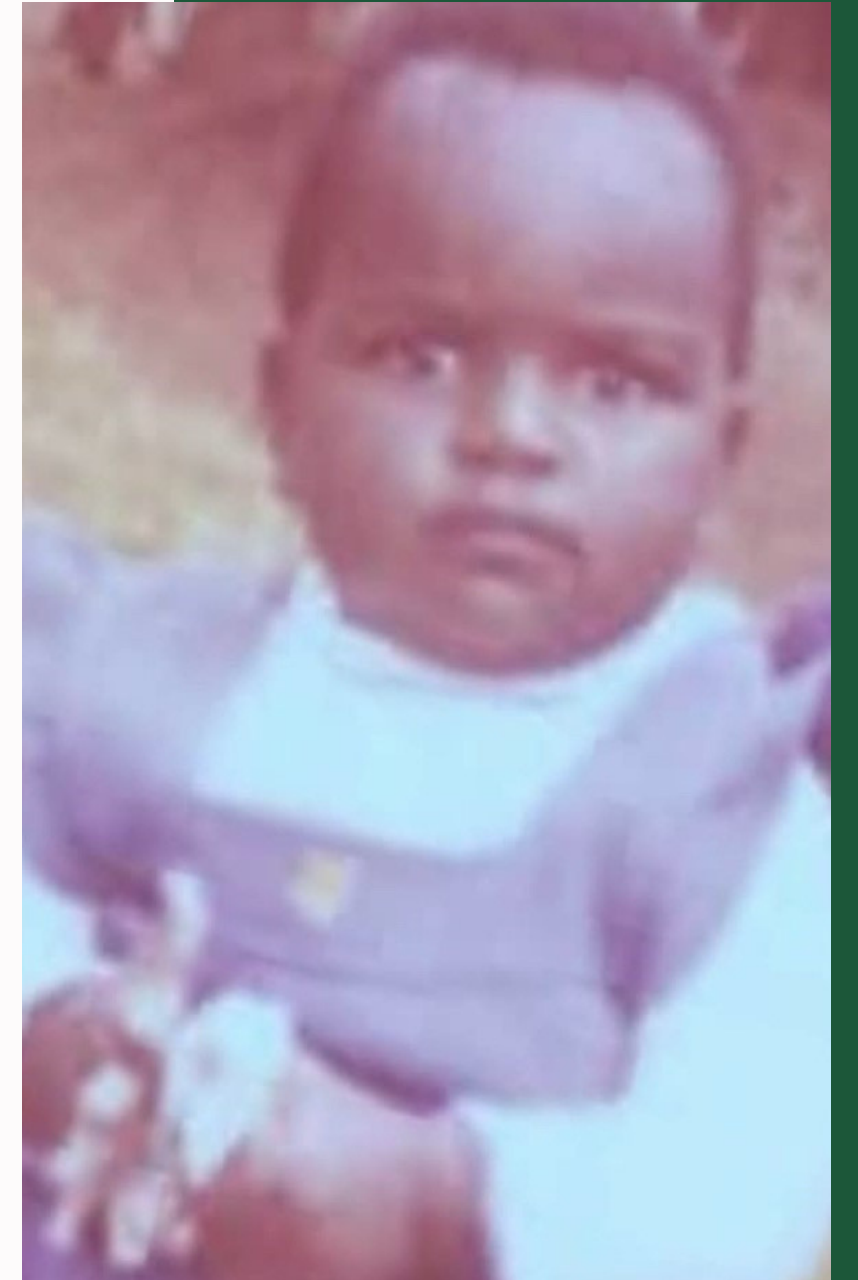
Road Map

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Introduction

- Born and raised in Lusaka, Zambia.
- I am the 4th Born. I have 5 siblings, 11 nephews and 4 nieces.
- Relocated to the USA in 1996.
- Began my coaching journey while working on my Masters in 2002.
- Doctorate in Leadership Studies/Transformational Leadership Coaching in 2008. Certified ICF Coach in 2020.
- Author of two books.
- Love the outdoors, travel, and sports.
- Married to Calvin Loper.



Objectives

Objective 01

Explore the concept of a "leadership mindset garden" as a metaphor for continuous growth.

