



**CONNECTED**  
BUSINESS

# **Leading with Empowerment with Selfleadership & Emotional Intelligence**

**Mounira Latrache**  
**Founder Connected Business**





**Mounira Latrache**

- A mentor who **guides leaders** to move from overwork and feeling blocked to living a balanced and authentic, purposeful life while **becoming servant leaders** and leading the change to a culture of trust
- 20+ years of experience in **top leadership positions** at BMW, Red Bull, Google, and YouTube
- Pioneer of **emotional intelligence** and mindful leadership
- Author, speaker and coach
- Proud Tunisian, an **immigrant female leader**, I have struggled for as long as I can remember to just be me and follow what my heart tells me to do
- struggled with **hierarchical competitive structures** rather than empowerment
- **Co-Founder** Connected Business & Director Paradigm Pioneers & Inner Transformation Academy



**What are we going to do today?**

- **The skills Gap** - The **competencies to focus on** to be an empowering mindful leader.
- **The journey** - What is Emotional Intelligence. How to reprogram “**autopilots**”, **Who you are as a leader** and how you can embody **your authentic journey**.
- **Being of Service** - How to **translate your own journey** into Leadership and Service.
- **Practical exercises and sharing** that support you to already **start** your journey

**Our times are changing like never before.  
Leaders **feel stuck, alone** and **overwhelmed**  
by the complexity. And **care** for more impact.**

# Rapid change

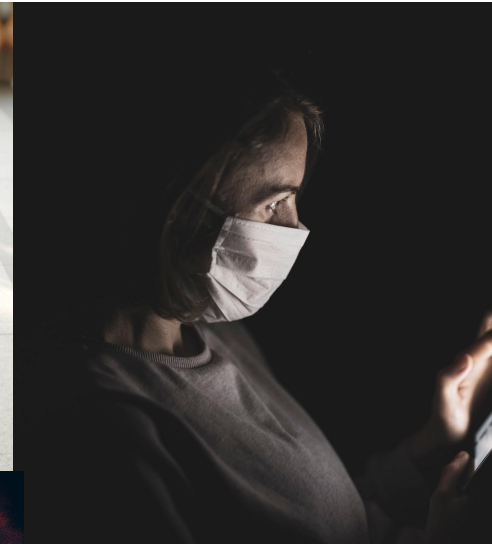
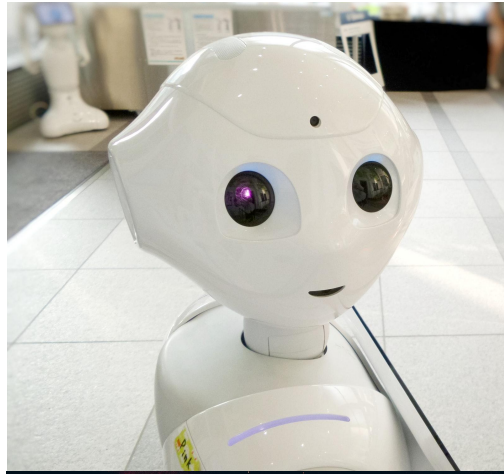
Change is unpredictable  
and is constantly  
evolving.



# Disruptive Changes

Change is unpredictable and is constantly evolving:

- Digital World
- AI & Automation
- Changing world markets
- Changing job market
- Extreme natural influences
- Geopolitical crisis



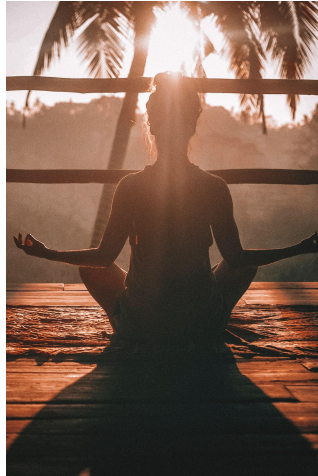


**AND 70%**

of agility, innovation and sustainability initiatives in companies **FAIL** because employees **RESIST CHANGE.**



if you've been struggling like us bridging...  
**Inner Balance & Business Identity & Values**





