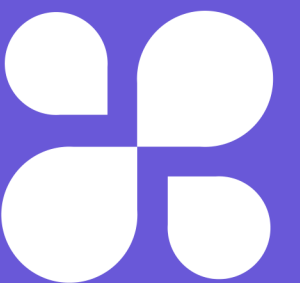


Human Scale Leadership

Leading people well.



Hi, I'm Polly

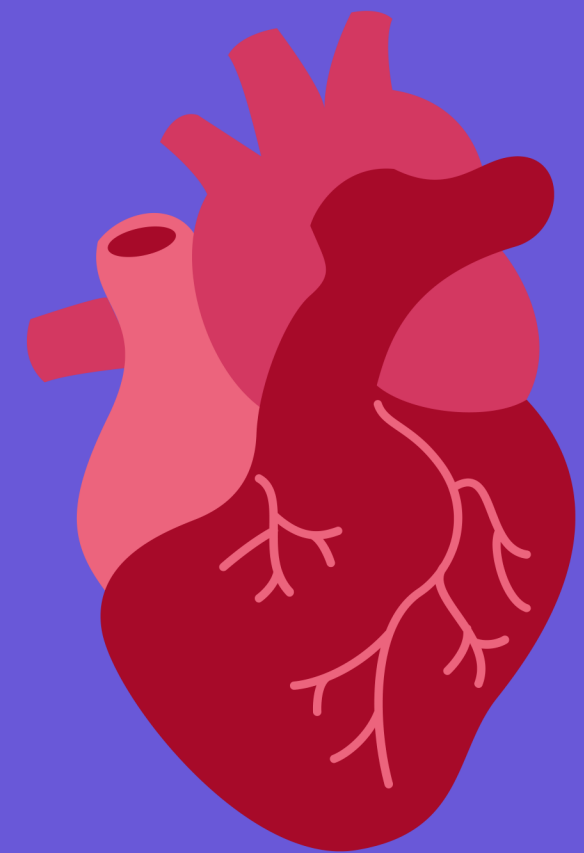
ALL PURPOSE HUMAN BEING

- fast growth start-ups, innovation and commercialisation
- digital strategist - doctor digital
- organisational culture and people
- Dare to Lead certified facilitator + leadership consultant
- trauma informed somatic therapist
- hospo + tourism small business veteran



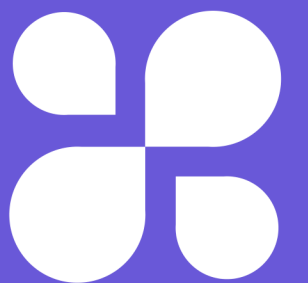
“In the past jobs were about muscles, now they’re about brains, but in future they’ll be about the heart.”

**Minouche Shafik, Director,
London School of Economics**





human scale leadership has one core element: self awareness

- who we are is how we lead
- knowing our Self allows us to lead from a place of curiosity and compassion
- for ourselves, then our people

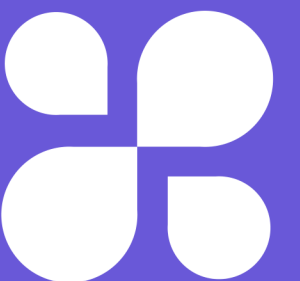




when we talk about resilience and agility...



we are really talking about the capacity of our autonomic nervous systems to adapt to perceived changing situations of threat to our safety.



Polyvagal Ladder

PRIMARY & MIXED STATES of the Autonomic Nervous System

The Polyvagal Theory by Dr Stephen Porges / "The Polyvagal Ladder" by Deb Dana, LCSW / image by Justin Sunseri, LMFT



