

think²
perform[®]

RESEARCH INSTITUTE

*Advancing moral and purposeful leadership to inspire and engage current
and emerging leaders.*

What Makes an Effective Leader?



"What makes an effective leader? According to the latest research, they are 'quiet leaders' who accomplish great things modestly and without fanfare. Leaders at the helm of perennially great companies all share a common trait—humility. They inspire high performance in others through their sensitivity to followers' needs.

"The best leaders think 'we,' not 'I.' They are simply good people who consistently tap into their inborn disposition to be moral. They follow a moral compass—share common moral values.



"They believe in honesty and in being responsible for themselves and others. They show compassion for their fellow humans and know how to forgive others—just as important—themselves."

Doug Lennick & Fred Kiel. (2011). *Moral Intelligence 2.0: Enhancing Business Performance and Leadership Success in Turbulent Times.*

Introducing think2perform Research Institute Newsletter: Helping YOU to Lead with Moral Intelligence and Purpose

Welcome to our inaugural think2perform Research Institute (t2pRI) e-newsletter!

Hi, I'm Kris Petersen, Board Chair of t2pRI. I am passionate about developing the leadership potential in others. So I am excited to introduce you to think2perform Research Institute and our new e-newsletter. think2perform Research Institute is a 501c3 non-profit with the mission of advancing moral and purposeful leadership to inspire and engage current and emerging leaders.

Daily, I work with business and non-profit leaders who want to increase their leadership effectiveness and productivity. I coach leaders one-on-one and teach groups how to build and deepen productive interpersonal relationships. Through my work, I observed a thirst for knowledge and new practices that would keep pace with our dynamically changing world.

Doug Lennick and I founded think2perform Research Institute (t2pRI) as a non-profit to address this need— to help leaders all over the world by providing access to cutting-edge research and practices in moral, purposeful leadership. Our goal is to help YOU be the best leader possible, enhancing performance, providing meaningful workforce engagement and building an ethical culture for all stakeholders. Each issue of our e-newsletter will bring you articles and tips to advance your leadership skill.

I hope that you will enjoy our inaugural issue of the t2pRI e-newsletter. Please feel free to provide feedback to t2pRI Executive Director, Kate Berman at kberman@t2pRI.org.

Kris Petersen, Founder and Board Chair of t2pRI



New Developments in Leadership



PepsiCo CEO Leads with Moral and Purposeful Leadership

PepsiCo CEO Indra Nooyi explained how through morally-intelligent and purposeful leadership, she is transforming PepsiCo, improving experiences and results for both stakeholders and the community. Read more [here](#).

Emotional Intelligence and Diversity Intelligence

Leadership development is one of the most pressing issues for human resource practitioners within organizations. Recently, coaching to enhance emotional intelligence (EI) has become a major focal area for human resource and leadership development. Diversity intelligence (DI), recently introduced by [Dr. Claretha Hughes](#) (MBA, Harvard Management Development Program Fellow, and professor at University of Arkansas), is another important skill that has significant impact on the interpersonal relationships at work. Using concepts of executive coaching, leadership development, EI can help increase DI. Read more [here](#).

Successful organizations are adopting "social enterprise" strategies. Sixty-five percent of CEOs rate "inclusive growth" and forging a "social enterprise strategy" as a top concern.

Deloitte's May 2018 *Global Trends in Human Capital: Leading in the New World of Work* reported that 65 percent of CEOs rated "inclusive growth" as a top-three strategic concern, more than three times greater than the proportion citing "shareholder value." Today, successful businesses must incorporate external trends, perspectives, and voices by maintaining positive relationships, not just with customers and employees, but also with local communities, regulators, and a variety of other stakeholders. Building these relationships challenges business leaders to listen closely to constituents, act transparently with information, break down silos to enhance collaboration, and build trust, credibility, and consistency through their actions. This is not a matter of altruism: Doing so is critical to maintaining an organization's reputation; to attracting, retaining, and engaging critical workers; and to cultivating loyalty among customers." Read more [here](#).

t2pRI Fellow Research: How Can Leader Self-Awareness Be Enhanced?



Effects of insight meditation on self-awareness in leaders: A quasi-experimental study.

Dr. Dutch Franz, Fellow since October 2016

Emotional intelligence has been linked to positive leadership outcomes. The construct of self-awareness is a foundational competency in emotional intelligence theory. In his research for the Institute, t2pRI Fellow Dutch Franz found that leaders develop greater self-awareness after practicing insight meditation. Read more [here](#).

Watch for Upcoming t2pRI Events!

- **October 24th:** think2perform Research Institute inaugural **news magazine** is released! Watch for senior leader articles, and innovations gleaned from t2pRI Fellow research.
- **November: Senior Leader Insight: Doug Lennick talks with Carol Keers.** Legendary coach and leader Doug Lennick shares his wisdom and lessons learned with Carol Keers, coach and co-author of *Seeing Yourself As Others Do*, with Tom Mungavan. (video)
- **November: Give to the Max Day.** Help us sponsor research to build innovative practices and tools for current and emerging leaders, especially YOU!