# STEP1

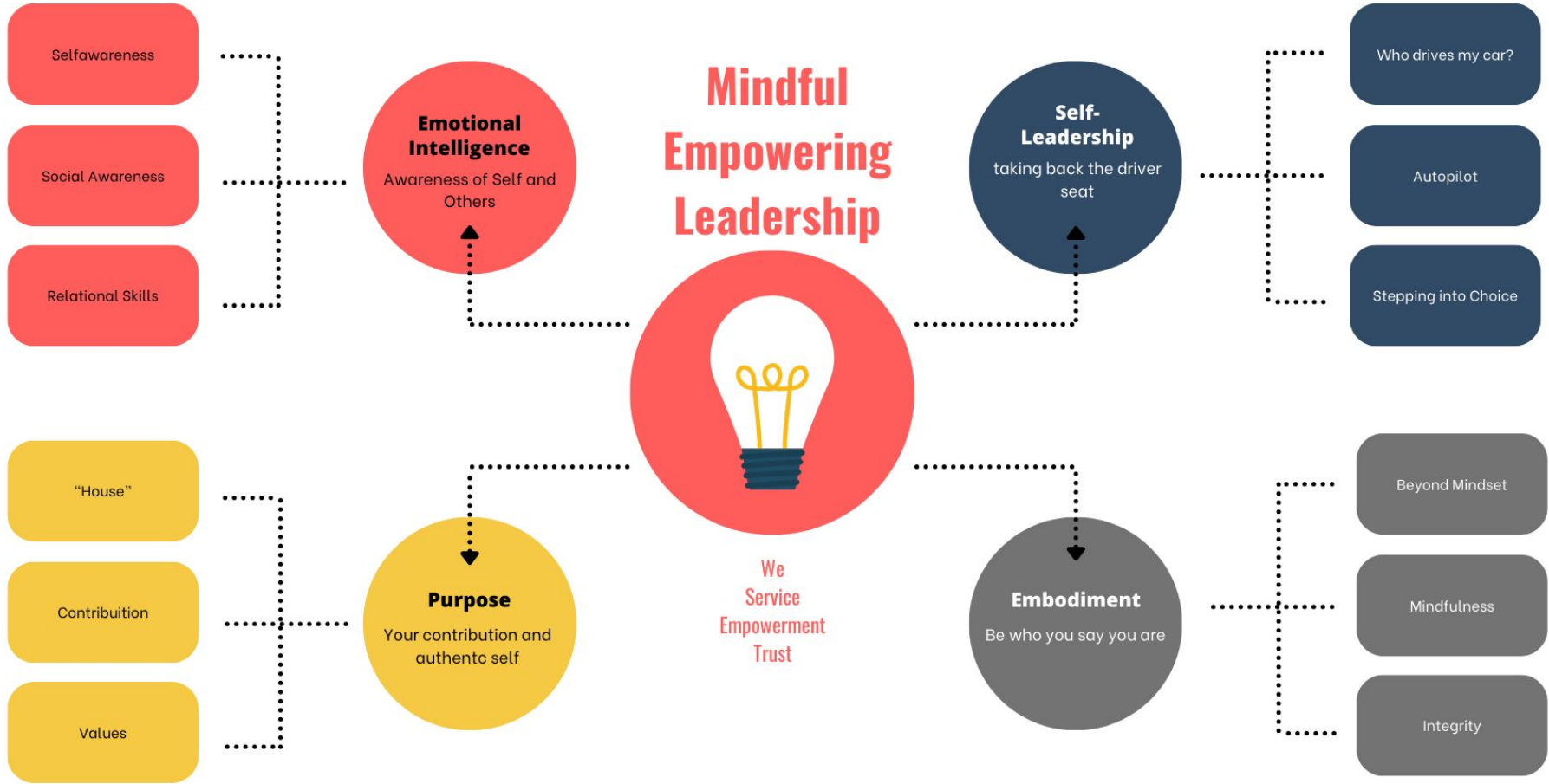
## THE SKILL GAP

Understanding the skills we need to deal with changing times.



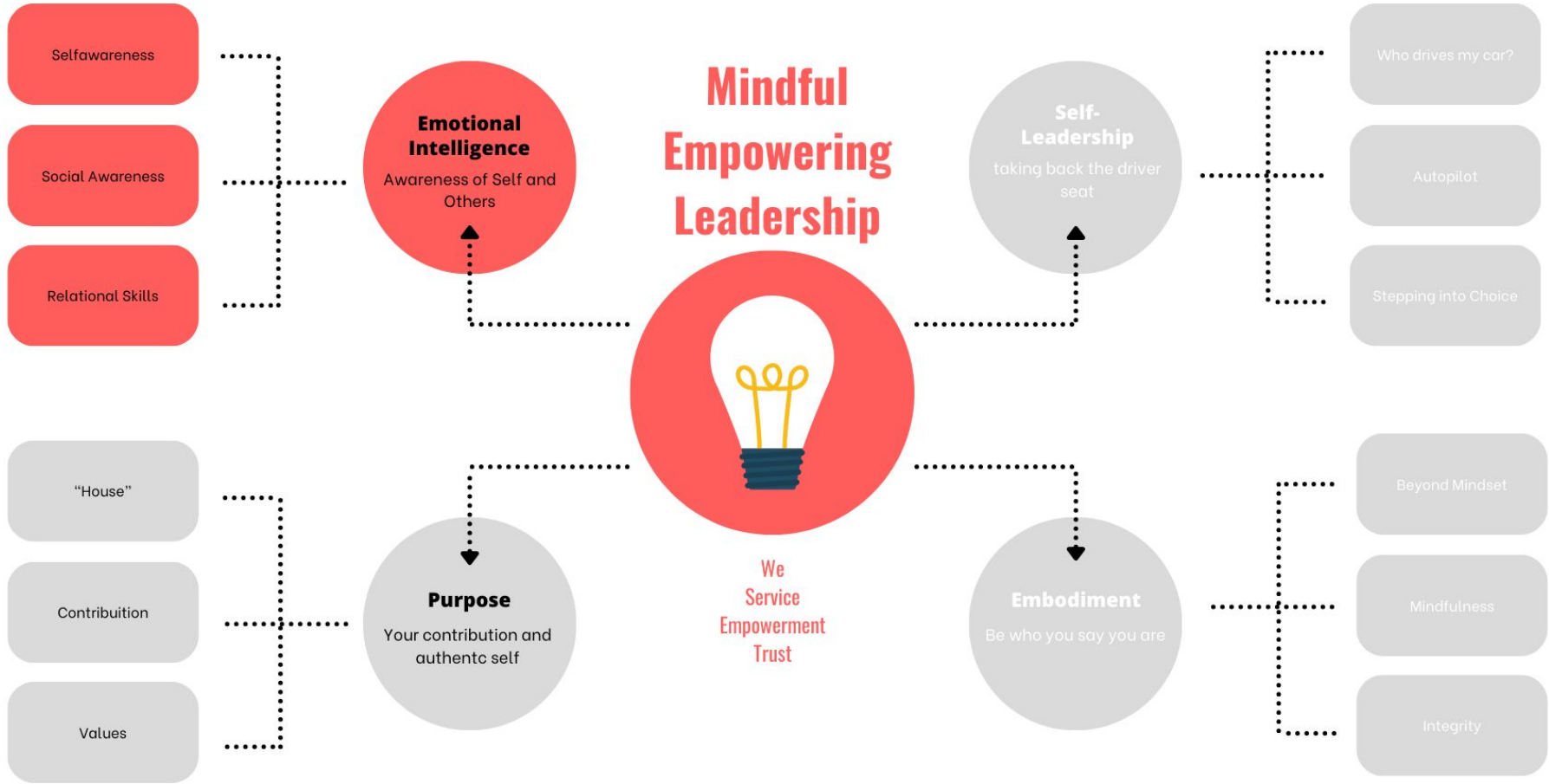
To thrive in a complex world and be empowered in their care to make an impact (speak French), Leaders need to learn the **vocabularies, the grammar and speak the language ;-).**

**What are the qualities  
of an exceptional leader?**



A samurai figure in traditional armor stands on a wooden post, holding a sword. The scene is set against a backdrop of a vast sea of clouds and a snow-capped mountain peak, likely Mount Fuji, under a soft, hazy sky. The image is overlaid with several concentric, light blue circles. The text "Skill #1: Emotional Intelligence" is centered in the foreground.

