



# Catalyst Empowerment Summit

## Keynote: Compassionate Accountability

Marc Lesser, CEO at ZBA Associates

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Introductions

# INTRODUCTIONS

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# The Power of Compassionate Accountability

- Deep Dive Into Personal and Professional Development
- Alignment: The What and the How
- Working with Conflicts and Misalignments
- Creating Great Cultures
- Change The World

# Accountability

Devoting ourselves to seeing clearly and aligning around truth and facts.

Working skillfully with conflict and destructive emotions.

Working toward a shared vision of possibility, transformation, and success.

# Compassion

Working together with empathy, kindness, and a genuine desire for understanding.

Being open, flexible, and forgiving.

Seeking to help and to heal, as we solve problems and work together toward a noble vision.

# Compassionate Accountability

- Be Curious, Not Furious
- Drop The Story
- Listen For Understanding
- Mind The Gaps
- Clear Vision and Collaborative Learning
- Turning Breakdowns To Breakthroughs
- Don't Wait

# Compassionate Accountability

- Be Curious, Not Furious – What can I do to make our Team more effective?
- Drop The Story – Shifting from the old story to a new possibility
- Listen For Understanding – What am I missing?
- Mind The Gaps – What needs to change?

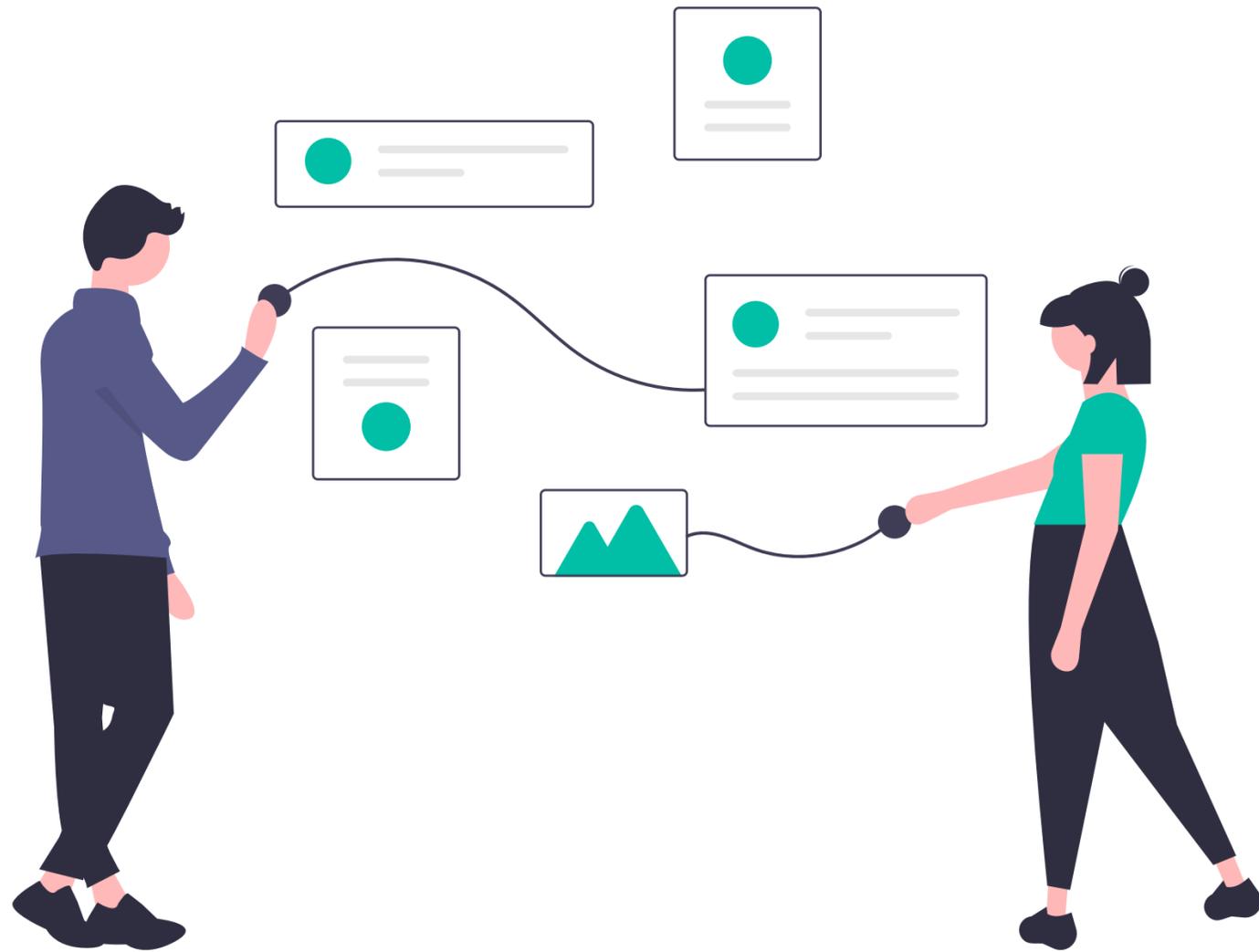
# Compassionate Accountability

- Clear Vision and Collaborative Learning – Expressing and aligning around a Vision. What does success look like?
- Turning Breakdowns To Breakthroughs – Acknowledging and working skillfully with problems and disconnects
- Don't Wait – Working with a sense of urgency, and Self-Care



