

# Is Leading from Within the Revolution We've All Been Waiting For?

Agile Saturday → April 5, 2025

**Bill Fox**

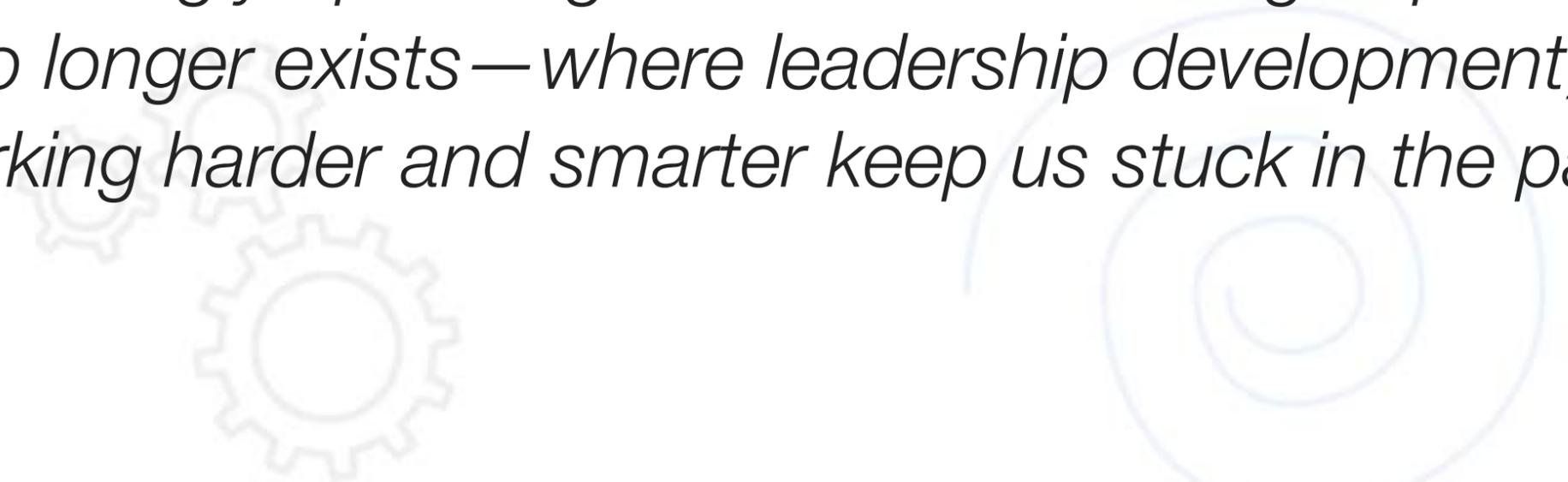
*Founder, LeaderONE.org, Forward Thinking Workplaces, and Space Boundaries*

*In 2009, I walked away from my corporate career because I sensed something fundamental was missing in how we approach leadership and change.*

*What I discovered wasn't just a better leadership and change techniques — but we can access a dimension of intelligence and leadership beyond the mind.*

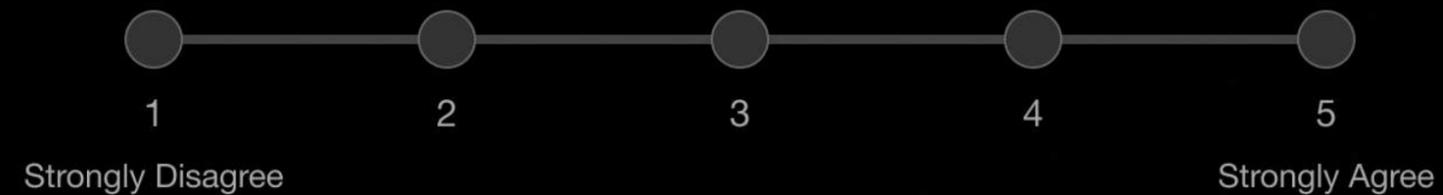
# The Leadership Challenge

*We've been unknowingly operating with an Industrial Age operating system in a world that no longer exists — where leadership development, managing change, and working harder and smarter keep us stuck in the past.*