# Skill #1: Emotional Intelligence





# THE SPEED ENHANCER: COVID19

1

## The future is flexible

The world is ready for 'hybrid working'

2

## End of the 9-5?

Tracking results, not hours, emerges as the new way to measure productivity

3

## Reinventing Leadership

Emotional intelligence is the new gold standard

4

## New skills for a new era

Accelerated digitisation and the reskilling imperative

5

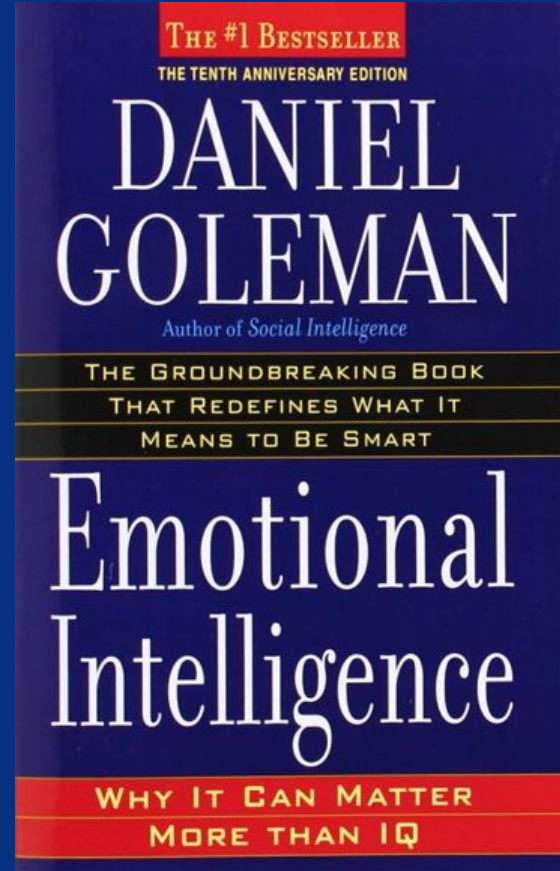
## The trust equation

Employers trusted to deliver, employees empowered to thrive

Quelle: „Resetting Normal: defining the new era of work“, Adecco Group

# Emotional Intelligence

The ability to understand and skillfully manage emotions and relationships.



