

Big Bright Future

**Making the Case for Optimistic and
Loving Leadership**



When has your life not gone as expected?

How did you get through it?

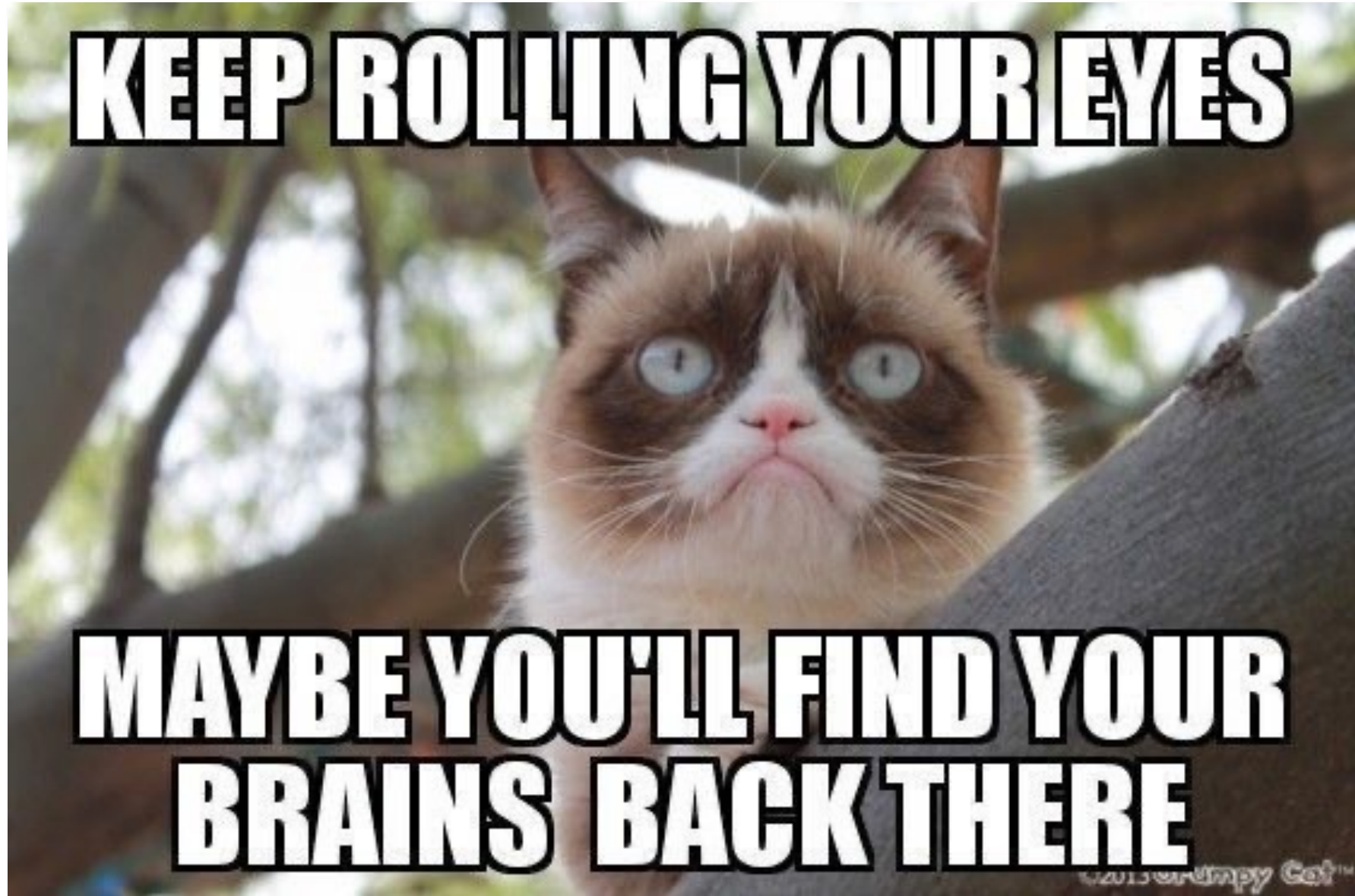
ATTITUDE:

A habitual response to the events in our lives.



I Can't Adult Today.

