

Free Minds at Work

Leaders Free Minds



Cay Villars





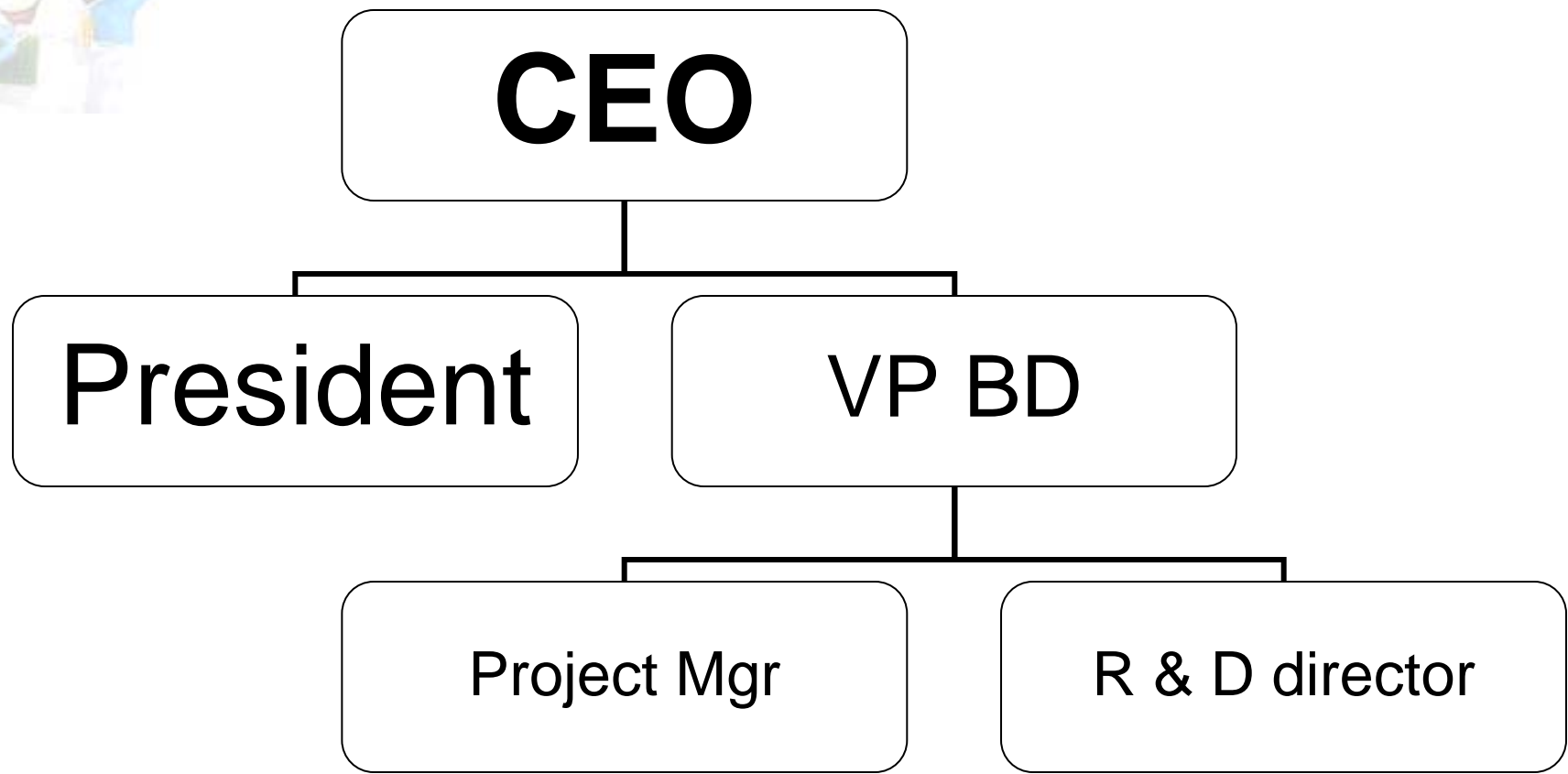
Free Minds: Overview

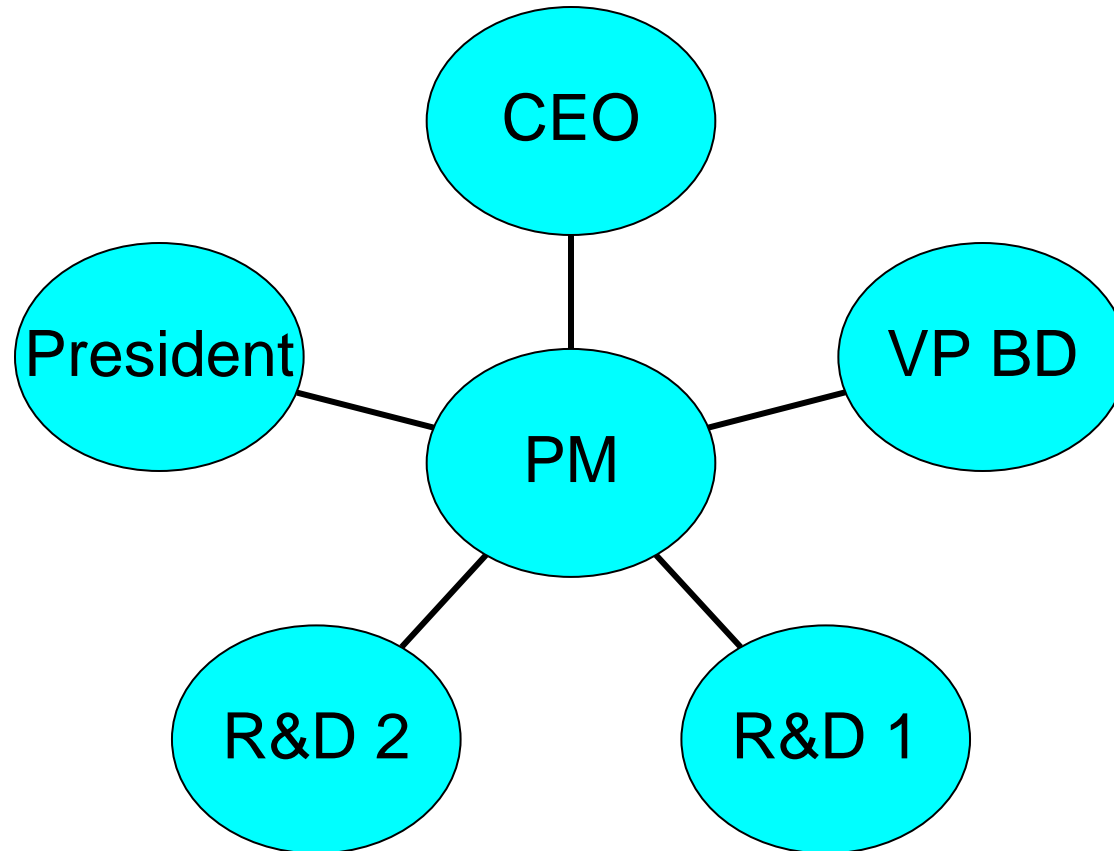
1. Review “Free” vs. “Imprisoned” minds.
2. Examples and experiences. Costs and Benefits.
3. What creates patterns of “imprisoned” minds/emotions.
4. Leaders choose to be free.



Free Minds: Overview

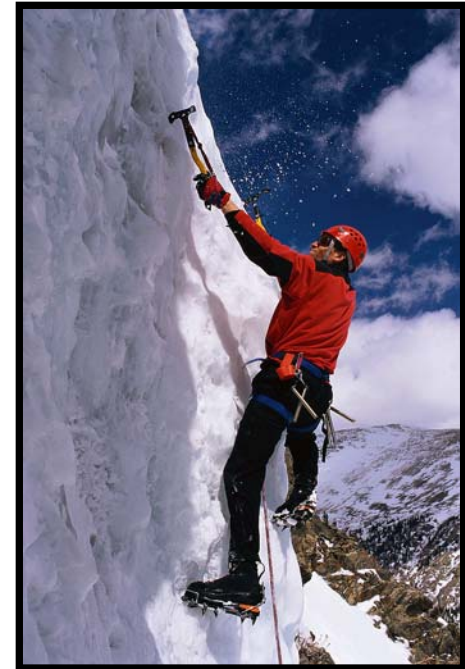
5. Tools to help free self and others.
6. Questions.
7. Action Plan.
8. One-on-one sessions.





