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Transforming the Leader Within: Keynote Highlights & Insights

This handout offers key insights and tools from Erin Slater's keynote: a guide to transforming the leader within starting from the inside out.

- *Transform your inner critic* - Your inner critic isn't your enemy. It's raw material for your transformation.
- *Master the art of influence* - You cannot control outcomes, but you *can* master where you focus your influence—and that changes everything.
- *Take authentic daily actions* - Leadership isn't built in grand moments—it's cultivated through small, authentic daily actions that compound into extraordinary presence.

The Lotus Framework for Inner Critic Transformation

L - *LOCATE the Critical Voice*. The moment you hear self-doubt, pause.

- Where do I feel this in my body? (chest tightness, stomach knots, shoulder tension?)
- What specific situation or trigger prompted this voice?
- Name it to tame it: "I'm experiencing self-doubt right now"

O - *OBSERVE Without Resistance*. Like a lotus that doesn't resist the mud it grows from, observe your critical thoughts without judgment.

- Step back and witness the thought as separate from who you are
- Use the phrase: "I notice I'm having the thought that I am not qualified"
- Remember: You are not your thoughts—you are the observer of them

T - *TRANSFORM Your Perspective*. Ask the breakthrough question: "How might this challenge be exactly what I need for growth?"

- Replace criticism with evidence-based reality
- Remind yourself: "I have a 100% track record of figuring things out"
- Reframe obstacles as stepping stones to your next level

U - *UNDERSTAND the Critic*. Get curious about the voice beneath the surface.

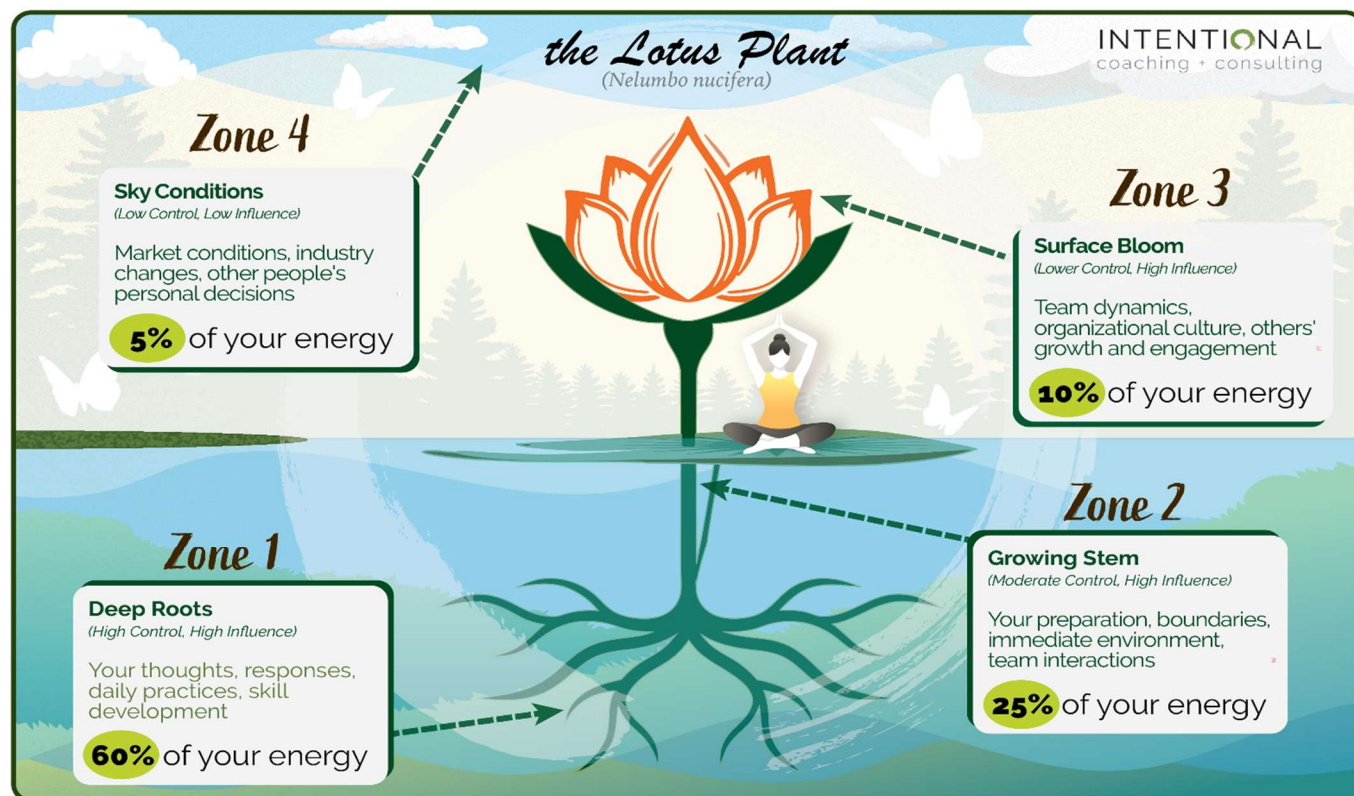
- Where is this pattern coming from? (past experience, fear, protection mechanism?)
- What is this voice trying to protect me from? (failure, embarrassment, making a mistake?)