# Emotional Intelligence

- Self-Awareness
- Self-Regulation
- Motivation
- Empathy
- Social Skills



Daniel Goleman  
Emotional Intelligence at Work

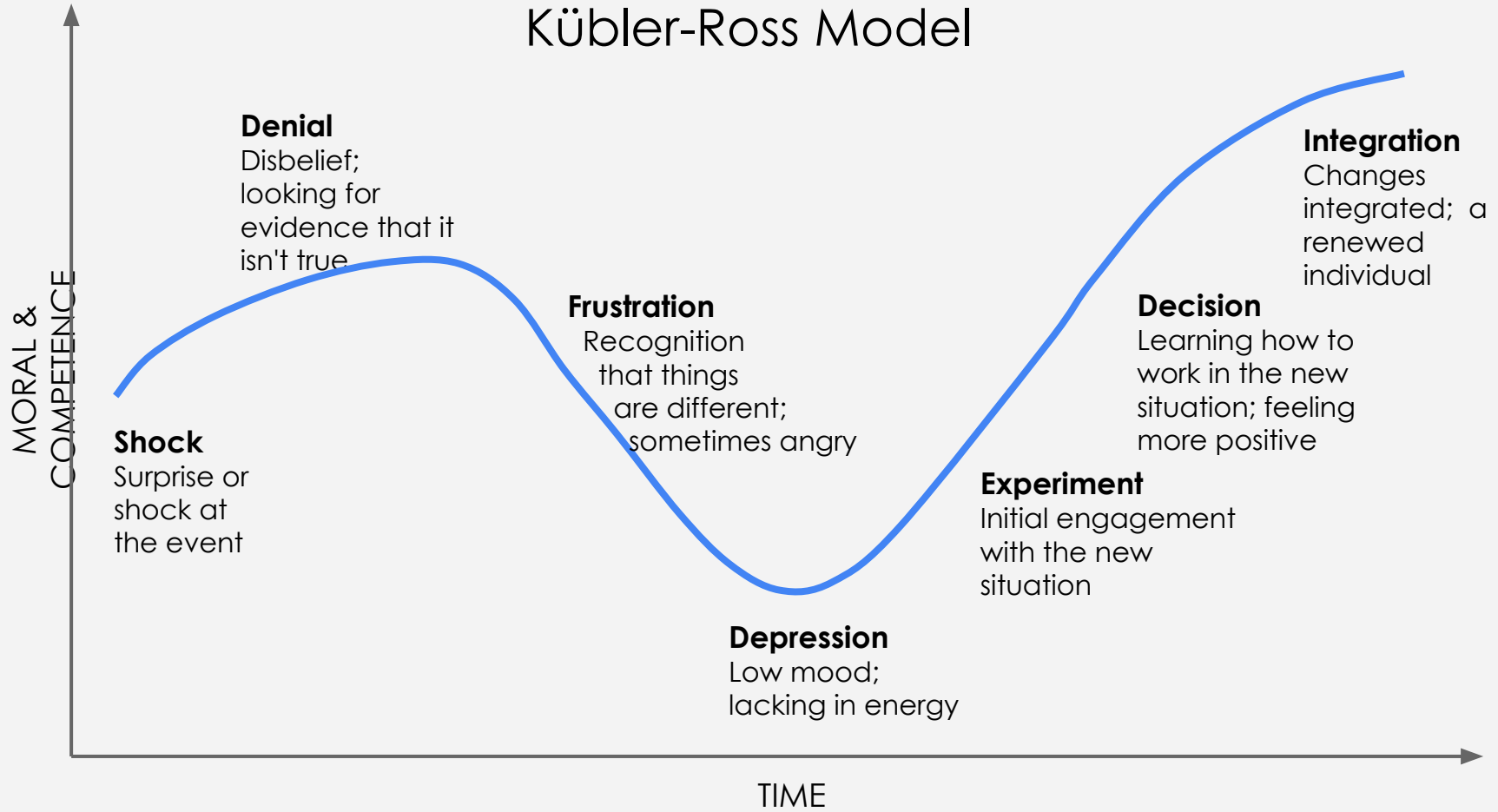


# Self Awareness



# Emotional Response to Change

## Kübler-Ross Model

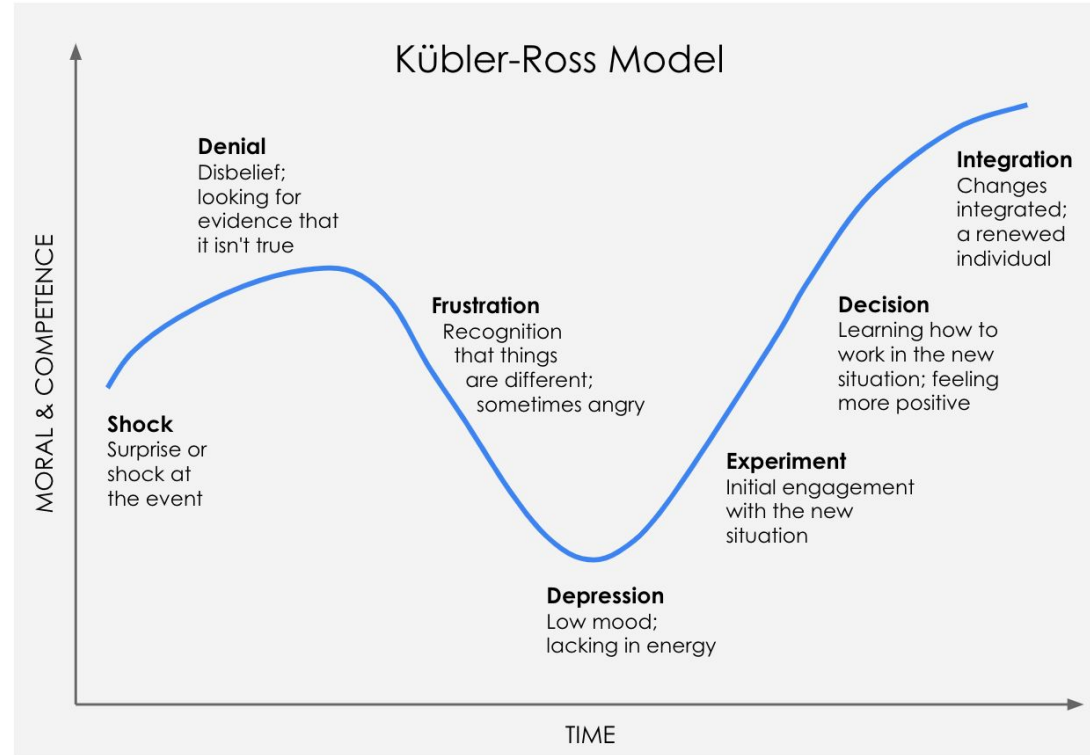


# Journaling

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What are some typical responses you have to uncertainty?

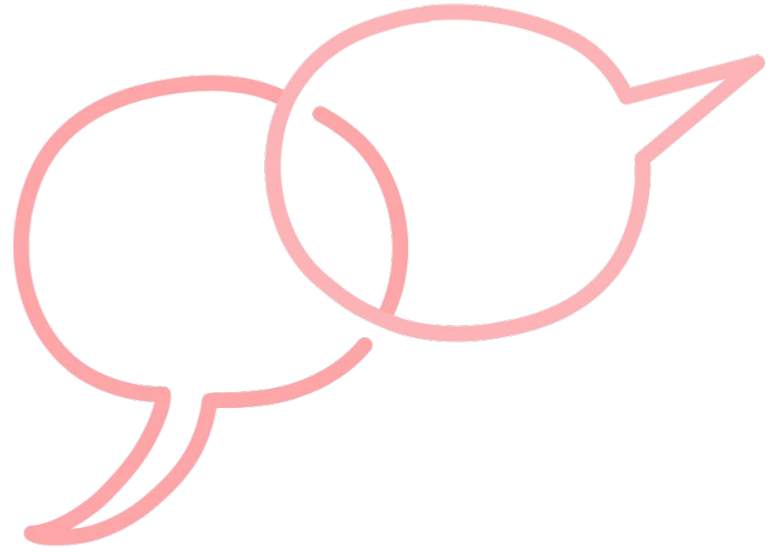
What emotions are present?



# Sharing

What are your typical reactions when you face change/unpredictability?

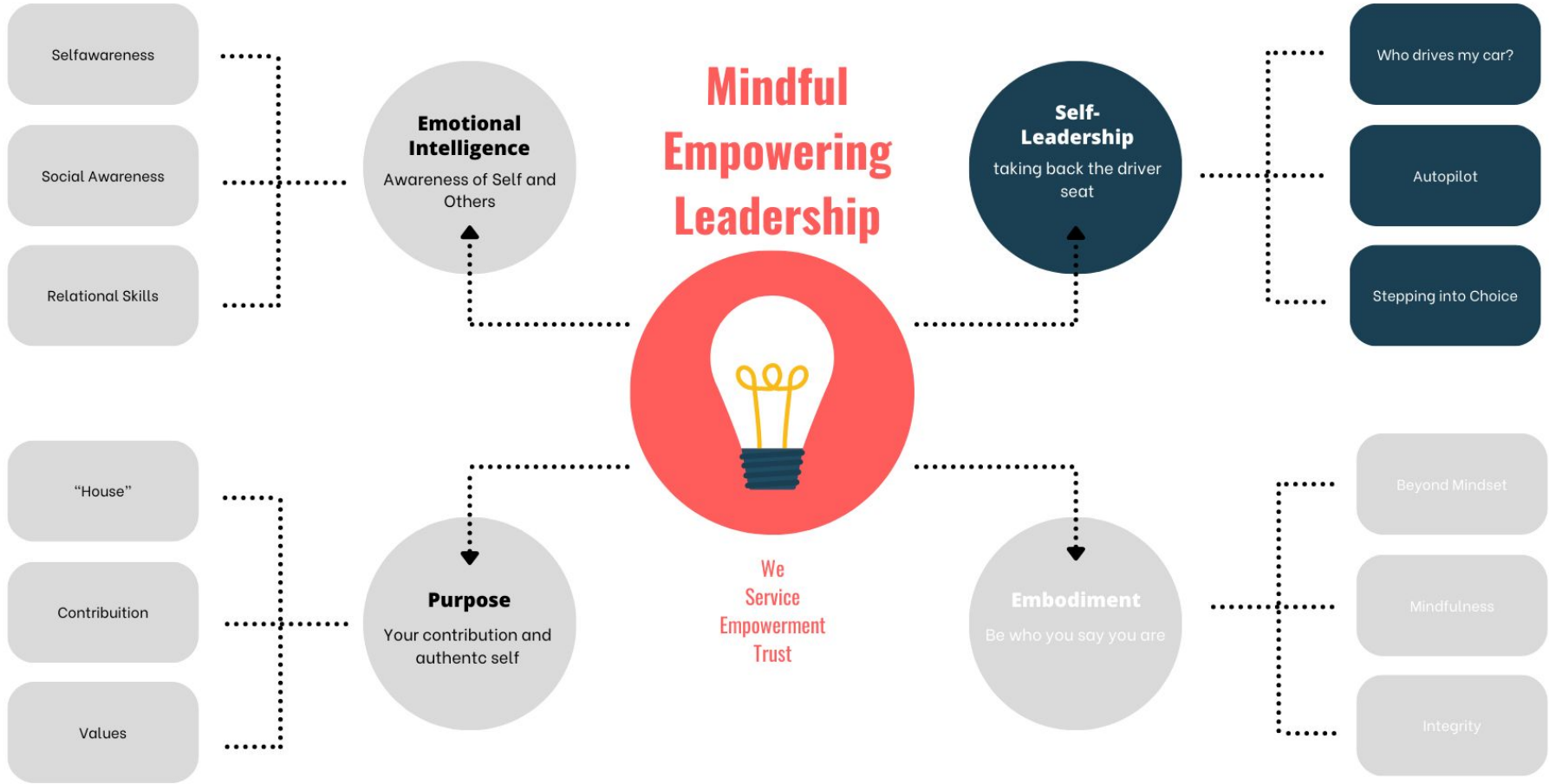
Which emotions are present?



