
A PRIMER ON MAGICAL LEADERSHIP

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ABOUT TURNING CHAOS INTO ORDER



Turning chaos into order has
three underlying assumptions

- Demands today require leaders to master working with what is emerging and letting go of control, or at least loosening it to find more control. Control is based on the notion that something can be contained and is part of a cause-and-effect cycle, but today's rapidly emerging complex adaptive systems, people, and events prove uncontrollable, so leaders must entertain different assumptions to address them.
- What "order" looks like today has to be different from the past. In addition to market, economic or business data, a new "order" fit for a VUCA world incorporates the principles of emergence, adaptability, self-organization, trust, and sacred spaces for divergent ideas to flourish and more voices to interpret situations and design approaches. Leading ideas, people and innovation from the perspective of "what wants to emerge here?" (because it is going to emerge anyway), is very different from leading through hierarchy and control. It is a distinctly different path to the efficiency and scalability of the business that the old order (industrial age) was designed to facilitate.
- Leaders have to recognize how they have to think differently than they did in the past to create a new and different order.

What is possible when you are charged to invent an entirely new and different order?

You might need your magician archetype for that one....

ABOUT ARCHETYPES



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Archetypes, according to psychologist Carl Jung, are "active living dispositions that continually influence our thoughts, feelings and actions."

I call them "our other characters" we can call upon to fulfill our true potential. They are unconscious, but making them conscious lets us leverage their best attributes. They provide a lens through which we see the world. It's like going through a portal to a higher part of ourselves so we can expand our thinking. They offer insight into who we are when we are at our best.

Archetypes:

- Shape our behavior, and show us why
- Trigger our emotions, and show us why
- Provide meaning to our events in life
- Offer a map for new possibilities

The Magician archetype goes by many names:

- Shaman
- Knower
- Seer
- Prophet
- Wizard
- Alchemist
- Entrepreneur
- Scientist
- Innovator

The **Magician** is the bearer of knowledge, and at their best, Magicians are thoughtful, reflective, healing and transformative. They are no better or worse than other archetypes; they offer qualities Journey to Results considers important for the next evolution of business and the world.

As a leader, you already know many things, and consciously tapping into your inner alchemist will assist you to use your knowledge in transformative and innovative ways. You already know how to manipulate the elements of strategy, budgeting, paperwork, order and structure, processes and procedures to help the organization function effectively at scale.

It's just time to learn to manipulate the elements influencing your organization that are not taught in competency-based training, like sensemaking, working with flow, initiating serendipity, working with the attractor factor, and letting powerful intuitions and intentions guide your next bold move. It's also thinking systemically so you can better predict, though not fully predict, the impact of your actions weeks, months, or years from now. Calling upon your inner magician will help you connect with and lead through advanced skills in visioning, intuition, and the power of imagination.

WHAT MAGICIAN LEADERS DO

Magician leaders are good at cutting through complexity, finding win-win solutions and inventing new ways of delivering solutions and systems. Imagination is one of their greatest gifts, along with an ability to bridge the seen and unseen. They thrive on making the impossible possible. They are known for being visionaries and innovators.

How Magical Leaders Approach Problems

- Fit their approaches to their contexts.
- Like magicians, continuously examine assumptions about the way things work to invent what has not been invented.
- Take the risks necessary to test new theories and ideas.
- Develop approaches that account for unpredictability, emerging factors and unexpected behaviors across people and systems.
- Practice making sense out of complex conditions to create a new direction when a solution is unavailable.
- Discern patterns and events underlying the surface of problems to detect a new approach.
- Bring the “invented” future to the present, rather than accepting the “default” future that occurs without focused intent.



How Magical Leaders Approach People

- Frame and reframe reality so others interpret it in ways to take appropriate actions.
- Help others transform their worlds as much as possible.
- Find seemingly non-existent possibilities and tell a great story around it, such that people want to be part of the “magic.”
- Creates magical moments for others, leaving them engaged or transformed in some way
- Spend as much, if not more, time in conversations for possibilities instead of conversations for problem solving.



THE MAGICAL LEADER'S SUPERPOWERS

1 THE MINDSET

To make sense out of chaos and complexity to find a direction so others can act.



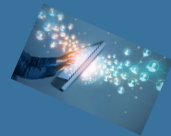
2 THE SKILLS

To invent the future instead of being surprised by it when it arrives.



3 THE NEW METHODS

To create sacred spaces for a wider array of stakeholders to shape new directions.



4 THE INVISIBLE FORCES

To drive results through universal laws such as attraction, flow, synchronicity, and intention.



5 THE ADAPTABLE APPROACHES

To address complex problems not solved by expertise or best practices.



6 THE CONFIDENCE

To confront unpredictable situations and still make good decisions.



7 THE FRAMING SKILLS

To lead others to action by constructing reality around uncertain business conditions.



8 THE MAGIC COACH APPROACH

To coach others to discover and call upon their own inner magicians.



Working with Journey to Results, you will develop these eight "Superpowers."

Journey to Results helps:

- Leaders who have the Magician as a dominant archetype find ways to better integrate their ideas and gifts into their business.
- Leaders access more of their innate Magician qualities to complement another archetype dominant in their thinking and approach.