## THE NEXT FRONTIER: WHAT DO YOU THINK?

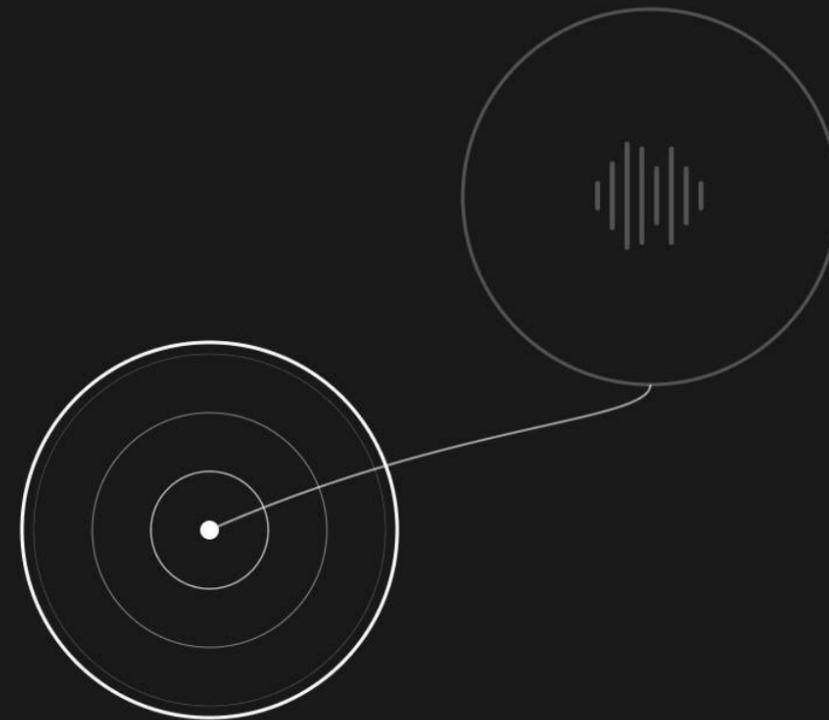
“The next evolution in human potential isn't about better leadership techniques, but about accessing awareness beyond conventional thinking.”



Share your perspective in our 2-minute survey

*Bill Fox • Agile Saturday Tallinn 2025*

[billfox.co](http://billfox.co)



“The most powerful insights and leadership arise from  
the stillness beyond the voice in our head.”

— Bill Fox, Founder at LeaderONE.org



*“Leadership reveals itself when we remove the filters.”*

— Bill Fox, Founder at LeaderONE.org

# THE SETTINGS OF THE INNER LEADER

SETTINGS

- Need to be right
- Identify with thoughts
- Resistance to present
- Living in past/future
- Story-based identity
- Fear of silence
- Emotional triggering
- Judgment of what is

HIGHER CONSCIOUSNESS ACTIVATED

NOW

*"Most of us have never really examined our assumptions about who we are and what our abilities and limitations might be."*

— Hale Dwoskin

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# LEADERSHIP BEYOND BOUNDARIES



*“The inner path of leadership acts as a prism,  
transforming singular intent into a spectrum of possibilities—  
beyond imagination, and beyond any single framework.”*

— Bill Fox, Founder at LeaderONE.org

**Why isn't this leadership more widely known and practiced?**

# There are three things...

- Deep conditioning
- The system
- True awareness

1

**Deep in most of us, below our awareness, indelibly implanted there by three centuries of the industrial age, is the mechanistic, separatist, cause-and-effect, command-and-control, machine model of reality.**

