

Leading with a Triple Focus

BE. RELATE. TRANSFORM. | A reflection and practice guide

Leadership is more than a position of authority. It is a perspective we cultivate, a posture we embody, and a practice we enact.

Leadership begins with awareness of self, expands through our relationships, and becomes transformative through intentional action within the systems we inhabit.

THE TRIPLE FOCUS

SELF → BE

Leadership as Perspective

Notice your identity, values, thoughts, emotions, and capacity to influence change.

SOCIAL → RELATE

Leadership as Posture

Practice presence, empathy, trust, and collaboration with people and communities.

SYSTEMS → TRANSFORM

Leadership as Practice

Recognize patterns, policies, and cultures; take intentional individual or collective action.

PRACTICE 1 | BE: A MOMENT OF AWARENESS

NOTICE: What is happening in my breath, body, thoughts, and emotions? **REFLECT:** What identity, values, or inner narratives are shaping my response? **INTEND:** How do I want to show up?

Pause for 60 seconds. Write one intention: _____

Practices for Relating and Transforming

PRACTICE 2 | RELATE: MINDFUL LISTENING

With a partner, take turns answering “**Who are you?**” for 30 seconds each. Listen without interrupting or preparing a reply. Repeat for three rounds; in each new round, do not repeat what you said before. End by reflecting back: “**I heard you say...**”

Reflect: What did I discover about the person beyond their role? How did listening change my assumptions?

PRACTICE 3 | TRANSFORM: FROM AWARENESS TO ACTION

Choose a professional dilemma—a recurring tension, inequity, or challenge in your classroom, organization, or community. Use the three-part inquiry below.

01 EXPLORE What is the key issue? Who is affected? What is happening beneath the surface?

02 CONSIDER Self: What assumptions or values shape my interpretation? **Social:** Whose perspectives need to be heard? **Systems:** What pattern, practice, or policy sustains this dilemma?

03 PROPOSE What is one intentional action within our individual or collective influence? Whose partnership, authority, or resources are needed?

Rather than _____

we propose _____

because _____

YOUR NEXT STEP

One action I will take: _____

A person I will engage: _____ By when: _____

Remember: How we BE influences how we RELATE. How we RELATE shapes our collective capacity to TRANSFORM.

Developed by **Dr. Rosalynne E. Duff**, Founder & CEO, The Mental Wrap Practice. Adapted from the session “Leading with a Triple Focus: Be. Relate. Transform.” presented at the CSE / Awakened Schools Institute Conference, October 24, 2026.