



The 4Cs of Mindful Transformational Leadership Workshop Description

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Description:

The 4Cs of Mindful Transformational Leadership are: Consciousness, Curiosity, Courage and Choice. Transformational leaders, coaches or change agents must carefully attend to and invest in the well-being of themselves and others, development of respectful relationships, expansion of human consciousness of the people in their care, and organizational policies that reflect inclusive values. The purpose of reflection is to know yourself, become self-aware, mindful and make intentional positive choices and decisions. The intent of any mindfulness practice is to learn to know yourself, not just to become peaceful, to guide effective and inclusive decisions. Knowing how your own mind works makes it possible to stay present, engaged and responsive especially in challenging situations. In this session we will explore and practice intentional ways to use intentional reflective practices as a powerful tool to gain self-awareness, cultivate connection, and cultivate organizational cultures that nourish and respect the humanity of all individuals.

We will use the metaphor of Sankofa a mystical bird the Akan tribe in Ghana believe represents the importance of looking to the past to find the precious egg of wisdom to carry forward to guide and birth a strong future. We will explore how to use and focus on consciousness, curiosity, courage and choice to guide our personal, professional and organizational journey forward. We will explore how the quest of being a transformational leader is based on mindful critical examination, intelligent and patient investigation to be an inspirational motivation and model for others and have the positive influence we desire.

Well-prepared and qualified professionals at all levels, including leaders, coaches and change agents, need to engage in effective decision making. We must also consider the appropriate practices to inform our decision making for working with adults based on human development and adult learning principles. The core considerations to inform decision making of commonality of human development, individualizing based on individual strengths and needs, and social/cultural contexts are equally important for leaders to integrate in the support they provide. We need to practice walking our talk reflecting on our experiences, being reflective decision makers, as well as encouraging and facilitating the adults we support in a parallel manner. Learning the art of reflection is key for adult learning, adopting positive personal and professional habits, and making mindful inclusive decisions at all levels sets a foundation to move forward embracing inclusive equitable practices and overcoming the challenges we currently face.

The purpose of this session is to deepen the understanding and necessity of having consistent reflective practices in order to thoughtfully and intentionally guide one's



own individual personal habits, professional practices, and facilitate reflection of others to do the same. In addition, leaders need to examine how to leverage reflective practices to better support the necessary policies and practices of programs and organizations to embrace appropriate practices for the development, learning and success All adults.

This session provides the four guiding principles of and a variety of reflective practices for each of the 4Cs of Mindful Transformational Leadership: Consciousness, Curiosity, Courage and Choice to encourage leaders to be self-reflective. Consciousness offers a lens for exploring how the quest of being a transformational leader is based on mindful critical examination, intelligent and patient investigation to be an inspirational and motivational for others. Curiosity is a reflective practice and tool to be open-minded, less positional, when interacting with people who do not agree, think or behave like yourself. Curiosity creates connection. We must aim reflection inward, outward and beyond to cultivate and model leadership in a way that sustains one's own well-being and humanity as well as nurturing and respecting the humanity and diversity of others. Courage is a quality leaders want to embrace as it requires tolerating discomfort to learn from mistakes, face fears and take risks. It takes courage to examine our ABCs (assumptions, biases, certainties) by reflecting on and becoming aware of our own individual and social identities, including inherent biases. Transformational leadership is all about reflecting to make conscious Choice based on self-awareness, being individually and culturally responsive and implementing inclusive organizational policies that reflect our field's guiding professional practices. It takes implementing reflective habits to become who we want to be, to be an inspirational mindful transformational leader.

Learning Outcomes

1. Identify specific issues in their role as leader/change agent where each of the 4Cs of Mindful Transformational Leadership: Consciousness, Curiosity, Courage and Choice are relevant and important to reflect on by creating a list of reflection questions for themselves in each category.
2. Complete the 'single-sided story' reflective activity and examine and discuss how their strong reaction or trigger to a common issue is influenced by their personal perspective, assumptions, and bias.
3. Choose at least one reflective professional practice or habit presented in the session, they want to adopt or modify that will help them achieve a goal of implementing the 4Cs to become a more mindful transformational leader.