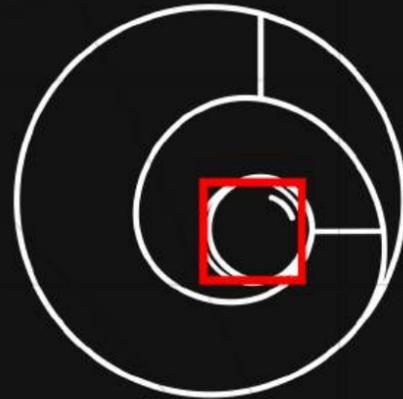
— Dee Hock, Founder and CEO Emeritus, Visa



2

**You can never awaken using the same system that put you to sleep in the first place.**

— G. I. Gurdjieff



*True awareness begins when you can observe your own mind at work.*

**IDENTIFIED WITH THINKING**



- You are your thoughts
- Thoughts feel inseparable from you
- Reactions are automatic
- Mind chatter seems like reality
- Limited perspective

**AWARE OF THINKING**



- You notice your thoughts
- Thoughts arise in your awareness
- Space between stimulus & response
- Clarity beyond mental noise
- Expanded perspective



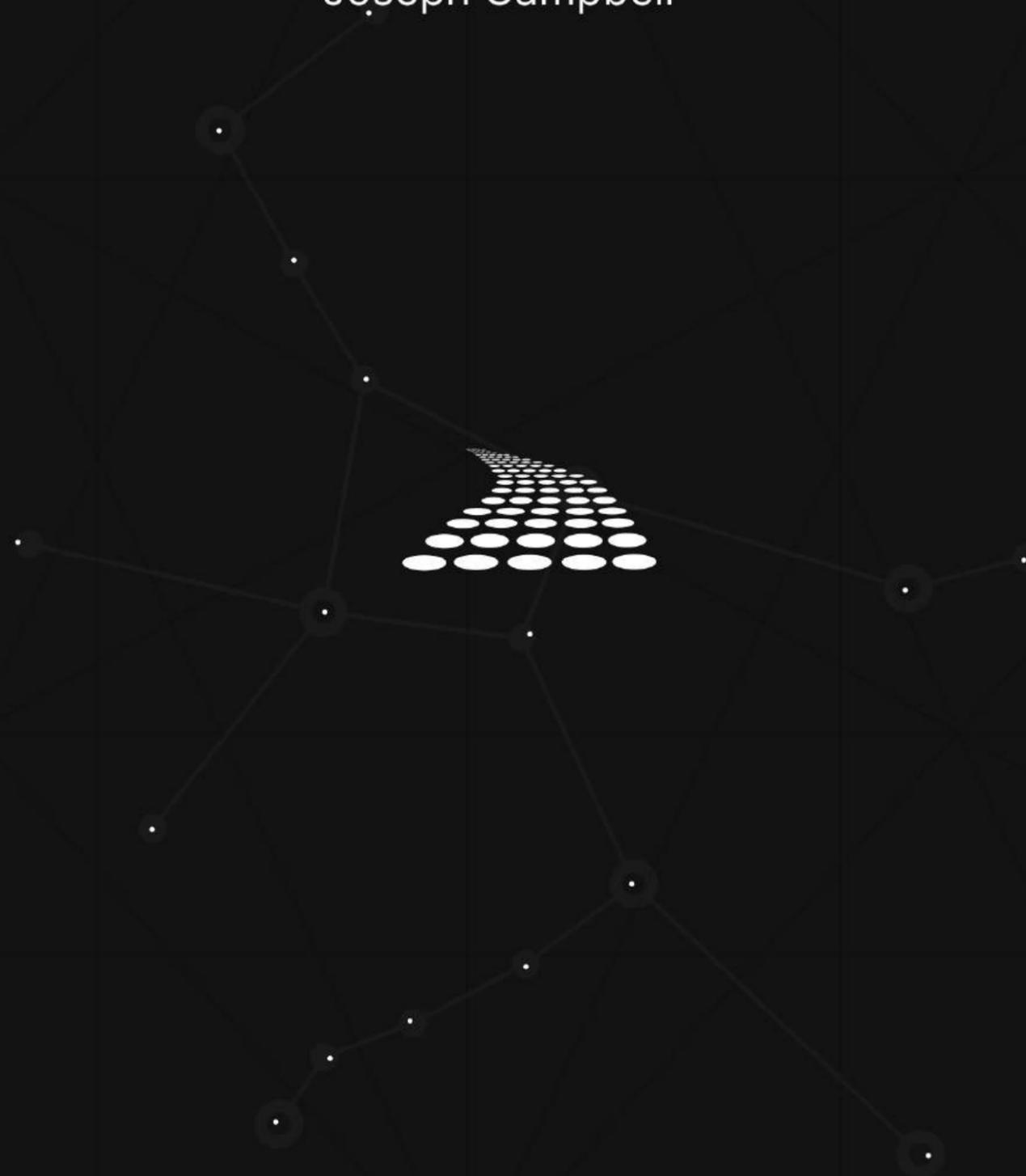
We all move between these states of consciousness.  
The practice is noticing when we're identified with the mind and shifting to awareness.