Please Don't Make Me Adult



KEEP ROLLING YOUR EYES

**MAYBE YOU'LL FIND YOUR
BRAINS BACK THERE**

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HERE TO
HELP

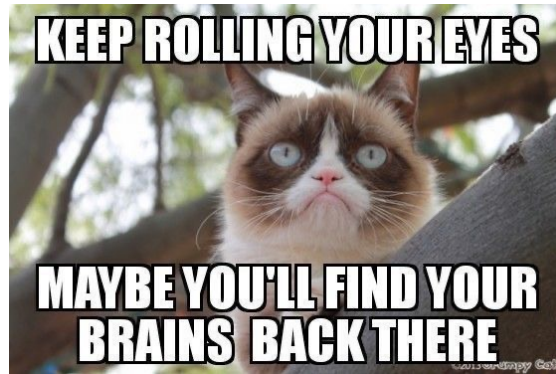
**What happens when we just keep giving
and giving and giving and giving...**

**And giving and giving and giving and
giving and giving and giving and giving
and giving and giving and giving and
giving and giving and giving and giving
and giving and giving and giving and
giving and giving and giving and
giving and giving and giving and
giving and giving and giving?**

Overwhelm and
Avoidance



Anger and
Confrontation



Coping and
shoving down
feelings



Compassion and
serving others

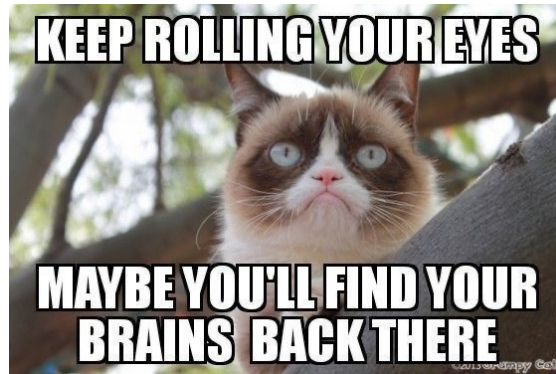


How do you habitually respond to challenges?

Overwhelm and
Avoidance



Anger and
Confrontation



Coping and
shoving down
feelings



Compassion and
serving others



How do your leaders habitually respond to challenges?



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Businesses started during depressions or economic crises:

- Coors (Depression of 1873)
- Costco (recession in the late 1970s)
- Revlon (Great Depression, 1932)
- General Motors (Panic of 1907)
- Procter & Gamble (Panic of 1837)
- United Airlines (1929)
- Microsoft (recession in 1973–75)
- LinkedIn (2002, post-dot-com bubble)
- Fortune magazine (ninety days after the market crash of 1929)
- FedEx (oil crisis of 1973)
- UPS (Panic of 1907)
- Walt Disney Company (After eleven months of smooth operation, the twelfth was the market crash of 1929.)
- Hewlett-Packard (Great Depression, 1935)
- Charles Schwab (market crash of 1974–75)
- Standard Oil (Rockefeller bought out his partners in what became Standard Oil and took over in February 1865, the final year of the Civil War.)

Holiday, Ryan. *The Obstacle Is the Way* (p. 46).



“Unless I started writing, I couldn’t have a life in this world I loved so much...”

Lin-Manuel Miranda



Lin-Manuel Miranda in 2008. Carolyn Cole/Los Angeles Times/Getty Images

Miranda celebrating after his win for Best Musical for "In the Heights." Theo Wargo/WireImage/Getty Images

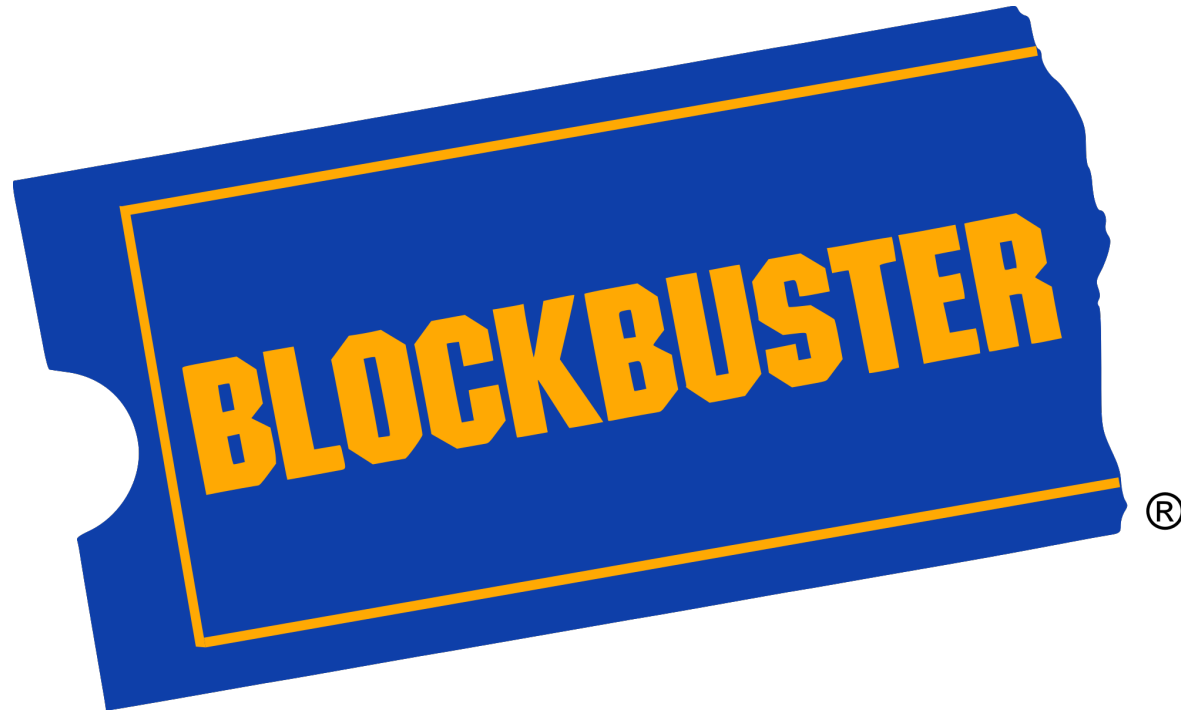
The winds of change are blowing:

- Technological advances
- Speed of communication
- Leadership expectations









NETFLIX

The winds of change are blowing:

- Technological advances
- Speed of communication
- Leadership expectations

Communication is speeding Up





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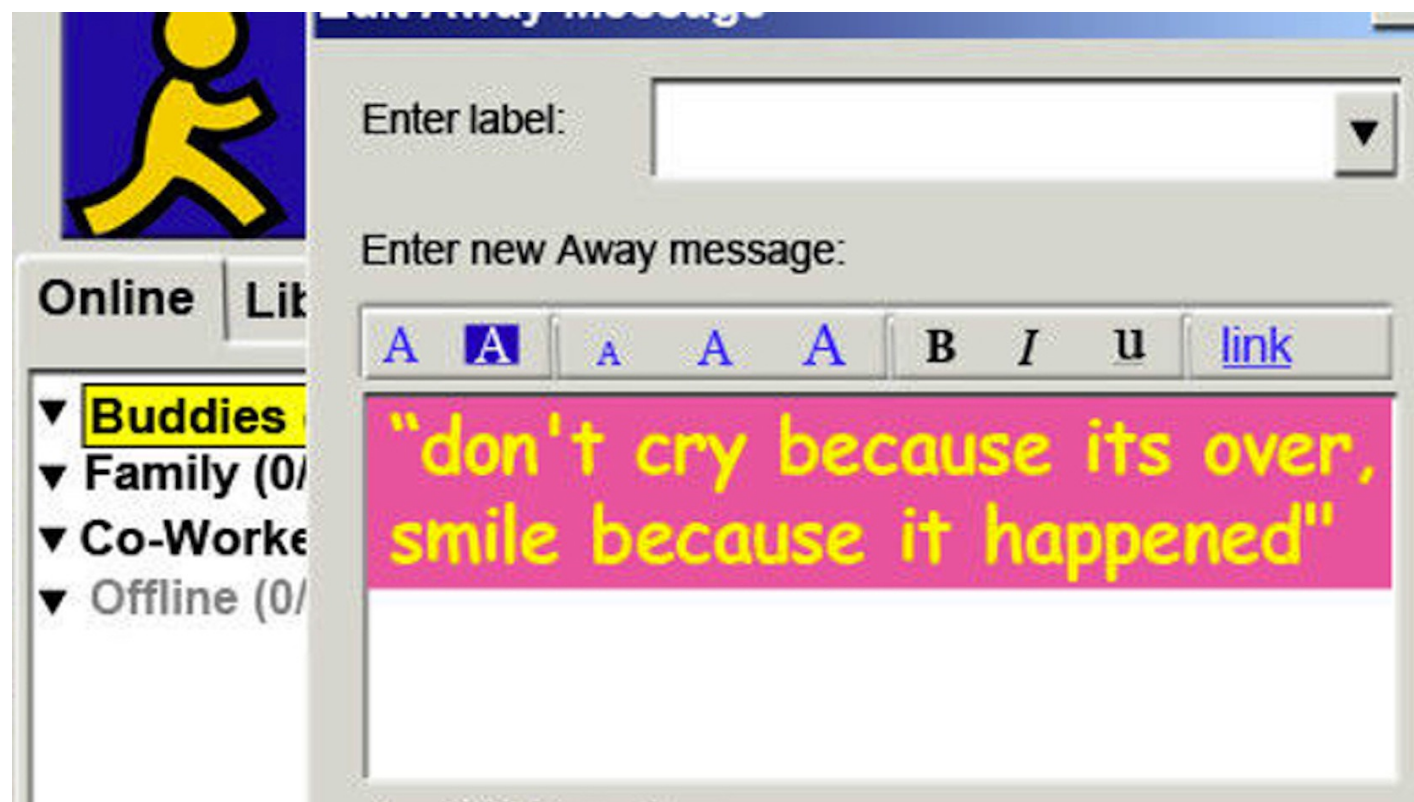
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Macintosh, Apple, US, 1984

The innovative Macintosh—Apple's second attempt at a GUI-based personal computer, following the failure of the Lisa—was a small, self-contained personal computer with a much-improved, Alto-like graphical desktop. Graphic designers, artists, and educators quickly adopted it.