Objective 02

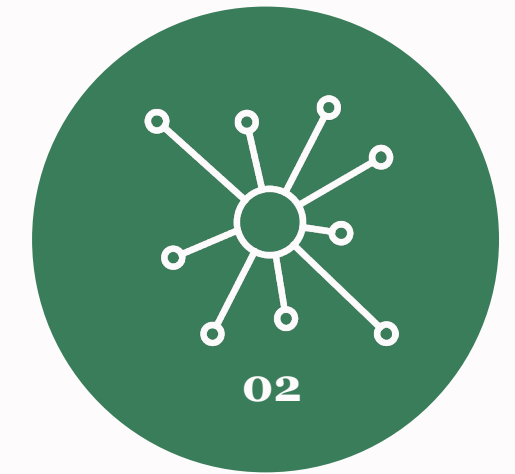
Illustrate the interconnectedness of diverse leadership qualities within the metaphorical "garden."

Objective 03

Inspire a commitment to cultivating and sustaining personal passion as a driving force in leadership.

Objective 04

Empower you with actionable steps to continuously cultivate your leadership mindset garden throughout your careers.



DEFINITIONS

01



Passion: A strong liking or desire for or devotion to some activity, object or concept

Unearthed: Discover something hidden or lost.



02

03



Cultivate: Prepare; To foster growth of; to improve by labor, care or study.

Mindset: A mental attitude or inclination.



04

Basic Elements of Landscape Design

RHYTHM



Rhythm uses repetition to create patterns and sequence. It creates movement to highlight a specific area in the design.

UNITY



Unity is sometimes referred to as harmony—the concept of everything fitting together.

LINES



The properties of lines determine how people respond to the landscape, both emotionally and physically.

Basic Elements of Landscape Design

COLOR



Color is powerful in creating mood and feeling. It is an essential element to landscape design. It adds a dimension to the overall design.

TEXTURE



Texture is used to provide variety, interest, and contrast. The texture of the material is always dependent on the seasons.

BALANCE



Balance is the equilibrium of any landscape design.





**PASSION UNEARTHED:
CULTIVATING A LEADERSHIP
MINDSET G.A.R.D.E.N.**



GROWTH MINDSET

“The belief that a person's capacities and talents can be improved over time.”

Carol Dweck

- **Rhythm: Movement**



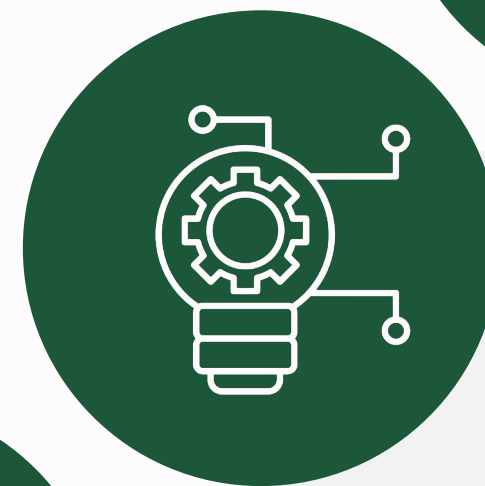
IDENTIFY

What is the health of my mindset?



MINDSET

"What can I learn from this?"



SKILLSET

What new skills can I develop to improve my growth mindset?



TOOL SET

What tool do I need to grow my mindset?

“According to Harvard Business Review, employees that are in a company that values a growth mindset are 47% likelier to say their colleagues are trustworthy, 65% likelier to say that the company supports risk taking and 49% likelier to say that the company fosters innovation. To sum it up, employees value working at a company that fosters a growth mindset.”



ALIGNMENT

Align: “To get or fall into line.”

“The correct positioning of something; adjusting something so it's in the right place.”

- **Unity: Harmony**



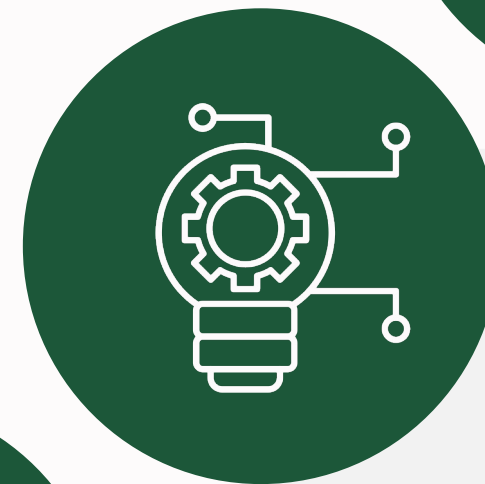
IDENTIFY

What is the reading on my alignment meter?