A samurai figure in full armor, including a helmet with prominent horns, stands on a weathered wooden post. The figure is positioned on the right side of the frame, looking towards the left. The background is a vast, ethereal landscape of white, fluffy clouds that fill the lower two-thirds of the image. In the distance, a large, snow-capped mountain, likely Mount Fuji, rises against a soft, hazy sky. The overall color palette is muted, with soft blues, greys, and whites, creating a serene and contemplative atmosphere. The text 'Skill #2: Self-Leadership' is overlaid in the center of the image, partially obscured by several concentric, light blue circles that radiate from the center.

## Skill #2: Self-Leadership





A photograph taken from the driver's perspective inside a car. The driver's long, wavy brown hair is visible in the foreground on the left. The car's interior, including the dashboard and rearview mirror, is visible. Through the windshield, a woman in a white tutu and black top is standing on the dashboard. The background shows a road lined with trees. The text 'Self-Leadership' is overlaid in red, and 'Who drives your car?' is overlaid in white below it. There are also several faint, concentric white circles overlaid on the image.

# Self-Leadership

Who drives your car?



# Understanding our Responses to Adversity

# Stress

“The body’s immediate  
reaction to a **perceived**  
**threat, challenge or scare**”

# Evolutionary Biology & 3Fs

Physical

*Tensing,  
hyperarousal,  
ready to act*

Emotional

*Activation.  
Hypervigilance*

Cognitive

*Negativity Bias*



A vintage car dashboard is shown from the driver's perspective. A woman figurine stands on the dashboard in front of the windshield. The windshield shows a road lined with trees. A rearview mirror is visible at the top. The word "AUTOPILOT" is overlaid in white text on a semi-transparent grey bar across the center of the image. There are also faint blue concentric circles centered on the figurine.

**AUTOPILOT**

# From autopilot to aware

Fears - Stress - Pressure -  
Change - Unknown



Self-awareness  
Emotional  
Intelligence  
Self-Leadership

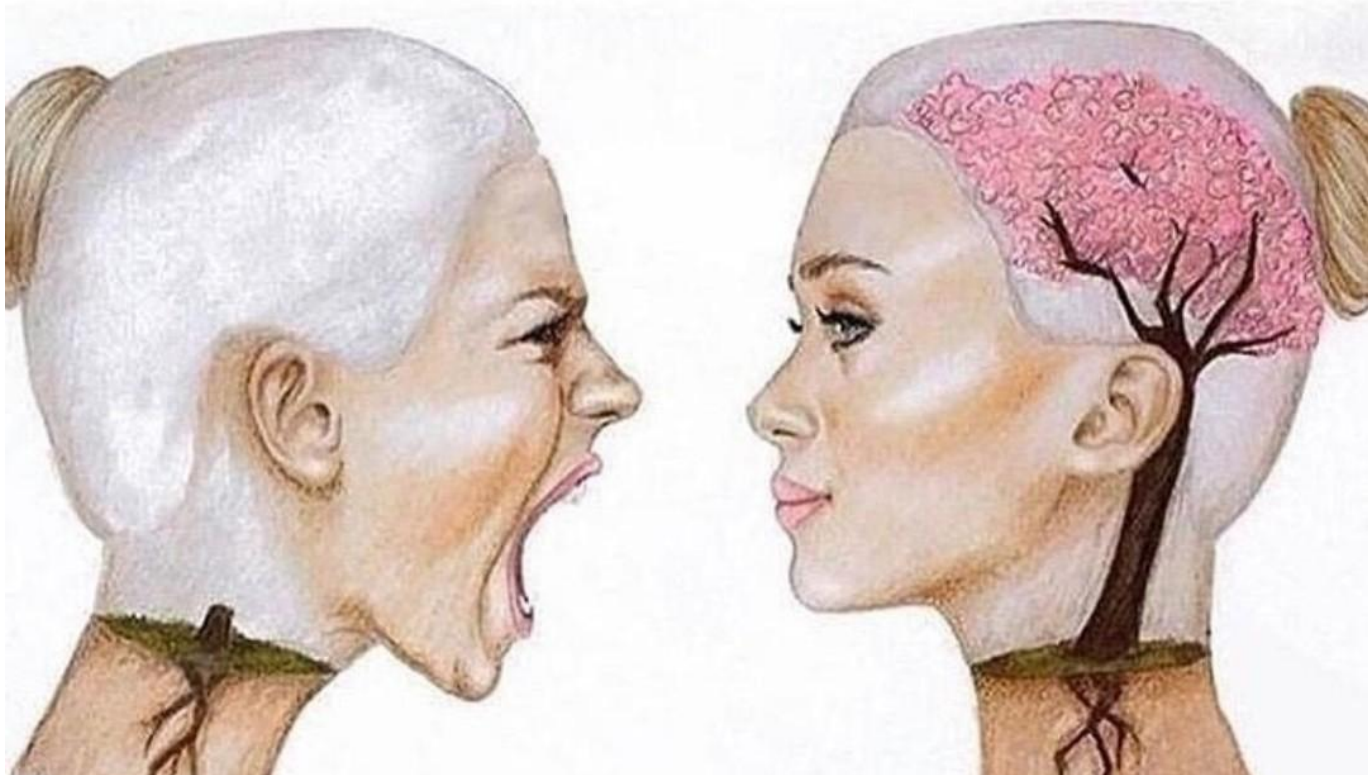
Protection mechanism  
Conditioned Behaviour  
Autopilot