TikTok





How has communication and technology evolved in your lifetime?

Photo by [Sebastien LE DEROUT](#) on [Unsplash](#)

The winds of change are blowing:

- Technological advances
- Speed of communication
- Leadership expectations

Leadership Evolution

1920's	1940's	1960's	1980's	2000's
Leadership is the ability to impress the will of the leader on those led and induce obedience, respect, loyalty, and cooperation.	Leadership is the result of an ability to persuade or direct men , apart from the prestige or power that comes from office or external circumstance.	Leadership is acts by a person, which influence other persons in a shared direction.	Leadership means to inspire others to undertake some form of purposeful action as determined by the leader.	Leadership is the process of influencing others to understand and agree about what needs to be done and how to do it, and the process of facilitating individual and collective efforts to accomplish shared objectives.

Leadership Evolution

Leadership acumen is now measured by your ability to transform a diverse group of humans into a cohesive, effective, and compassionate team.

**Survey:
3,400 people
in 10 countries**

**Is your manager stressing you out, or do they
have a positive impact on your mental health?**

Through this study, we have discovered the many ways in which work is impacting mental health on a global scale, the vital role leaders and managers play in supporting employees in and outside of work, and the trade-offs people are willing to make in exchange for greater peace of mind.

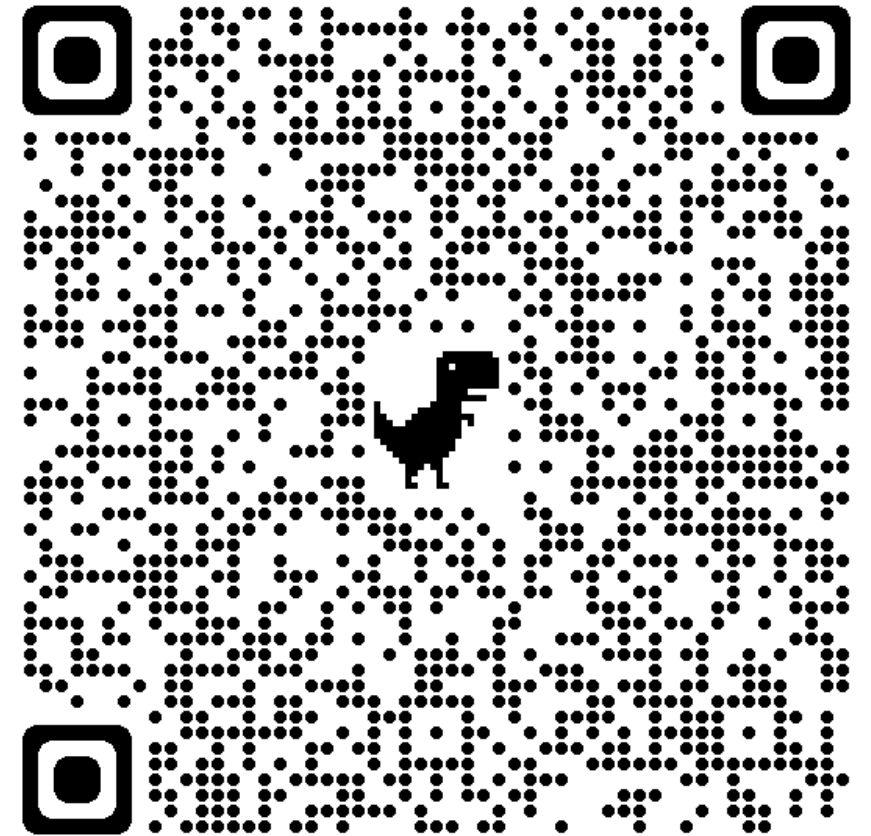
- Sixty percent of employees worldwide say their job is the biggest factor influencing their mental health.
- Managers have just as much of an impact on people's mental health as their spouse (both 69%) — and even more of an impact than their doctor (51%) or therapist (41%).
- Eighty-one percent of employees worldwide would prioritize good mental health over a high-paying job, and 64% admit they would take a pay cut for a job that better supports their mental wellness.

Mental Health At Work: Managers and Money



Is your manager stressing you out, or do they have a positive impact on your mental health?

LINDSAY BOCCARDO





Will you be the leader you never had?

**Do you want the next generation to
have a happier, healthier, more
fulfilling work experience?**



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The Pygmalion Effect



The Pygmalion Effect

- We treat people differently based on what we expect of them.
- Our expectations of others impact their performance.
- Our expectations leak out in micro-moments and interactions all-day.



Our attitudes shape the very fiber of reality.

Let's stay connected!



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