“Freedom” Post-It Note

1. Something you have achieved that was challenging.
2. What it took to achieve it. (e.g. courage, faith, determination, love, etc.)
3. Why did you do it (anyway)?





Fear-based emotions

- Frustration
- Anger
- Sadness
- Overwhelm
- Resentment
- Disappointment
- Guilt
- Blame
- Depression

Stress = Fear

Positive emotions

- Joy
- Determination
- Excitement
- Happiness
- Fun/Laugh/
- Playfulness
- Spirituality
- Hope
- Love

Chemistry (and cost) of Emotions

Fear-based reflex emotions

- Fear based chemicals released.
- Great for short term.
- Over long term **causes illness.**
- **Less than desirable behaviors.**



Strong Positive Emotions

- Chemicals of **wellbeing** released.
- Stimulate immune system.
- **Creativity.**
- **Pro-active, planning, action.**

“Not so Free?”

1. What did you learn from the “triumph in challenge” experience?
2. How can what you learned help you/others free their minds?

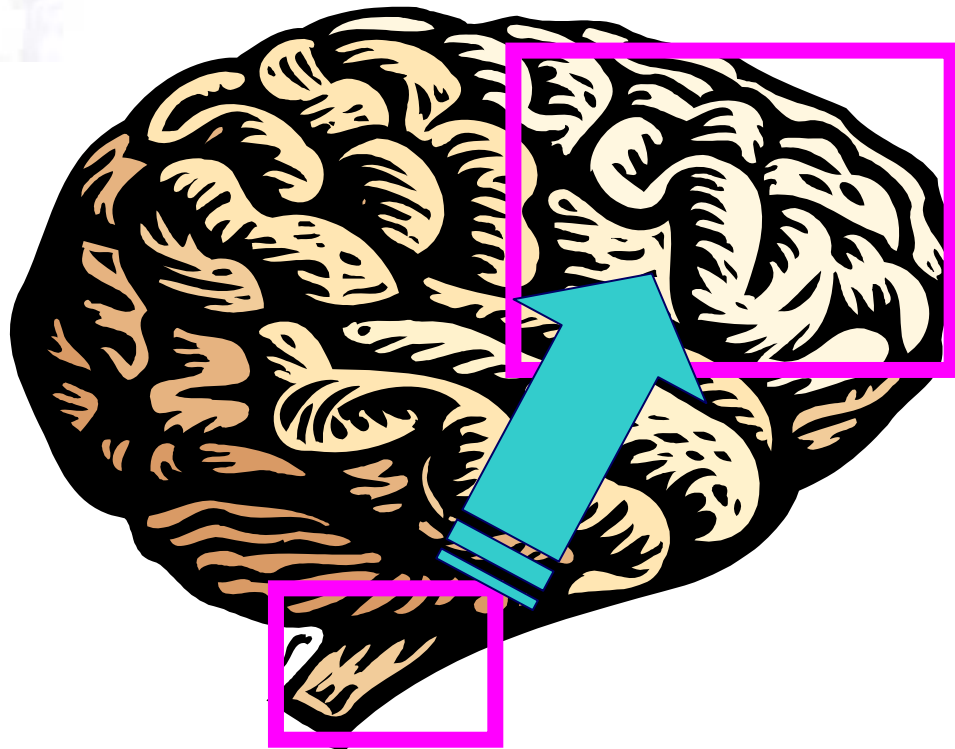


What do you want in your bucket?