SAFE & SOCIAL

ventral

FLIGHT

sympathetic

FIGHT

dorsal

SHUTDOWN

PLAY

STILLNESS

FREEZE

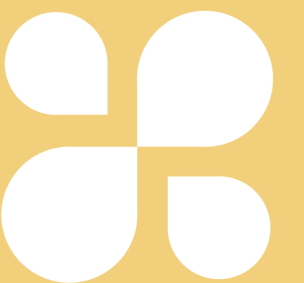
JustinLMFT.com



ventral vagal

VENTRAL VAGAL system of connection

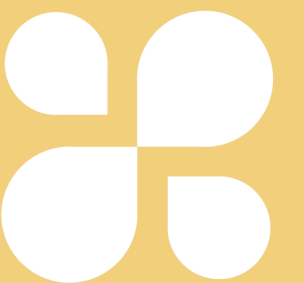
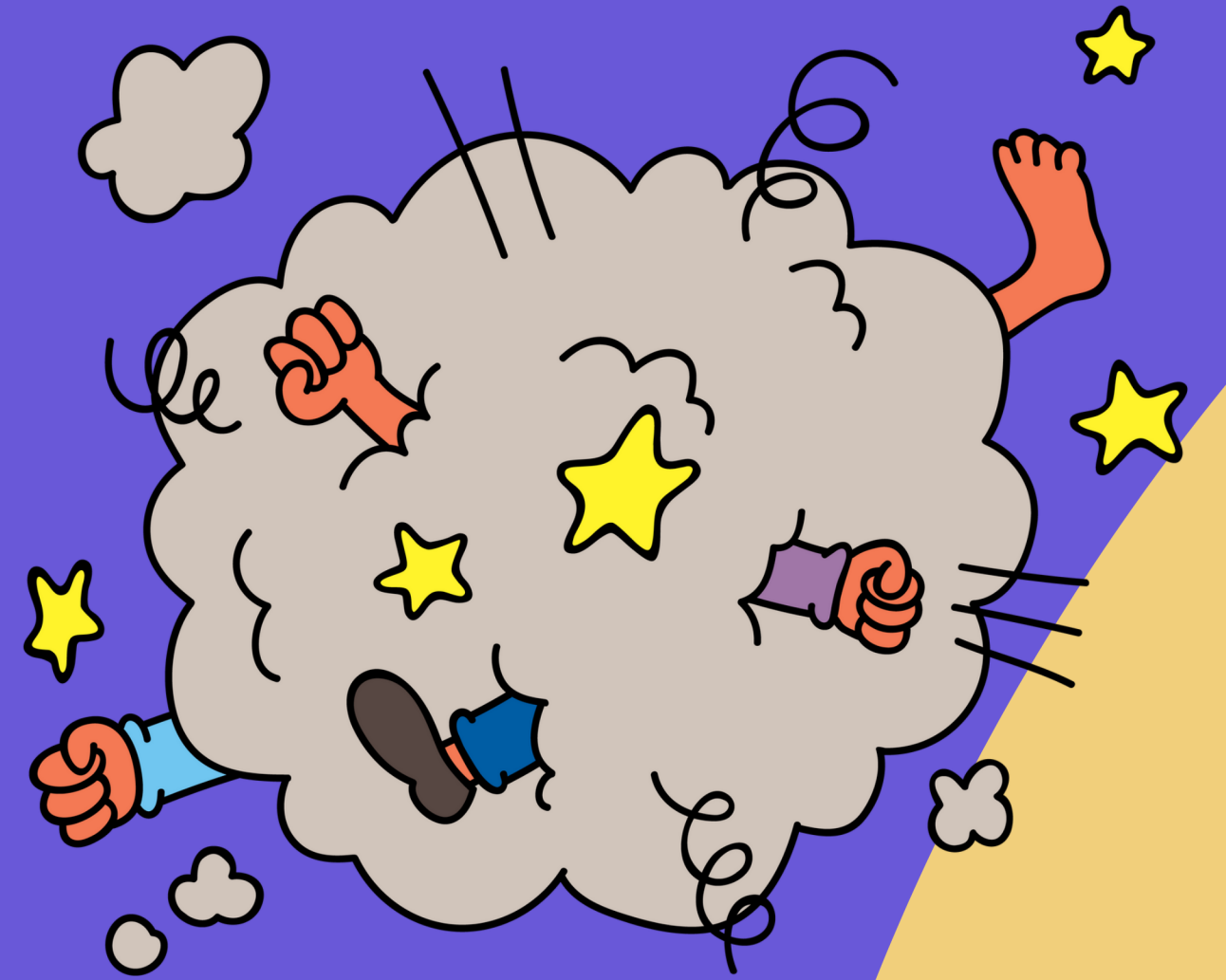
- meet the demands of the day
- connect and communicate
- go with the flow
- engage with life



