



Title: The MOR Philosophy of 'Lead From Where You Are'

Speaker: Maritza Hall, Leadership Coach

Leadership is not about a title or a position. It's not the 'big L.' It's really about the 'little l.' It's a series of choices that we make to step into an opportunity to lead, to lead through a thought, to lead a project, to lead an opportunity. And that's one of the things that we try to convey through the Lead From Where You Are program – that you can lead from whatever seat you're in.

As a coach, one of the most pivotal moments is that beautiful moment where a participant stops seeing everyone else as the solution but also begins to see themselves as a solution.

Speaker: Sue Workman, Leadership Coach

The MOR program has really given people permission to lead. They start to look at strategically thinking instead of just looking at their own team, maybe those that just report to them. They start to look at what's going on in the whole organization or even the larger organization to see how can you help, how can you make sure that you're making the right impact on this organization and leading from where you are.

Speaker: Laura Patterson, Leadership Coach

We believe at MOR that leadership is not about a position on an org chart or a position in an organization. Leadership is about behavior, the way you conduct yourself, the way you inspire others to follow a vision or a strategy. It's the way you influence decision makers or those around you so that you can achieve alignment in an organization

Speaker: Brian MacDonald, Founder

I believe that people have enormous potential and much of it remains untapped at a certain point in their life. And it's possible for folks to have a platform and to have a design that encourages them to reach, to stretch, to see if they can grow in ways they perhaps didn't even know was possible.

Speaker: Marcia Dority Baker, Leadership Coach

An inclusive leader is somebody who is not threatened by a diversity of thought or suggestions, but instead they value that input and they create an inclusive environment where people can perform and do their best work. We talk about 'Lead From Where You Are' ... An inclusive leader creates that environment and empowers their people to really take hold of that concept and lead from where they are.

Speaker: Curtis Odom, Executive Coach and Program Leader

Many of us don't think about it as work. We think about being in service to help meet a leader where they are and help them, partner with them, work with them to bring them where they want to be. Now, that means a lot of different things as you think about it. When we meet a leader where they are, many of the folks that we meet, they might be new to a leadership role, they might have been in a leadership role for a while or they may be aspiring to a leadership role yet to be given to them.

What brings this family together is the fact that there are so many of us who have been on the journey that the folks we're going to work with are currently on. So we come at it from a place of perspective. We come at it from a place of experience. But most importantly, we come at it from a place, I believe, of empathy for what is the responsibility of being a leader.

Speaker: Brian MacDonald

The thing that really does differentiate MOR is that we help people make sustainable improvements in their effectiveness that last well beyond the program. Most leadership programs are too short to really help people develop new habits, new patterns, new ways of operating that enhance their ability to be successful.