NEGATIVITY BIAS

Self-Empowerment  
Freedom of choice



# Inner growth changes our state of mind







**FREEDOM TO CHOOSE**



0:14 / 3:35



# Exercise

Above the line

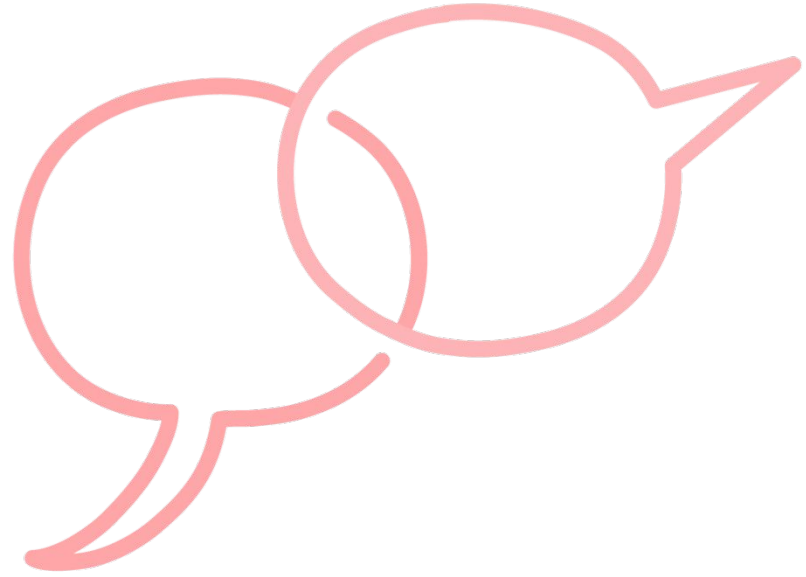
Below the line



# Sharing

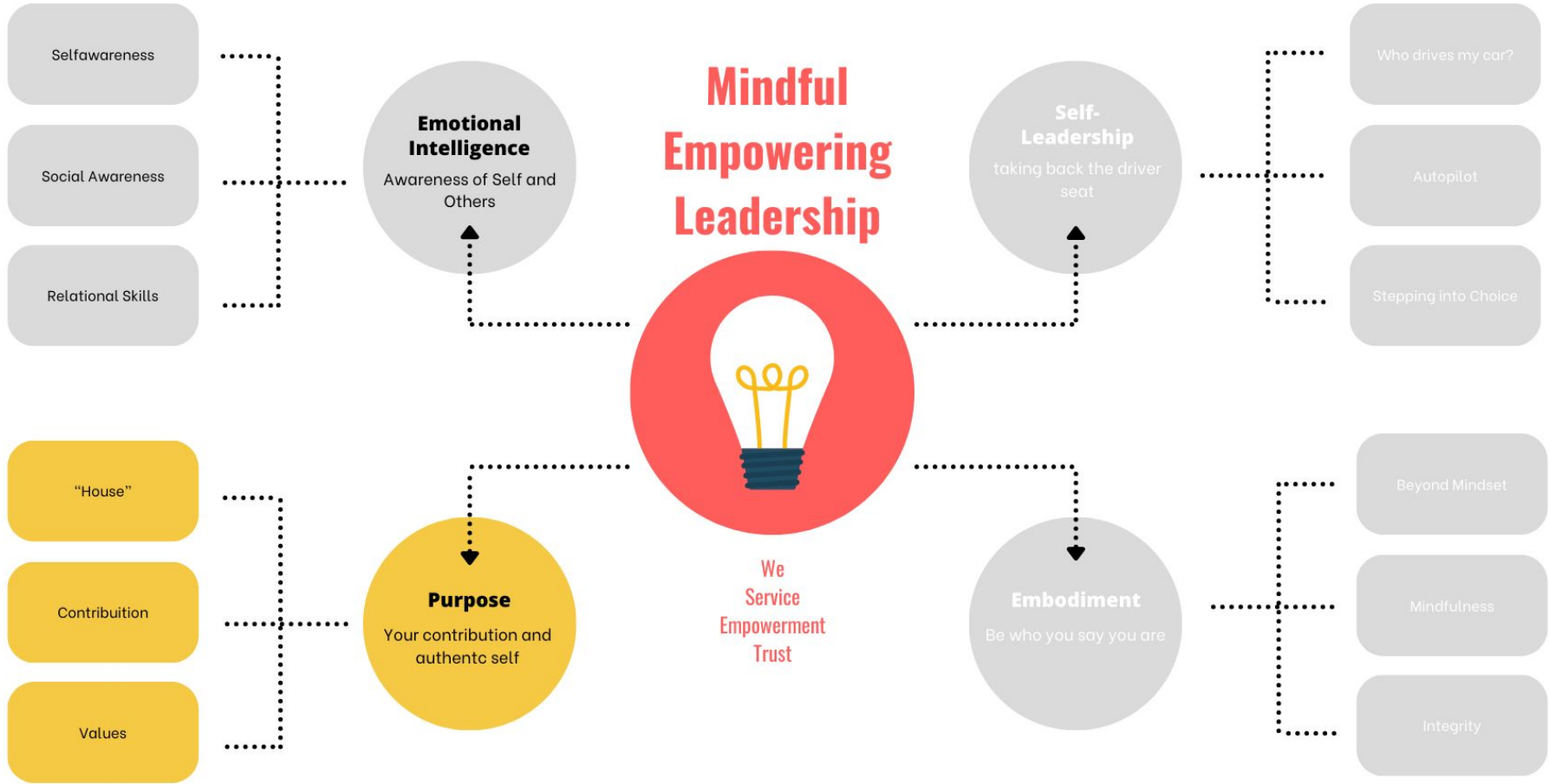
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What was your  
experience with this  
exercise?



A samurai figure in traditional armor with a horned helmet stands on a wooden post, holding a sword. The scene is set against a backdrop of a vast sea of white clouds, with the snow-capped peak of Mount Fuji visible in the distance under a soft, hazy sky. The image is overlaid with several concentric, light blue circles.

# Skill #3: PURPOSE - RED THREAD



The image features a dramatic landscape with a dirt road winding through a field towards a stormy, dark sky. A prominent red horizontal banner is centered across the middle, containing the text "WHO AM I?". This banner is overlaid on a series of four concentric, glowing white circles that are centered on the text. The overall color palette is dominated by warm, earthy tones like browns, oranges, and reds, with a dark, stormy sky in the background.