sympathetic

SYMPATHETIC system of action

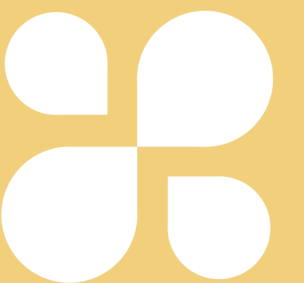
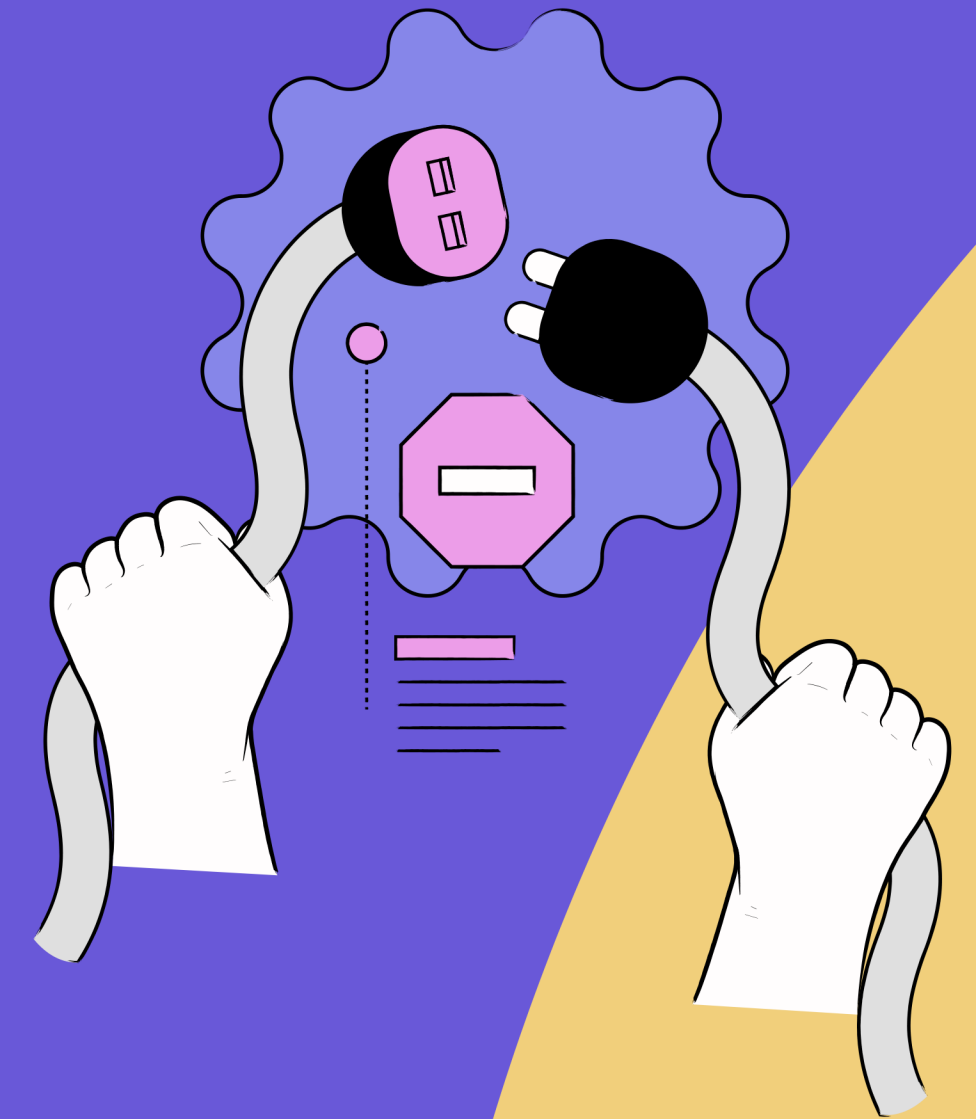
- filled with chaotic energy
- mobilized to attack
- driven to escape
- anxious
- angry



