

Moving beyond Cassandra's curse and the People-Pleaser Syndrome with Leaders



COACH TO MANAGE

BUSINESS GROWTH AND CHANGE

Who am I?



Talk with me about

Social Justice
movements

Complexity

Neuroscience

Agility

Change

DEI & AI

Travels and
lifestyle

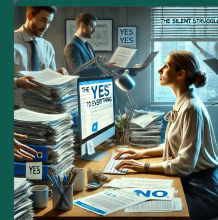
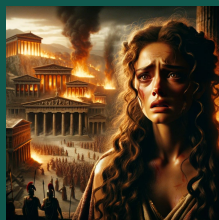
Sustainability,
etc

Also Cats!

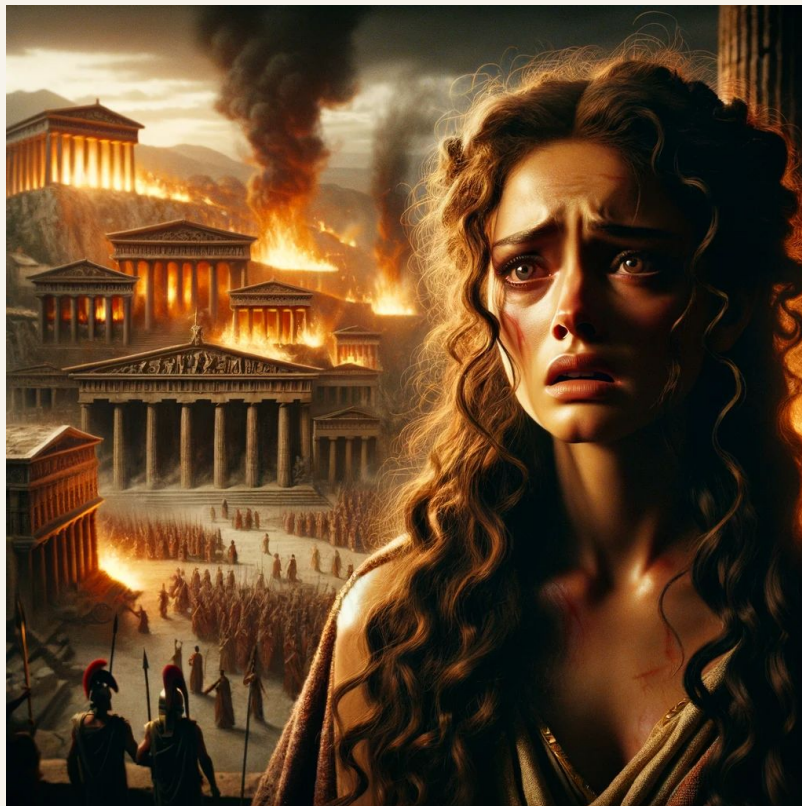
**Ask
questions
at any time**

**Take
pictures
and send
them ;)**

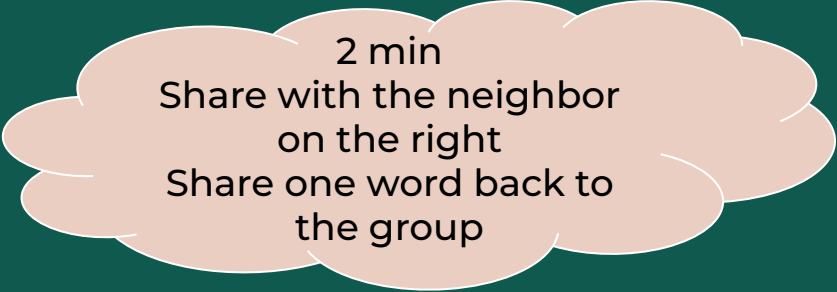
Why a spectrum?



Cassandra's Curse



When you acted as a Cassandra how did it feel?



2 min
Share with the neighbor
on the right
Share one word back to
the group

My Cassandra's moment



How to avoid becoming a Cassandra? Is it?