# BE CURIOUS, NOT FURIOUS

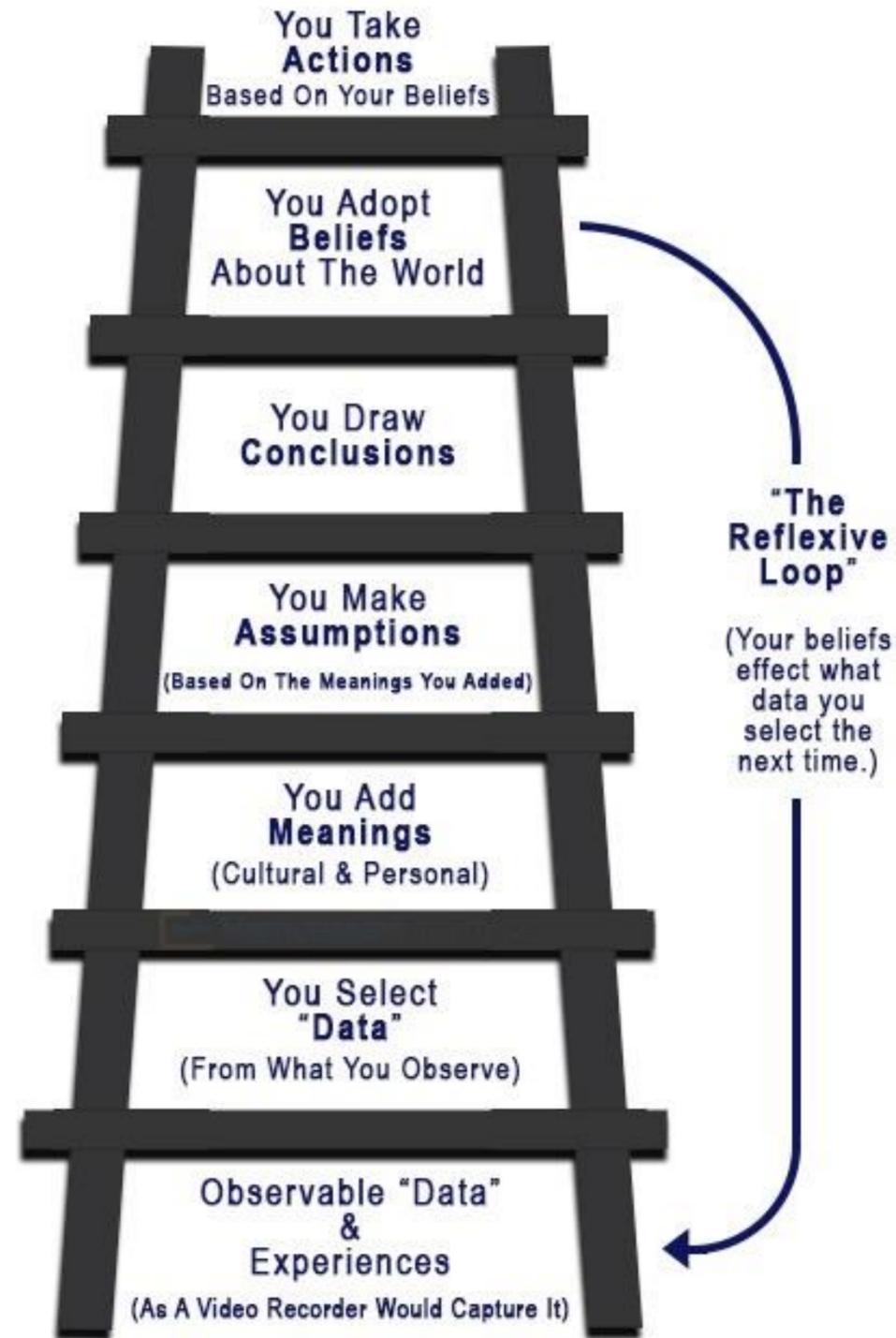
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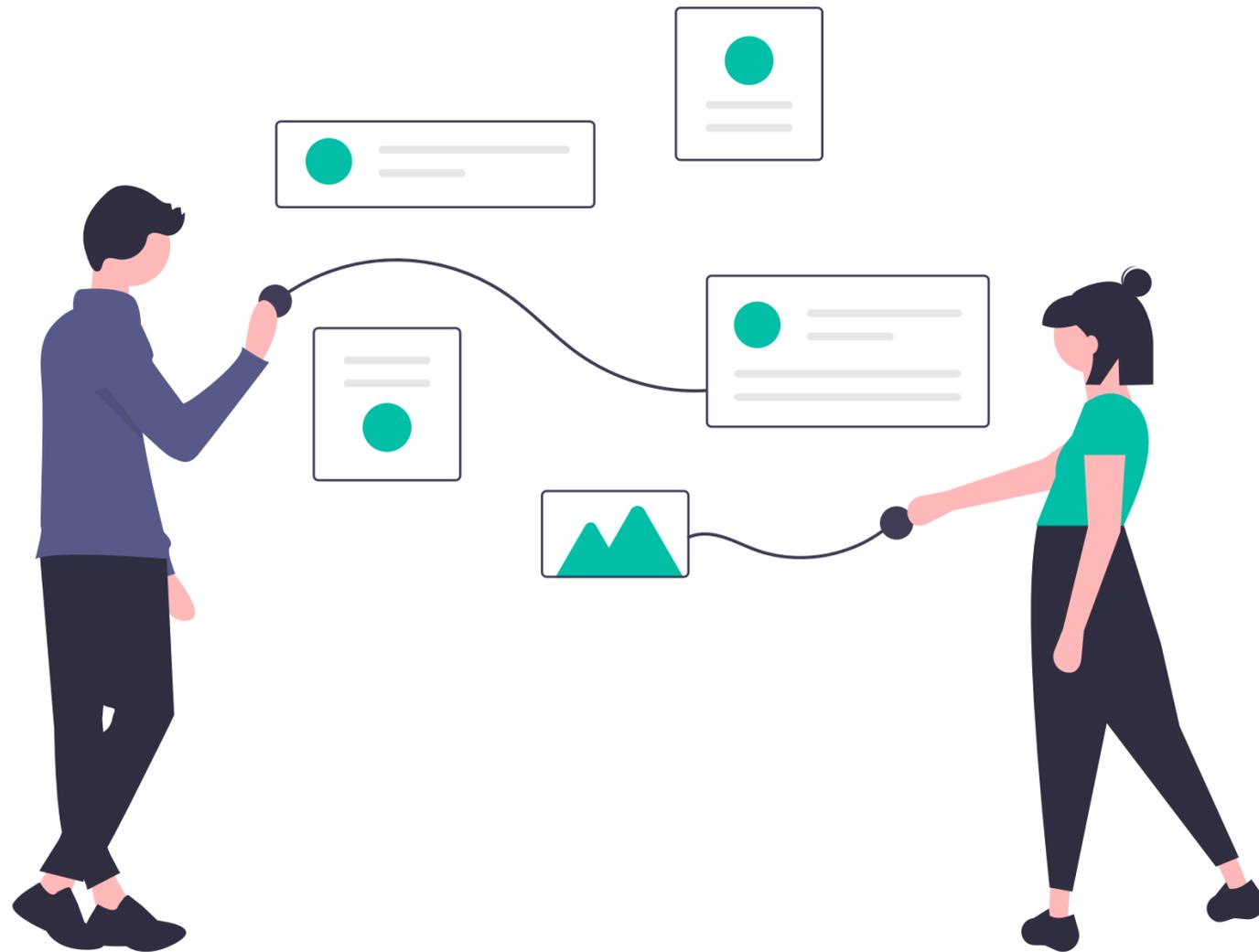
"Once we believe in ourselves, we can risk curiosity, wonder, spontaneous delight, or any experience that reveals the human spirit."

- ee cummings

# The Ladder Of Inference



# RESPONDING WITH CURIOSITY



- Respond with curiosity and kindness
- Not over reacting (aggressive) or under reacting (passive)
- Assumes the best of others
- Model presence, listening, and high standards

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# Don't Be A Board-Carrying Person

- Ordinary or Sacred?
- Accept what is, work for change?
- Well-being, helping others?



# Driving Change, Responding To Change

It is not the strongest of the species that survive,  
nor the most intelligent,  
but the ones most responsive to change.

- Charles Darwin

# Don't Wait

Be Joyful, Though You've Considered All The Facts.

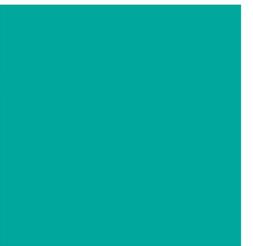
Change yourself to change the world.

Train Yourself. Starting Now.

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# HOMework!

- What is your development plan?
- What can you do to create a more effective culture, a better world?
- Where's your leverage?





**THANK YOU FOR ATTENDING**  
**COMPASSIONATE ACCOUNTABILITY!**

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