MINDSET

How do your values align with your current mindset?



SKILLSET

What skills do you need to develop your alignment?



TOOLSET

What tools do I need to be aligned in my life?

“Gallup’s research shows that employees’ understanding of their company’s purpose and culture is directly linked to measures of business health. Among U.S. employees, roughly four in 10 strongly agree that the mission or purpose of their company makes them feel their job is important.”

AUTHOR(S)

Allan Watkinson is a Managing Consultant at Gallup.

Rohit Kar is a Managing Consultant at Gallup.

Jessica Schatz contributed to this article



RELATIONSHIPS

“The way in which two or more concepts, objects, or people are connected, or the state of being connected.”

- **Lines:** Connection



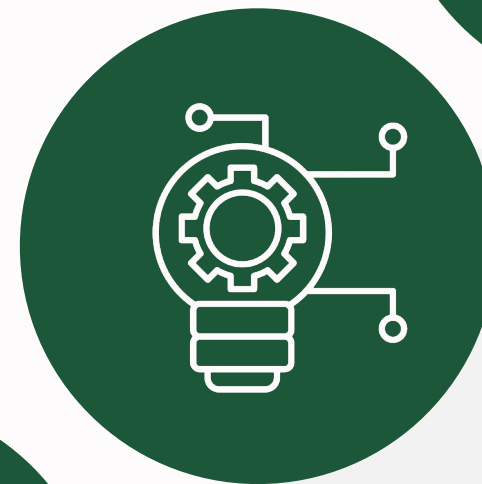
IDENTIFY

Where am I on my leadership relationship meter?



MINDSET

How can I contribute positively to the growth of the people around me?"



SKILLSET

What skill can I develop to foster belonging?



TOOLSET

What tools do I need to continue to grow in my relationships?

“Organizations that create opportunities for social connection and community can help improve mental health and well-being. This workplace essential rests on two human needs: social support and belonging. Although most workers report being generally satisfied with their workplace relationships, more than a quarter (26%) said they have experienced feelings of loneliness or isolation at work. Despite the fact that those workers interact with others frequently, the prevalence of feelings of loneliness was higher for those in the customer/client/patient service industry (35%) compared with those doing office work (23%) or manual labor (22%).”

American Psychological Association (2023).



DIVERSITY-Color

“Diversity is about what makes each of us unique and includes our backgrounds, personality, life experiences and beliefs, all of the things that make us who we are. It is a combination of our differences that shape our view of the world, our perspective and our approach.”

- **Color:** Uniqueness



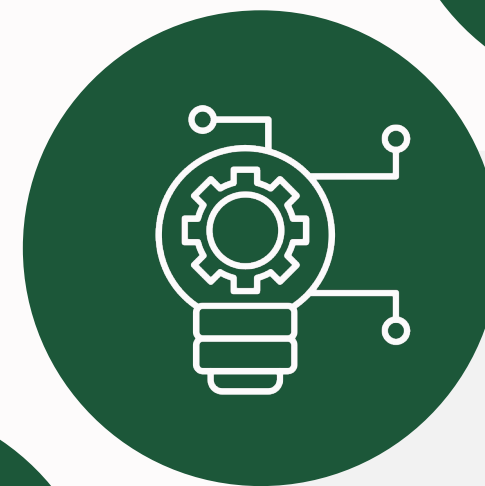
IDENTIFY

Where are you with your color meter?



MINDSET

How can I actively appreciate and learn from the diverse perspectives?




SKILLSET

What skillset do I need to practice my diversity knowledge?



TOOLSET

What tools can I use to grow and embrace diversity?



“A majority of workers (56%) say focusing on increasing diversity, equity and inclusion at work is mainly a good thing; 28% say it is neither good nor bad, and 16% say it is a bad thing. Views on this vary along key demographic and partisan lines.”

Pew Research (2023).