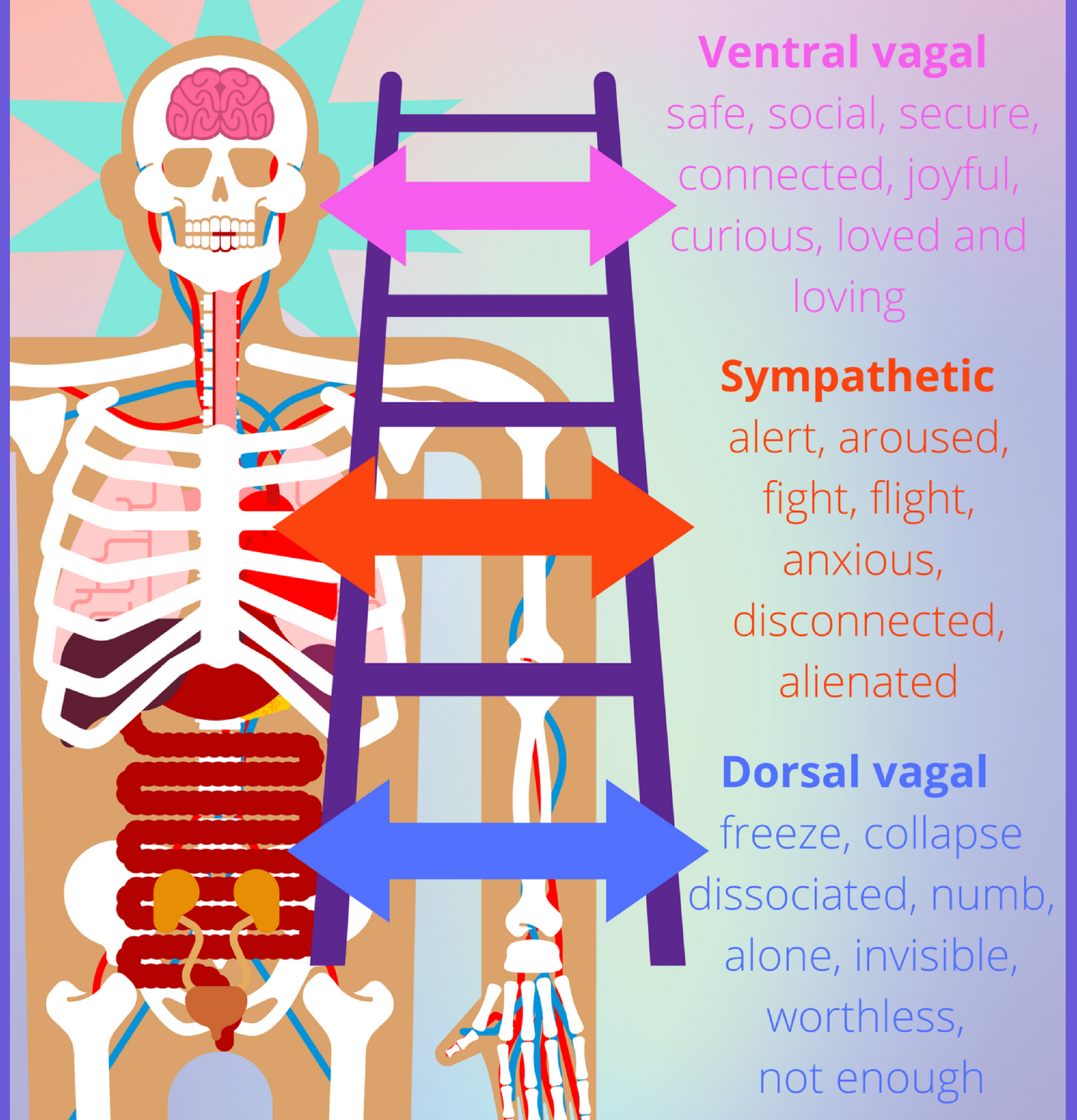
dorsal vagal

DORSAL VAGAL system of shutdown

- just go through the motions
- drained of energy
- disconnect
- lose hope
- give up

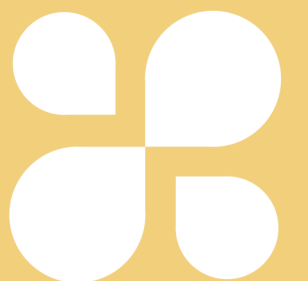


The emotional states of the Polyvagal Ladder.



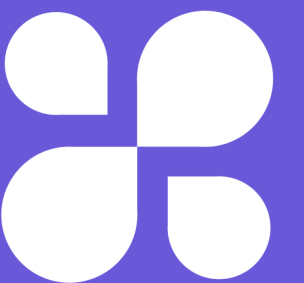
Exercise: Know your own ladder.