S - *SUBSTITUTE the Message*. Replace the critic's voice with the message you truly need to hear.

- What would your wisest, most compassionate self say right now instead?
- What is one concrete step you can take forward as your empowered self?
- Act from this transformed truth, not from fear

The Lotus Leadership Influence Zones

Imagine your leadership impact in **four zones**:



Lotus Leadership Influence Questions

"Where do I have the most influence?"

"How can I create conditions for success?"

The Three Daily Lotus Leadership Practices

Morning Leadership Intention (2 minutes)

- Before checking email: Pause. Take a breath.
- Ask a Question: "What kind of leader do I want to be today?, What's the most important thing I can do today to move my team/organization forward? Or How can I best support and develop the people around me today?"
- Set one intention: "I will create conditions for growth today. I lead with clarity and confidence, trusting my ability to make sound decisions. I inspire others through my actions and create an environment where people thrive. I embrace challenges as opportunities to grow and lead my team to new heights."

Mid-day Authentic Boundary Practice (Throughout the day) -see additional boundary resources at the end of this document.

- NO: "That doesn't align with our priorities."
- YES: "This supports our vision—I'm fully in."
- REDIRECT: "Let me connect you with someone who can help."

Evening Leadership Reflection (2 minutes)

- What did I do today that influenced positive conditions?
- How did I transform a challenge into growth—mine or others'?
- What evidence shows my expanding leadership presence?

30-Day Lotus Leader Transformation Challenge: Put it All Into Action

Week 1 - Practice the LOTUS Method to transform your inner critic.

Week 2 - Audit and realign toward high-influence zones.

Week 3 - Practice daily leadership rituals that compound into presence.

Week 4 - Integrate all three—embody and expand.

*Which practice are you ready to start today?
One practice, chosen with intention, can change everything.*

Helpful Boundary Statements

For workload/capacity issues:

- "I'd love to help, yet am at capacity with my current projects. Could we revisit this next week?"
- "I won't be able to take this on right now given my other commitments, but let me suggest [alternative person/approach]."
- "My plate is pretty full through [timeframe]. Would [later date] work instead?"

For scope/role boundaries:

- "This falls outside my area of expertise, but [relevant person] would be perfect for this."
- "That's not something I handle, but I can connect you with the right person."
- "This isn't part of my role, but I understand it's important. Have you checked with [name/team]?"

For timing issues:

- "I can't make that deadline work, but I could deliver it by [realistic date]. Would that be helpful?"
- "The timing doesn't work for me, but I'm happy to contribute in another way."

General polite declines:

- "I won't be able to commit to this right now, but I appreciate you thinking of me."
- "That's not going to work for me, but thank you for considering me."
- "I need to pass on this one, but please keep me in mind for future projects that might be a better fit."

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