BILL FOX, FOUNDER AT LEADERONE.ORG

# **My Inner Leader Journey**

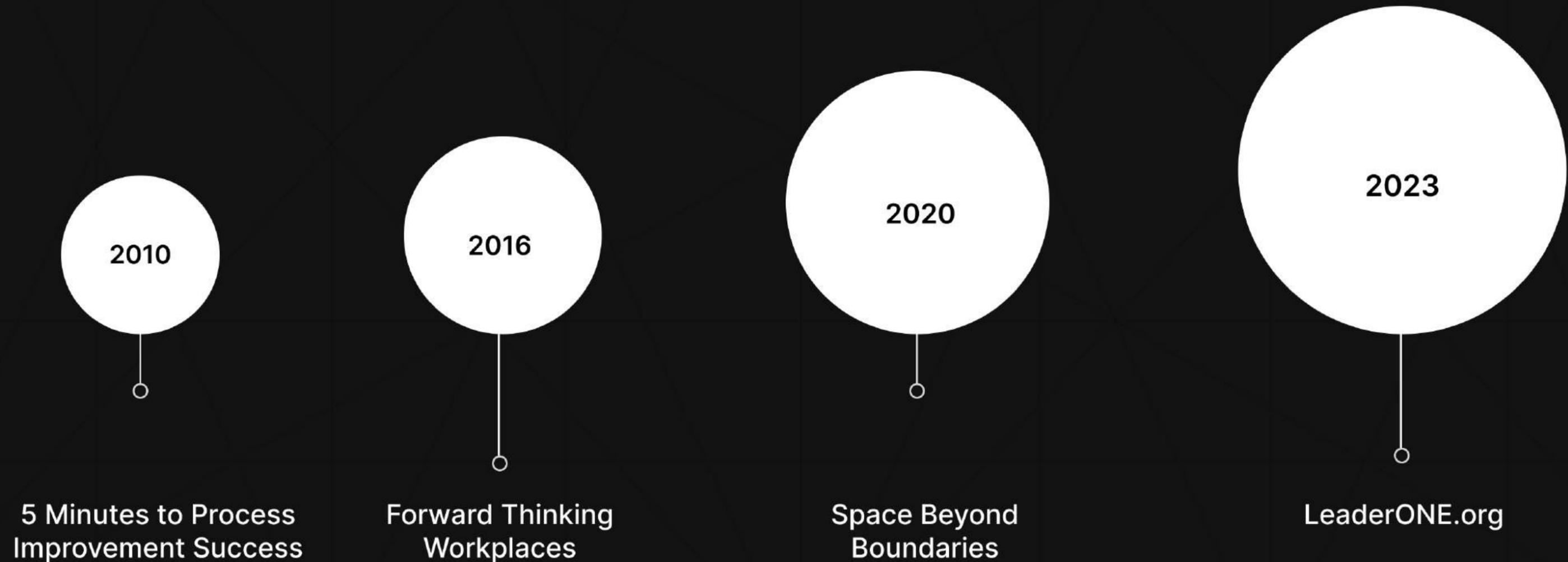
**You enter the forest at the darkest point, where there is no path.**

— Joseph Campbell



# The Inner Leader Journey

A brief history of my evolution.