- working alone, think about where you spend time on the polyvagal ladder.
- what activities get you to the top of your ladder?
- what situations make you drop down the ladder? How might this impact how you lead in your business or team?



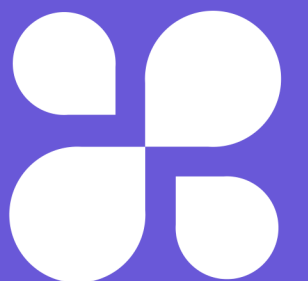
our businesses are like our nervous system

We need to lead from a bottom up systems approach: co-regulate our cultural state to be able to collectively access the top part of the ladder.



characteristics of human scale cultures

- vulnerable with a high tolerance for uncertainty, risk and emotional exposure.
- emotionally literate, compassionate and empathetic.
- boundaries are set and kept.
- values based, trauma-informed, genuinely diverse.

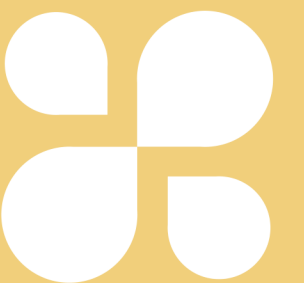


**boundaries = what's ok
and what's not ok for me
in this moment.**



Exercise: know your boundaries

- take a few minutes to think reflectively about your boundaries.
- where are your boundaries strong? where are they porous?
- do they change with different situations? groups? family? work?
- discuss in pairs what you discovered.



Self regulation = self-awareness

- ALL OF US have experienced big T and small T trauma. It lives in our nervous systems and emerges in our unconscious behaviours.
- When we know the sensations of how our ANS moves into protection and safety mode, we can begin to triage our response.
- The tools for self awareness are compassion and observation - simple to say, hard to override our hard wired instinct. Practice makes...presence.

exercise: felt sense superpowers

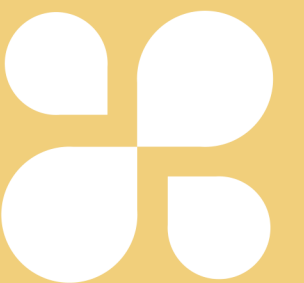
Our felt sense is the quickest way to determine how we are feeling, which controls how we are thinking.

Without self judgement, bring to mind a recent situation where you felt you reacted rather than responded. When you think about it, where do you feel it first in your body?

Stay with that feeling and observe it, notice how you feel. Make some notes. What is the ending you would have preferred. What are some of the ways you could approach it differently?

