

# Leading with Authenticity:

What holds you back



[MarianneRenner.com](http://MarianneRenner.com)

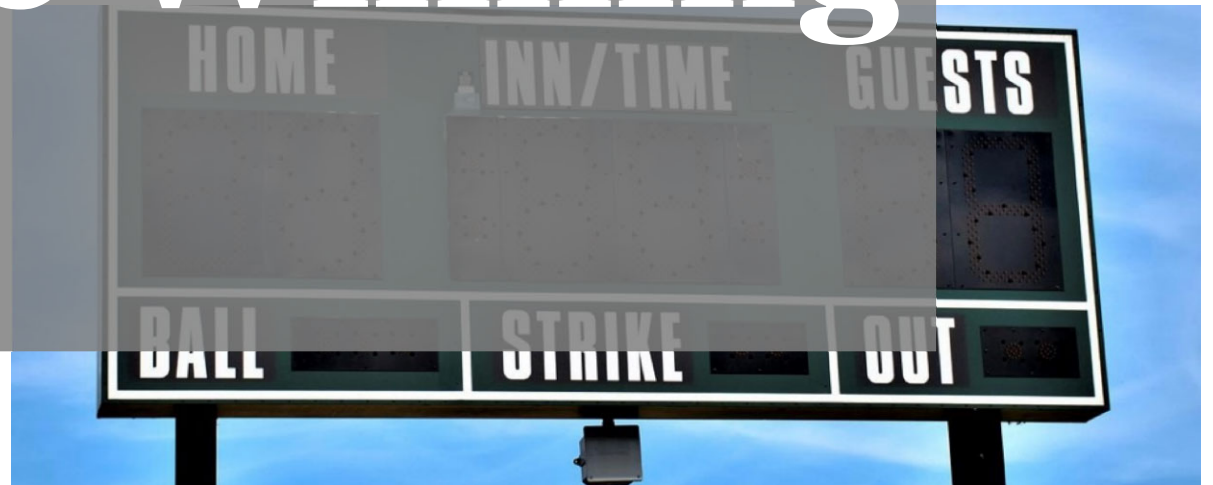
# Distractions are dangerous

- Disguised as important
- Feel good



# Game-winning strategies to avoid distraction

## #1 Define Winning




# Game-winning strategies to avoid distraction

## #2 Call time-out



# Discussion

- 
- A photograph of two women sitting at a white table in a bright, modern office setting. One woman, with long dark hair and wearing a light-colored blouse, is looking towards the other woman. The second woman, with curly dark hair and wearing a blue top, is seen from the back, looking out a window. The scene is well-lit with natural light from the window.
- 1. Define “winning”**
  - 2. Biggest distractions**
  - 3. Plan for calling time-out**



The most authentic  
leaders are  
OTHERS-  
focused  
not  
SELF-focused

# Facts

- **80%** of people would rather have a **boss who cared** about their success than receive a **20% pay raise**
- Employees would **forego 23%** of lifetime **earnings** for more **meaningful** work
- Employees with **meaningful** work are **69%** less likely to **quit** a job in the next 6 months

[HBR, 2018, 9 out of 10 people are willing to earn less](#)

# #1 Ask a different question

***“What does this make possible?”***





# # 2 Grow Your Control




Out of Control	In Control
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.


**Enter your email address to receive the Worksheet!**

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**WHAT HOLDS  
YOU BACK  
ARE THE STORIES  
YOU WRITE**

A person with long blonde hair, wearing a dark blue coat, is walking away from the camera on a paved path in a park. They are carrying a large, bright yellow box under their arm. The path is surrounded by green grass and trees with some autumn-colored leaves. The scene is captured in a cinematic style with soft lighting.

**when we are no longer able  
to change a situation, we  
are challenged to change ourselves**

**Viktor Frankl**

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