# What is your best process improvement strategy?

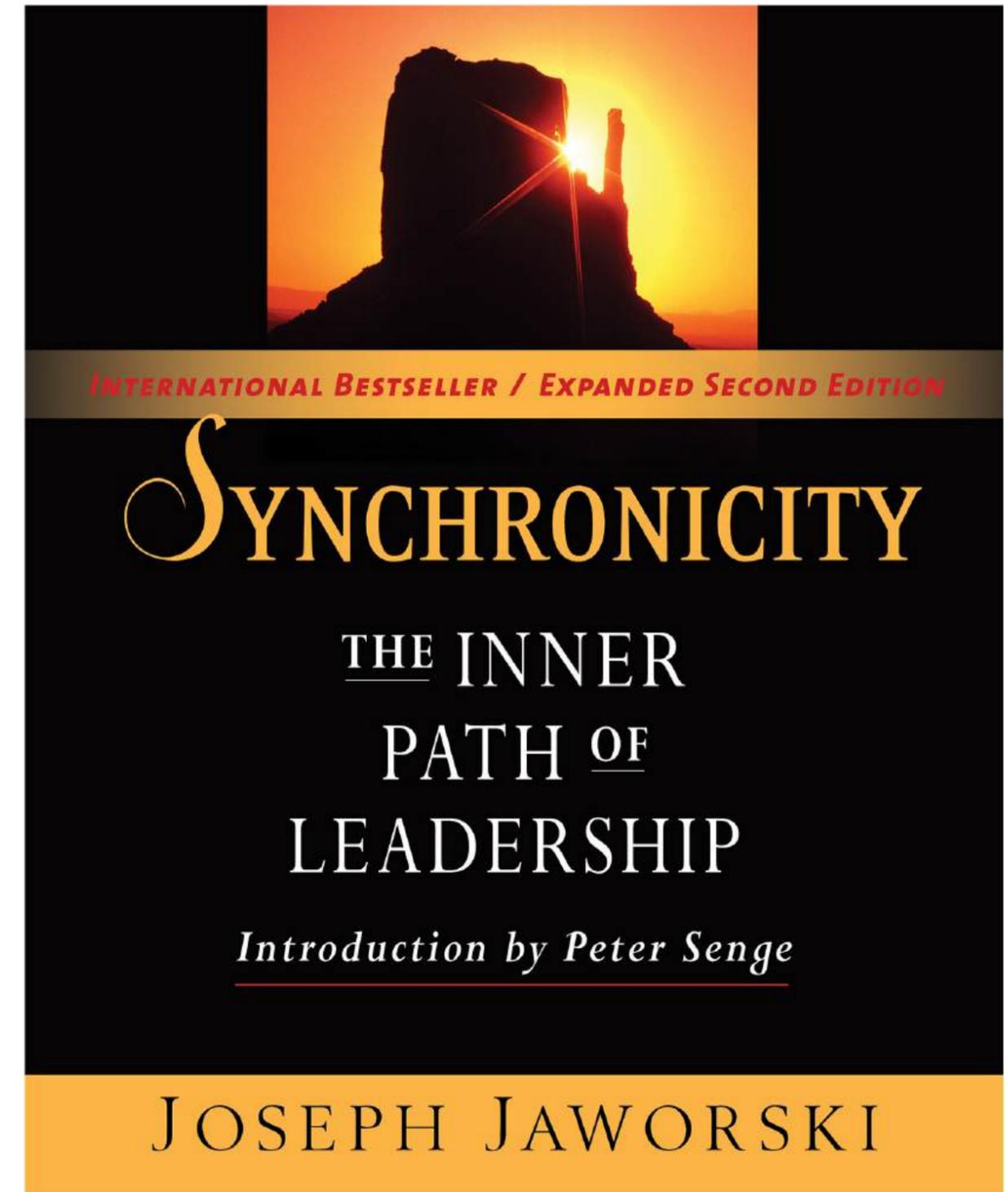


**5 Minutes to Process Improvement Success**

Leading experts share valuable take-away strategies for achieving process improvement results

Prepared by:  
Bill Fox

**True leadership is  
about surrendering to  
a deeper intelligence  
and allowing  
leadership to unfold  
through us.**



# The Invisible Thread: Synchronicity

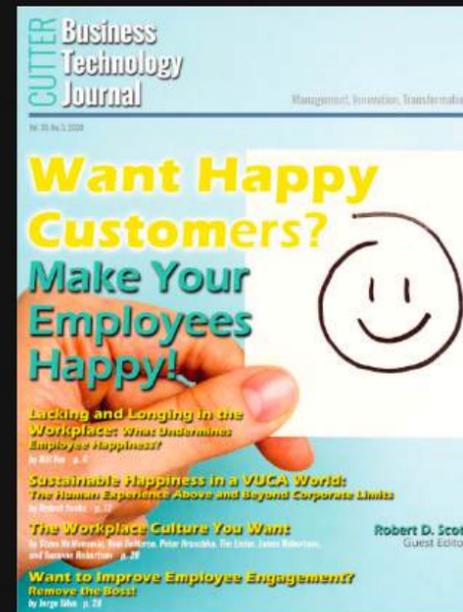
Fifteen Years of Aligned Moments That Shaped My Professional Journey