Self regulation toolkit

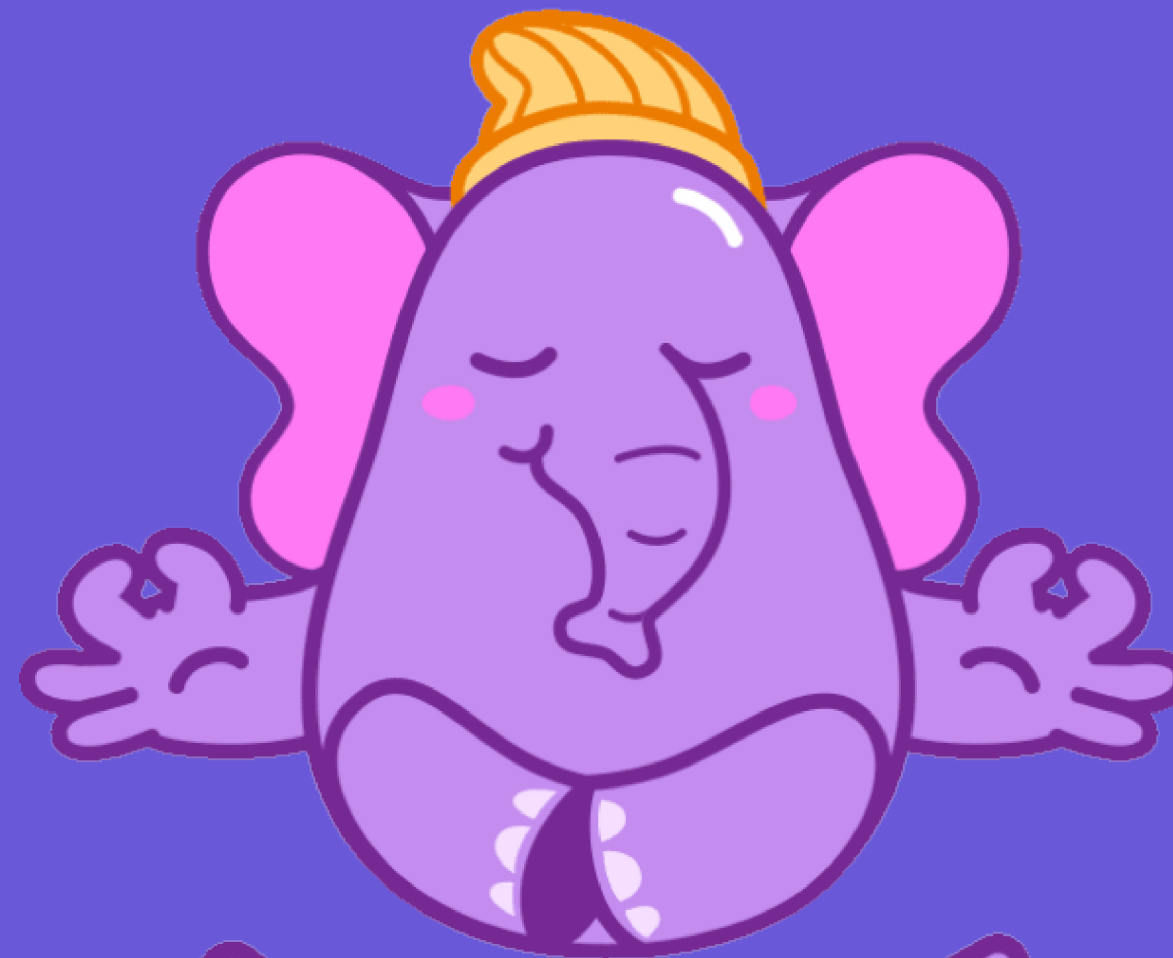
- we always feel before we think - recognise what your ANS tells are and what initiates a state change in you.
- practice box breathing, take a walk, check your biological state (food, water, air, sleep)
- ask for time outs and circle back when your are regulated.



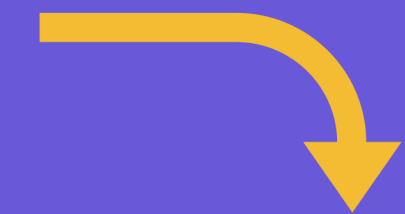
1. inhale through the nose for 4 seconds



4. hold your
empty lung for 4
seconds



2. hold your
breath for 4
seconds



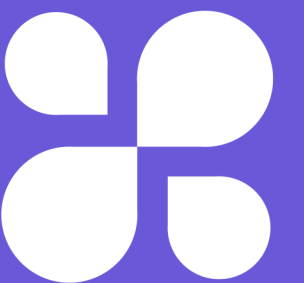
BREATHE

3. exhale through the mouth for 4 seconds

empathy and compassion

Consistent leaders have empathy and compassion - for themselves and others.

This allows a genuine connection that assumes people are doing the best they can in that moment with what they have.



compassionate empathy = just right

Three Types of **Empathy**

Cognitive
Empathy



Desire to
Understand

Emotional
Empathy



Desire to
Feel

Compassionate
Empathy




Desire to **Help** &
Support



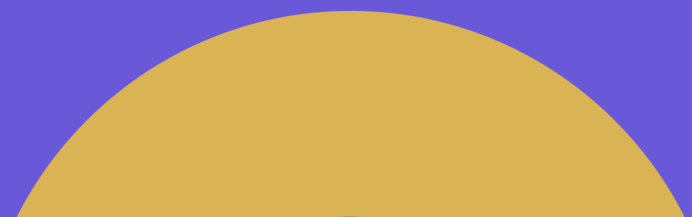
**exercise: are your people
doing the best they can?**

