

Leading Beyond Binaries

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Acknowledgements and introduction

Overview

- Binary vs non-binary thinking.
- Nonbinary thinking and leadership.
- What can leading beyond binaries look like?
- How to nurture leadership beyond binaries.
- Conclusions and Q&A.

Binary vs nonbinary thinking



- ❑ There are two paths ahead of us...
- ❑ Debates
- ❑ Right/Wrong
- ❑ Good/Bad
- ❑ Pros/Cons
- ❑ Win/Lose
- ❑ Them/Us → Polarizing

- ❑ Is there a third path?
 - ❑ Both/And
 - ❑ Opening Up/Closing Down
 - ❑ Embracing Uncertainty
 - ❑ Multiversal perspectives
 - ❑ Systemic perspectives
 - ❑ Them & Us
- ↓
- Interdependence

Getting comfortable
with conflict
as a source of
growth, trust and
connection

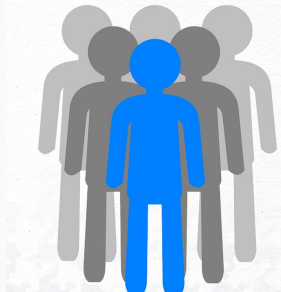
Imagine your life as a river. Each bend is a significant moment, encounter, person, experience. These bends are pivotal moments that have influenced how you think about and engage in conflict today.

- What is your relationship with conflict?
- Where have you learned about conflict?
 - From whom?
- What examples of generative conflict have you witnessed in your life?

Nonbinary thinking & leadership



Is leadership inherently binary?
It depends...
How do you define leadership?



What can leading beyond binaries look like?



We contain multitudes of complex experiences, including those that are liminal and fall in between the cracks of arbitrarily determined categories. (...) Water can, for example, be liquid, solid, or gaseous. Within all three states there are several different manifestations. In liquid form water can be found in rivers, the sea, and ponds, but it can also fall from the sky as gentle rain or come down in sheets during a downpour. Solid water can be found on frozen lakes, glaciers, as well as fall as hail. Water can rise as vapor from our bodies, and from the land, when it comes into contact with heat.

If water can have such a range of manifestations - and we haven't even gone into depth about what happens when different elements are combined together - then surely we too have vaster landscapes and possibilities than binary thinking would have us believe. When we can see ourselves, and everything around us as multidimensional, binary thinking becomes more and more challenging because there are more than just two axes, or two variables. We basically go from flat, two-dimensional cartoon characters, to three-dimensional - at least - complex beings, and so does everyone and everything else around us!

- From *Life Isn't Binary*

- Curiosity
- Collaboration
- Multiplicity of views
- Differences are valued
- Process-oriented
- Systemic approach
- Change & uncertainty are not feared

How to nurture leadership beyond binaries



What is the space between the both/and, where are the borders, and who is drawing them? Liminal space is often a space of dreams, creativity and possibility. Think of the twilight of dusk or the emerging light of dawn. These are the spaces in between, the spaces where something is not one thing or another, it is not yet day, and yet it is no longer night. Between thinking is more nuanced and requires us to let go of easy categories. It's the place between breathing in and breathing out, where we can maybe pause and notice what we're about to open up and close down with our ways of thinking, being, and doing.

From Life Isn't Binary

Q&A

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Merci beaucoup

Thank You

お疲れ様

Danke

Gracias

Grazie

谢谢你

Dank u

Thanks

Obrigado