**WHO AM I?**

# What is Your House?





**What is your unique contribution in  
this world?**

**How can you help others with your  
unique gifts?**

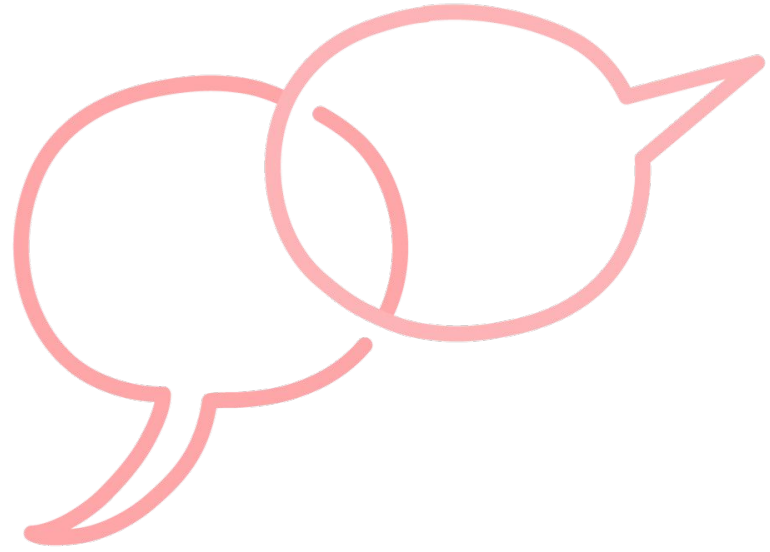


A person is seen from behind, standing in shallow water that reflects the golden light of a sunset. The sun is positioned at the top center, creating a bright sunburst effect. Overlaid on the scene are several concentric, glowing circles that radiate from the sun. The overall atmosphere is serene and contemplative.

**Your Superpowers**

# Sharing

What are your superpowers?

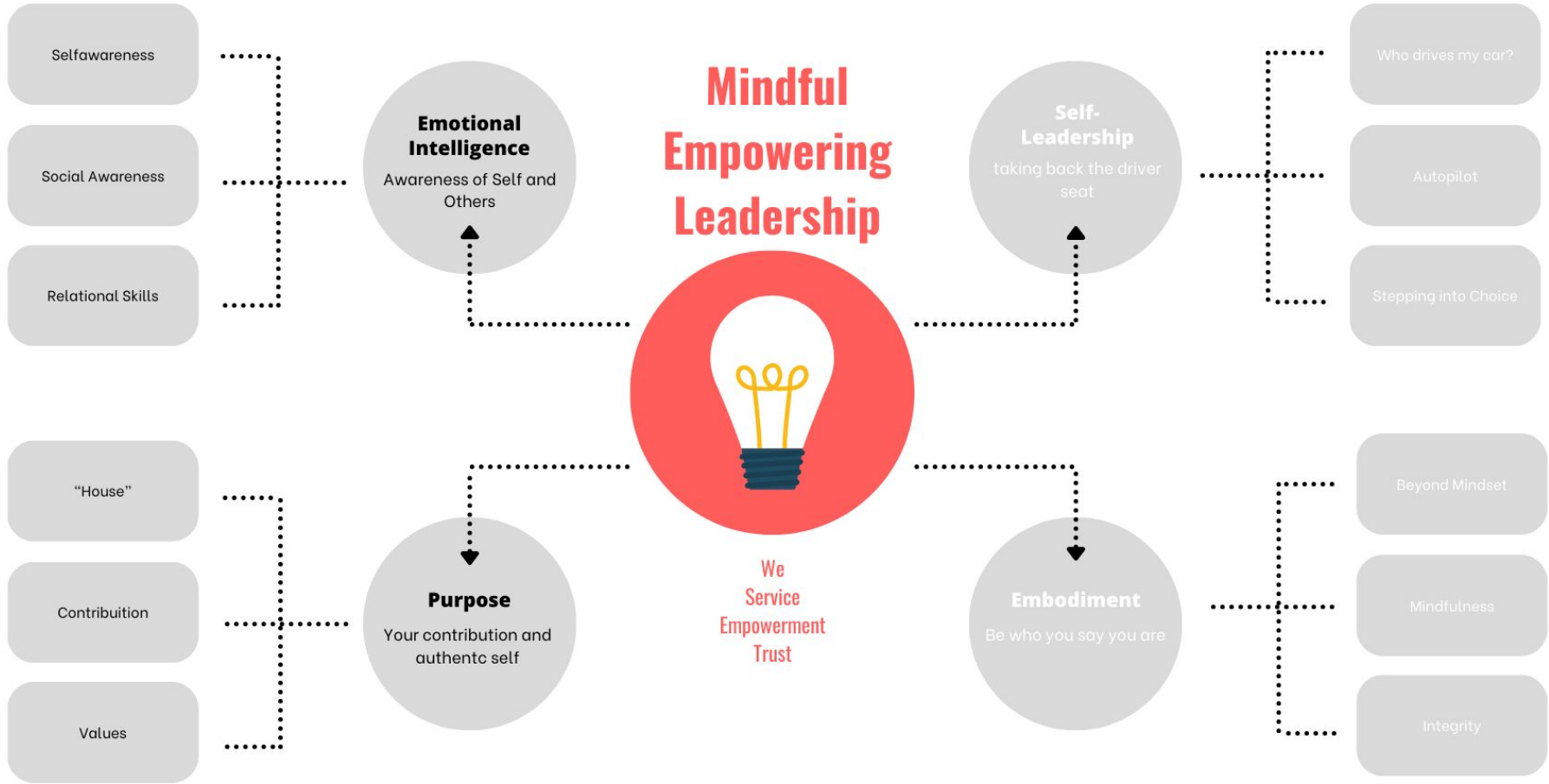




## STEP3

### Being of Service

How to translate those skills into service for others.



*“Who we are  
is how we lead”*

Brené Brown, Dare to lead

From I TO WE



A person in a forest with glowing lights and concentric circles. The scene is a dark, misty forest with tall, thin trees. The ground is covered in fallen leaves. Numerous small, glowing orange lights are scattered throughout the scene, creating a magical atmosphere. In the center, a person wearing a dark, textured outfit and a helmet with antlers stands on a path. They are holding a long, thin object, possibly a staff or a sword. Overlaid on the scene are several concentric, glowing cyan circles that radiate from the person, creating a sense of focus and depth. The overall color palette is dominated by dark blues, greys, and oranges, with the cyan circles providing a sharp contrast.