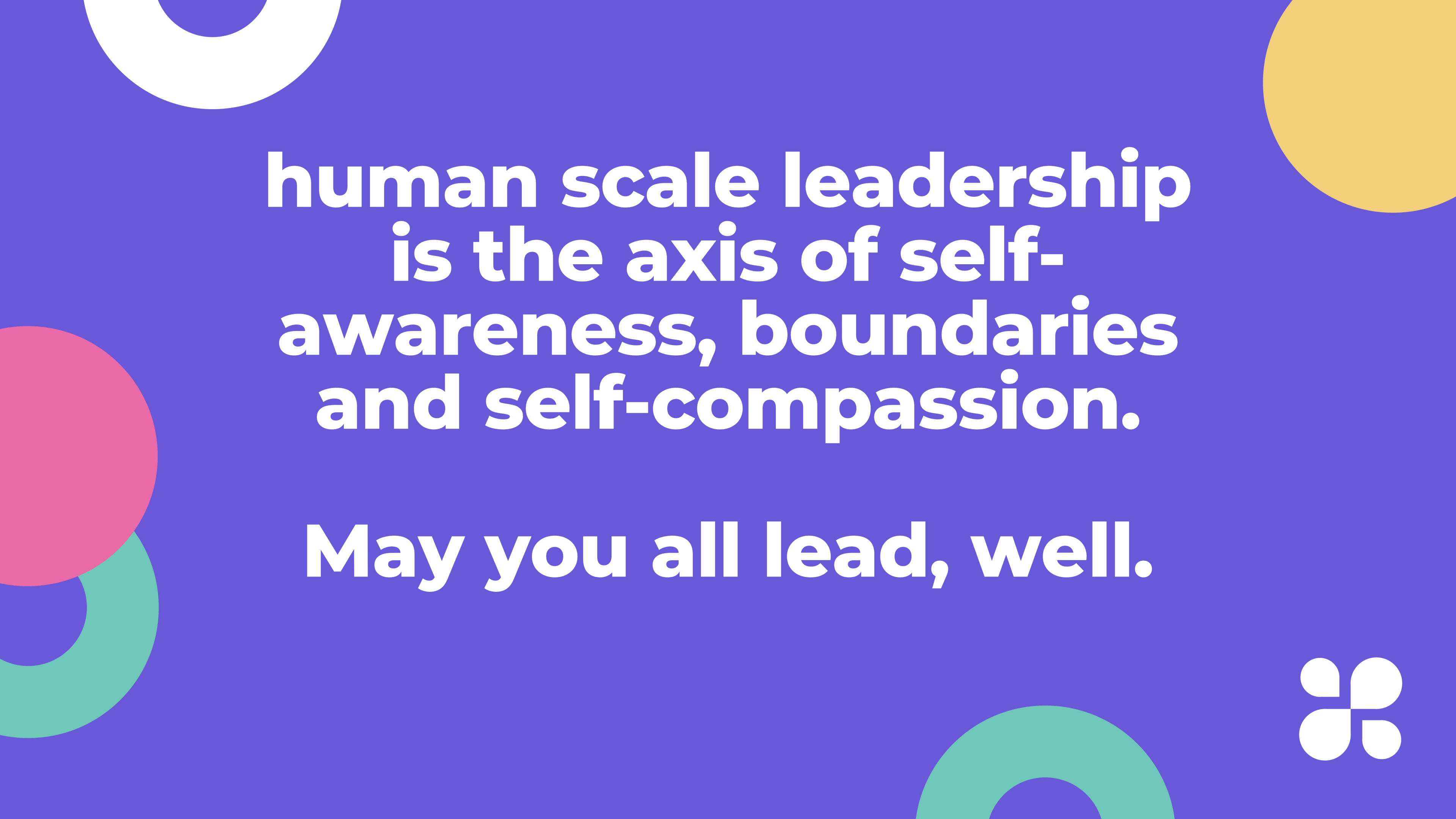
**not the best they could,
but the best they can
with what they have.**





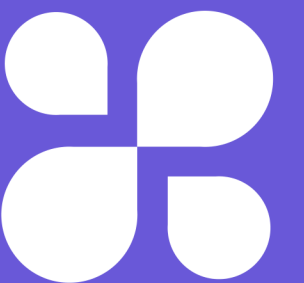
**human scale leaders
learn the art of felt sense
and self regulation so
they don't work their
stuff out on other people
- or themselves.**





**human scale leadership
is the axis of self-
awareness, boundaries
and self-compassion.**

May you all lead, well.



Thank you!

**questions?
comments?**

CONTACT ME

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<https://www.linkedin.com/in/pollymcgee/>