Role of Leadership:

Beam up to the frontal lobes

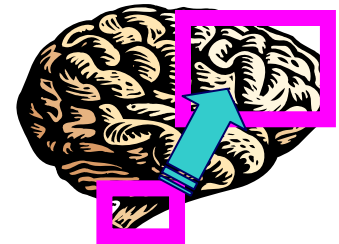


**Planning,
decision making,
coordinate
thoughts and
actions to goals**

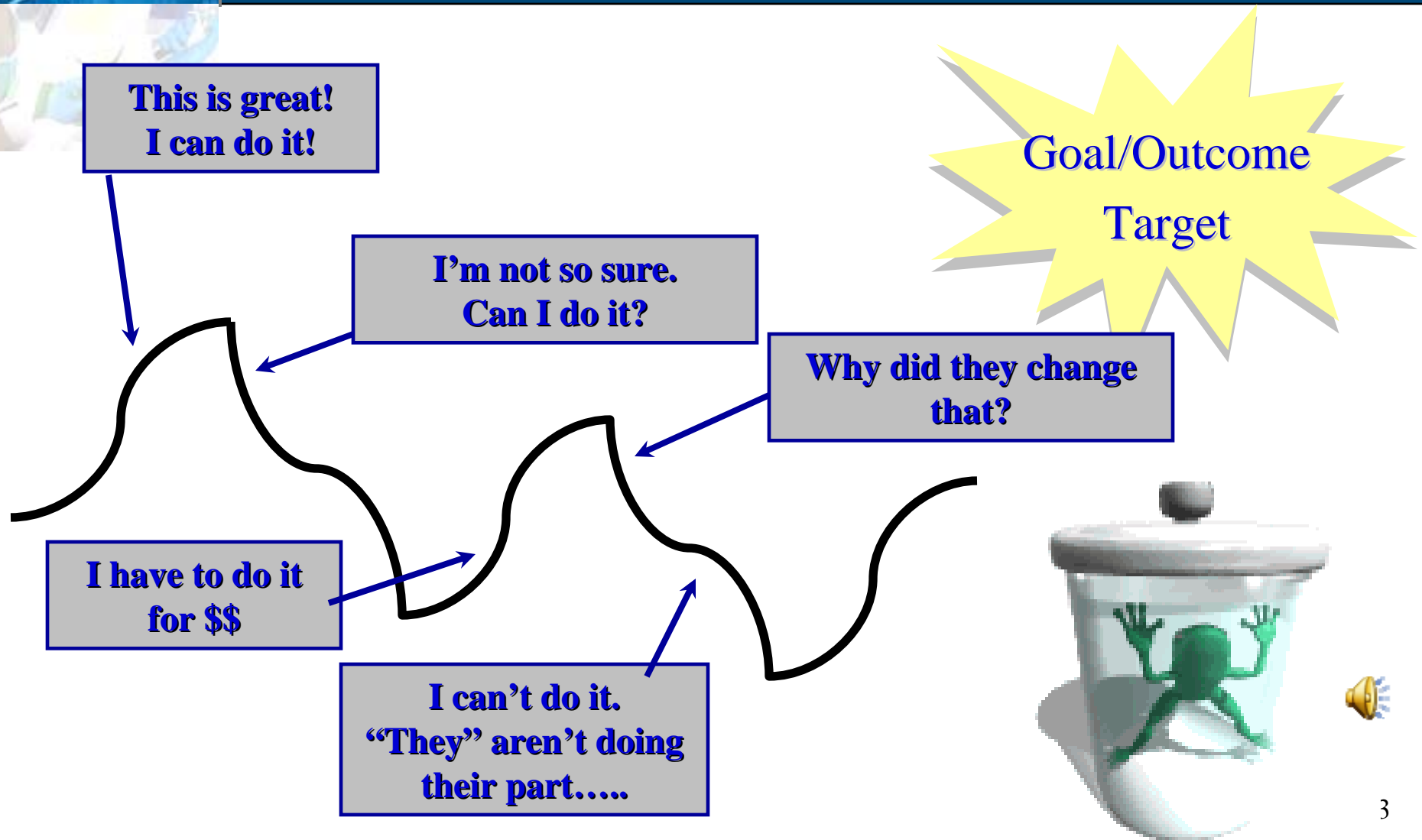
**Fear reflex:
fight, flight,
freeze**

Free Minds- “The Shift”

- **From:** Fear, reptilian brain- fight, flight, freeze (frustration, anger), subconscious mind. Turtle, Tiger, Rabbit.
- **To:** Problem solving mode.
Cerebral cortex (pre-frontal lobe),
endorphins. Power emotions e.g.
courage, determination, excitement.