EVOLVE-Texture

“To develop gradually; come into being; change or improve by steps; mature.

- **Texture:** Change



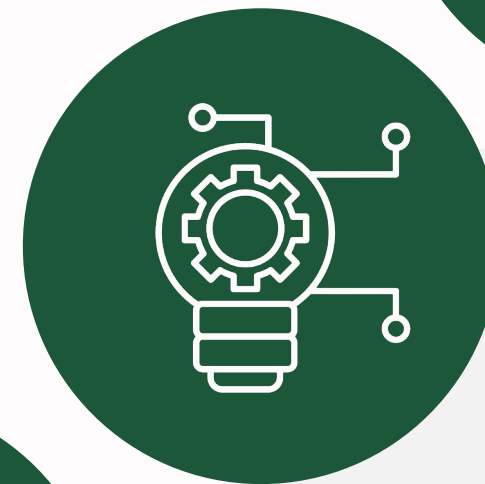
IDENTIFY

In what ways have I evolved in life?



MINDSET

How can I embrace change and continually grow to become the best version of myself?"




SKILLSET

What skillset do I need to develop to help me evolve?



TOOLSET

What tools will support my journey of evolution?



“The amount of change employees can absorb without fatigue – negative reactions to change such as burnout, frustration, or apathy – has plummeted at a time when more change is precisely what organizations need in order to reset,”

—Jessica Knight, vice president in the Gartner HR practice.



NURTURE-Balance

“To take care of, feed, and protect someone or something, especially young children or plants, and help him, her, or it to develop.”

- **Balance: Equilibrium**



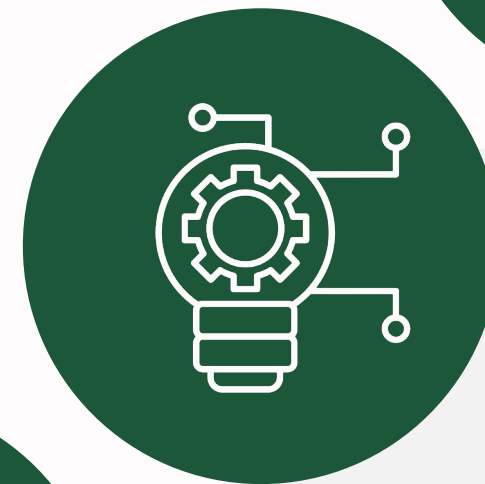
IDENTIFY

How is my nurture meter?



MINDSET

What practices can I incorporate into my life to prioritize self-care?



SKILLSET

What skills do I need to practice to develop nurturing?



TOOLSET

What tools will propel me to be intentional about self-care?

“Nearly half of U.S. workers who get paid time off don’t take all the time off their employer offers. Among those who don’t take all their paid time off, the most common reasons cited are not feeling the need to take more time off (52% say this), worrying they might fall behind at work (49%), and feeling badly about their co-workers taking on additional work (43%).”

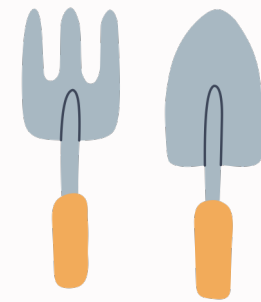
Pew Research (2023)

“No single sort of garden suits everyone. Shut your eyes and dream of the garden you’d most love then open your eyes and start planting. Loved gardens flourish, boring ones are hard work.”

—Jackie French



FOOD FOR THOUGHT!



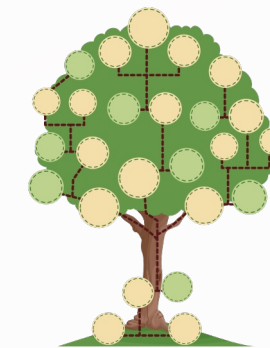
Nurturing Growth

Be intentional about nurturing your Garden.



Influence

Think about the positive impact on teams and overall success when passion is intentionally cultivated and shared.



Legacy

By consistently nurturing your leadership mindset garden, you will inspire others to follow in their passion-filled footsteps.

THANK YOU

Dr. Towera Loper

Owner of T.L. Coaching and Consulting LLC

✉ CoachTL@Outlook.com

🌐 <https://www.icf-coaching.org/coacht/>



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