The Agile CMMI Conversation Is a Dead End



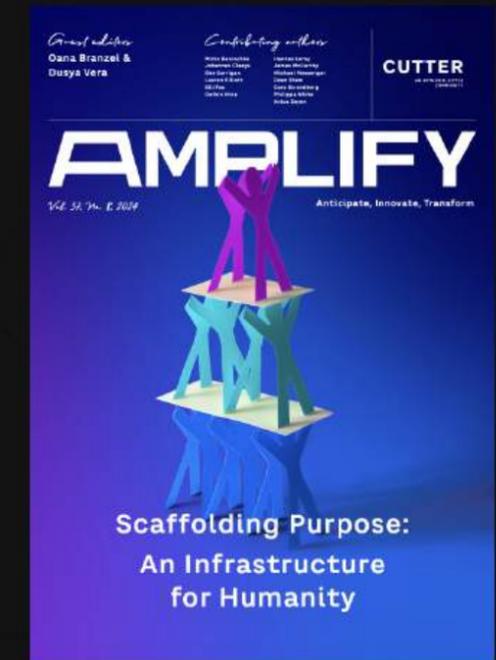
The Forward Thinking Workplace



What Employees Really Lack and Long for at Work



The 21st Century Team Member Is a Leader of One: Themselves

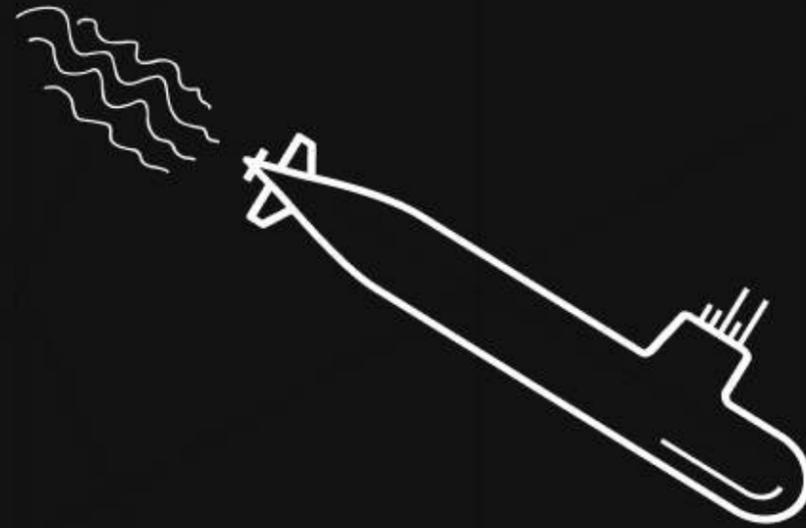


The Inner Leader's Journey to Scaffolding Purpose and Authentic Leadership



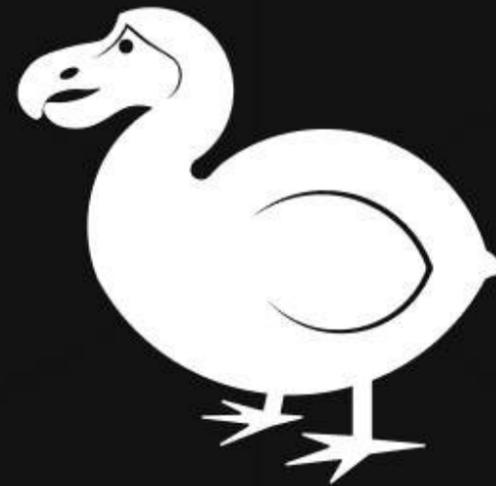
That sinking feeling you get when all systems are failing, you're slipping into the deep abyss, and you're waiting for leadership to show up.

— Bill Fox, USS Pintado, SSN 672

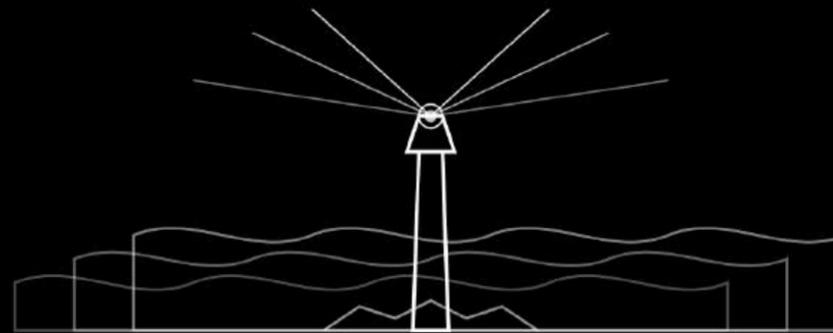


**The leadership you are waiting for is as rare as the DoDo bird. Every voice and perspective are needed now. The real leader you are waiting for is YOU.**

— Bill Fox, Founder at LeaderONE.org



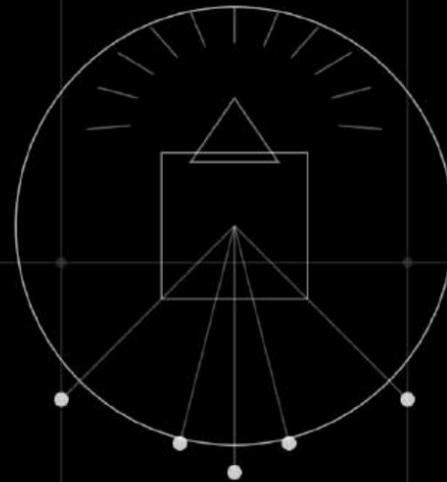
It's not about fixing the environment or people.



It's about understanding the  
**nature of Thought.**

When we see this truth, everything begins to change naturally.

Bill Fox, Founder at LeaderONE.org



True transformation of our workplaces doesn't come from improving our methods or leadership, but from the awareness of the space beyond the boundaries of thought.