Reptilian Ping Pong





Who goes first?



I'll Change if YOU go first...



Levels of Freedom

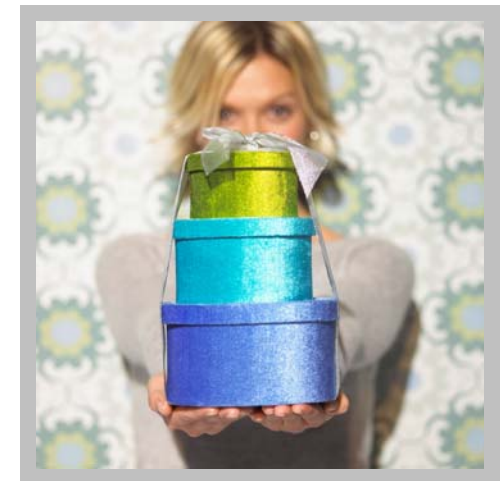


Leadership is the choice to

1. Free yourself first.
2. Help free others.
3. Free/change a group/team.

Guiding Principles

1. Reptiles smell fear. Non-judgment is essential. Serve with purely positive intent.
2. Focus on your gifts and you will bring out their gifts.
3. Give the gift of belief.



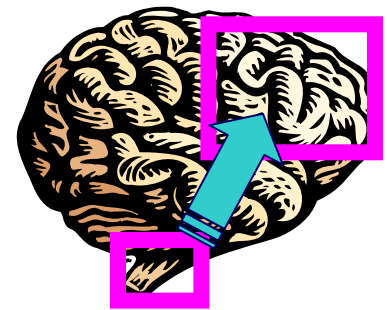
Lead the shift: Element of surprise

- Say or do something (genuinely and elegantly) funny.
- Do something unexpected.
- Did you see that penguin?



Leaders: Find a way to physically move.

- Suggest a brief health break.
- Invite the other person to take a walk and talk.
- Change breath pattern.





Role of Leadership: Up and forward

Ask a question that is future and positive resource focused.

1. What would can we/you do now to make this work/move this forward?
2. What resources have we used before that we can use now to move forward?
3. What are the most important reasons why we/you have to make this work?

Leaders influence emotional cycles



**Personal
Goals/Outcome**

**Why is this
important?**

**Org.
Goal/Outcome
Target**

**How does
this benefit
both of us?**

**Where has this
worked before?**

**What could
work now?**

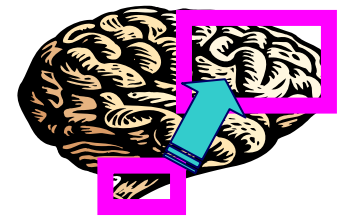


Decide for Freedom

1. Choose to be free and get past challenges.
2. Remember your gifts (e.g. confidence) for finding solutions.
3. Believe in and bring out the gifts of others.
4. Ask powerful “up and forward” questions.
5. Have fun.

Leadership: What is your Plan?

- 1. What do you think the 2 most important “take homes” are of this session?**
- 2. What are 2 actions you will take as a result of this session?**





One-on-one Sessions

- Answer questions.
- Leverage your gifts to shift a pattern
- Understand how to help others.
- 30 minute sessions.



One-on-One: Discussion Preparation

1. Describe your outcomes/list questions.
2. Example of when you were free/in the flow/achieved something.
3. What you would like to change and reasons why- what will it mean to you when you achieve your outcome?



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References

- Neuro-linguistic Programming (NLP), ***Frogs to Princes***, Richard Bandler and John Grinder.
- ***Molecules Of Emotion***: The Science Behind Mind-Body Medicine Candace Pert.
- Anthony Robbins, Notes from a Friend, Neuro-Associative Conditioning (NAC).
- ***Why Zebras Don't Get Ulcers***, Robert Sapolsky
- www.heartmath.org

Bonus Material





Shares

- What are the most important reasons you believe people should help each other remember their gifts even more often?
- What do you believe leaders can do to help others focus on their gifts?

Role of Leadership: Up and forward

4. How can we help each other bring out even more of our gifts and talents?
5. How can we have fun and be incredibly productive?
6. Did we just play froggy ping pong?