**SERVICE**





# How to go from Delegation to Service

- Follow your **Values**
- **Inspire** others with your example
- **Overcome** the fear of losing your professional credibility
- Create **Safe Spaces** for the people around you
- **Serve** the common good of all

A close-up portrait of a woman with voluminous, curly brown hair and black-rimmed glasses. She is smiling broadly, showing her teeth. The background is a solid, warm orange color. Overlaid on the image are several concentric, thin white circles centered on her face. The text 'AUTHENTICITY - BE A WHOLE PERSON!' is written in white, bold, uppercase letters across the center of the image, partially overlapping the circles and her face.

**AUTHENTICITY -  
BE A WHOLE PERSON!**

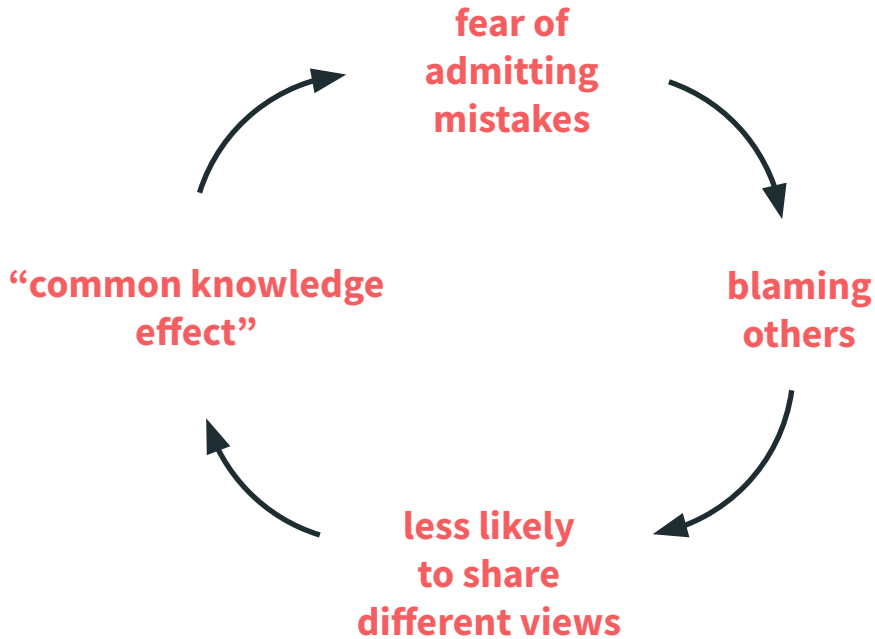


DIVERSITY

A woman in a dark business suit stands at a podium, gesturing with her right hand as she presents to a group of four people seated around a table. The setting is a modern office with large windows overlooking a city. The text 'PSYCHOLOGICAL SAFETY' is overlaid in a white banner across the center of the image. There are also several faint, concentric circles in the background.

# PSYCHOLOGICAL SAFETY

# psychological danger



# psychological safety



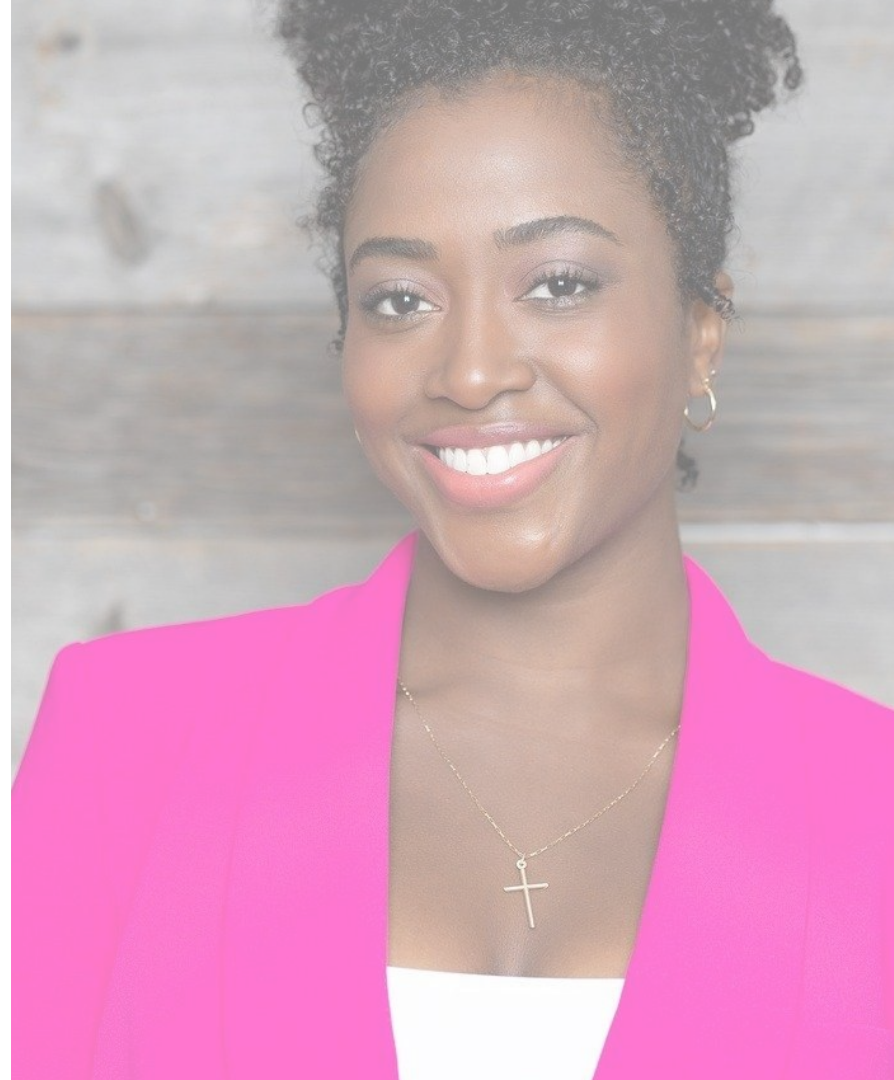
# Shortly said...

- Leadership starts **with us and a deeper awareness of who we are**
- The **Step Back** is the Key to take back the driver's seat
- Empowering Leadership is the **creates a We Space** - psychological safety



# vision...

- **IMPACT**
- **FREEDOM**
- **MEANING**
- **CONTRIBUTION**





“Being truly of service means to plant a tree even if you will never sit under its shade”





# CHECK-OUT

## 1 Word

- What is your main take away?

# Questions?



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