When we rest in this spacious awareness, diverse perspectives and true leadership emerge that contribute to the whole.

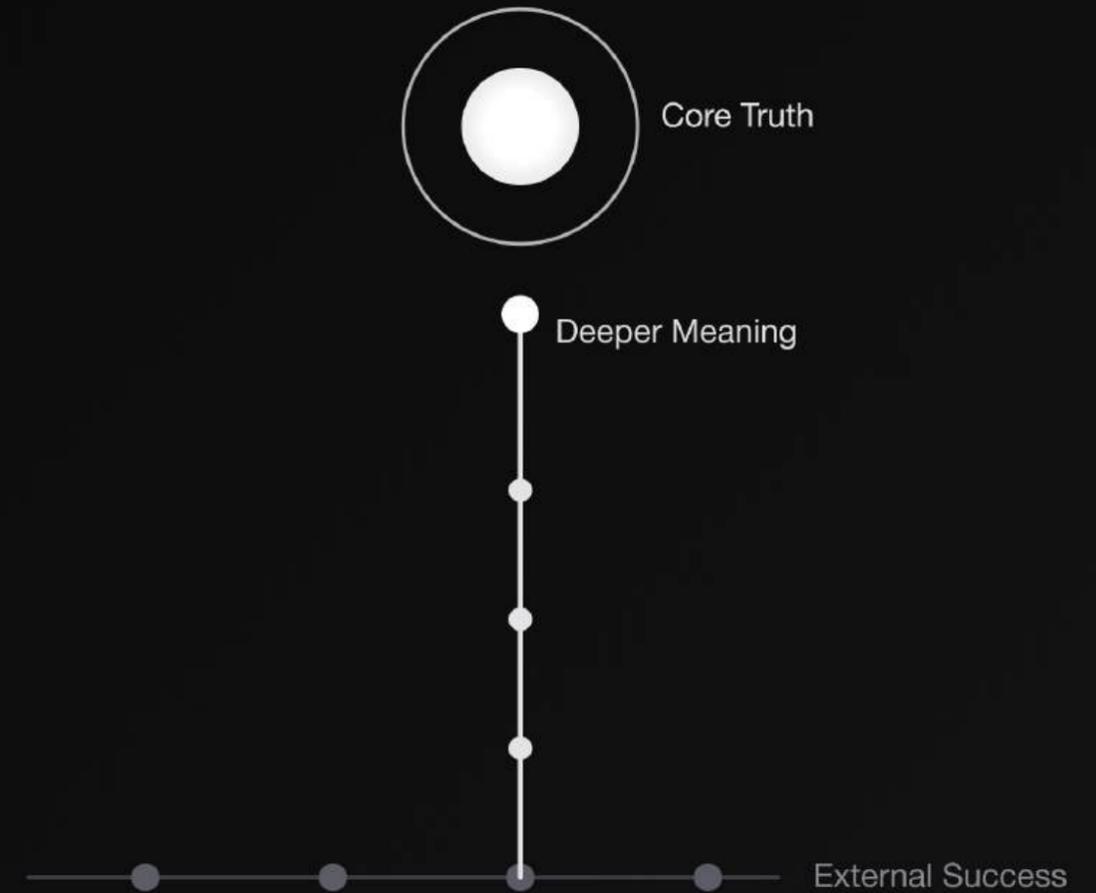
Bill Fox, Founder at [LeaderONE.org](http://LeaderONE.org)

# **Interactive Workshop**

## **LeaderONE Awareness Portfolio**

### **Cards**

**True leadership isn't something we do. It's what we are when we transcend the noise of the conditioned mind.**



Don't just chase external success. Pursue deeper meaning.

When you stop chasing external validation and start operating from your core truth, you create things that matter.

# Thank you for attending and your participation!

Please scan the QR code and leave your feedback!