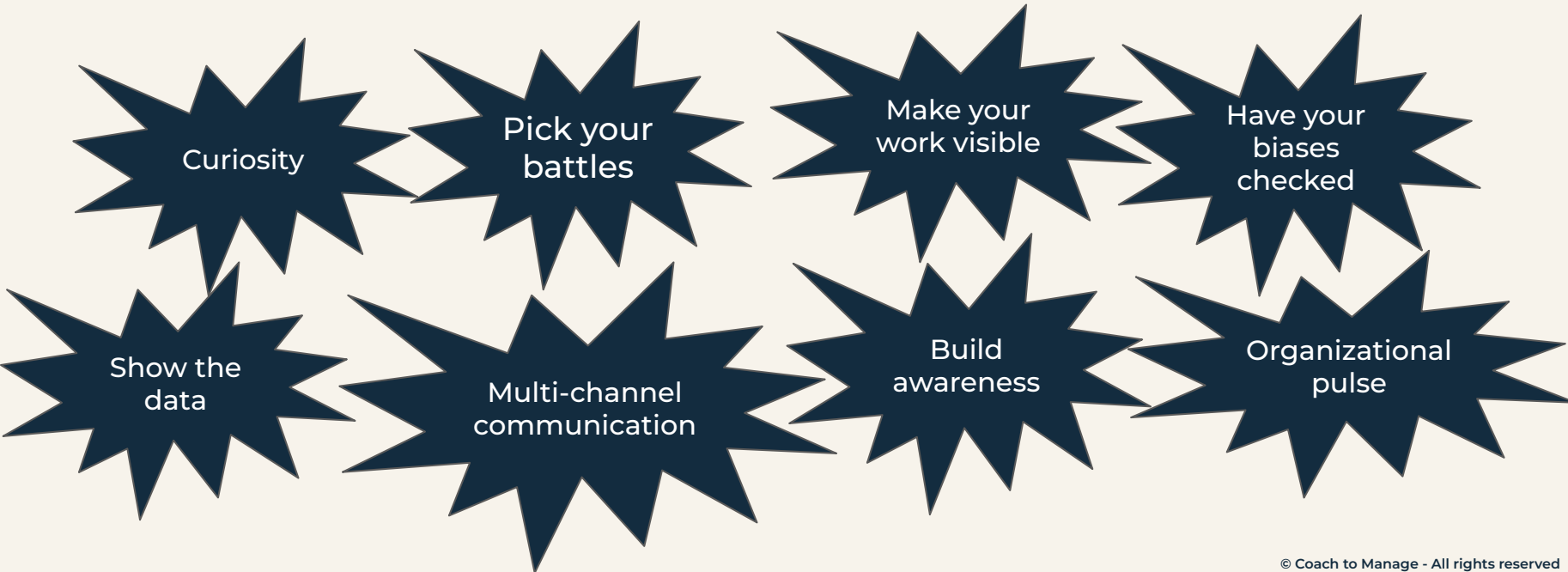
How can you avoid becoming a Cassandra?



5 min
In Group
Share stickies

How do I avoid becoming a Cassandra?

“Give me courage to change what must be altered, serenity to accept what can not be helped, and insight to know the one from the other.”



Curiosity

Pick your battles

Make your work visible

Have your biases checked

Show the data

Multi-channel communication

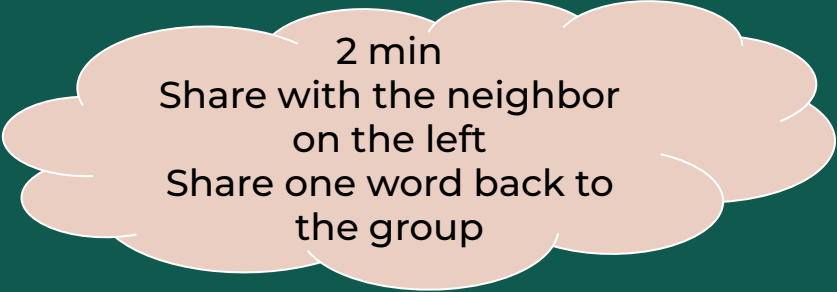
Build awareness

Organizational pulse

People-pleaser syndrome



When you acted as a people-pleaser how did it feel?



2 min
Share with the neighbor
on the left
Share one word back to
the group

My People-pleaser syndrome moment



How to avoid becoming a People-pleaser? Is it?



How can you avoid becoming a People-pleaser?



5 min
In Group
Write stickies

How do I avoid becoming a People-pleaser?

“You are here to serve your client, not to please your client” Rich Litvin

Boundaries

Priorities

Pause

How to say
“NO”

You should
not be
alone

Not a hero

Metrics

Empower
others

Stop
hustling

Are they the only choices?



We need to find equilibrium to become a trusted advisor



What might the equilibrium look like?



5 min
In Group
Write stickies

Equilibrium - ideas

Be the
Product
Manager of
your services

Define your
boundaries

Talk Ethics

Credibility
(walk the
talk)

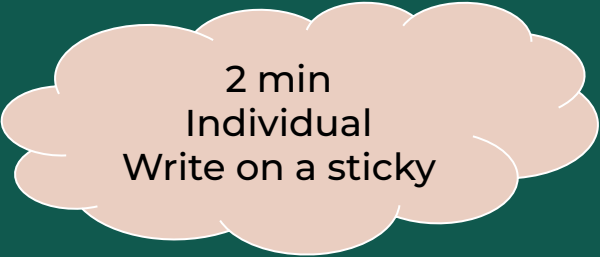
Get your
loving
critics

Check on
your advice
monster

Get a coach
or a mentor
or both

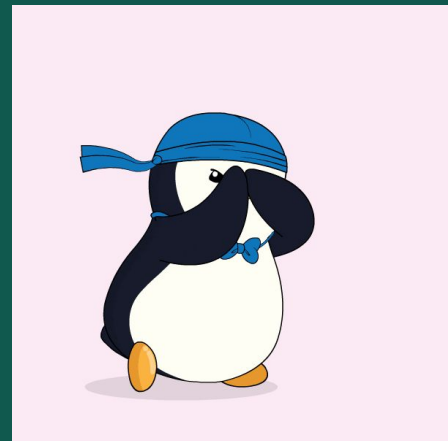
Keep your
values, keep
it real!

What can you change in what you do, without adding stress or anxiety, after this workshop?

A light pink, cloud-like shape with a white outline, containing text.

2 min
Individual
Write on a sticky

Now, you have the key to be unstoppable





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Thank you

Connect with me
Let's talk!



Coach To Manage

I am Diane and I am passionate about helping people and companies get good at change in a complex world.

I have a background in software engineering, and I have had many roles and titles from Developer to QA, QA Lead, Product Owner, Scrum Master, Project Manager, Agile Coach, Enterprise Agile Coach, Professional Coach, Instructor, Change Manager, and so on.

My mission is to support forward-thinking leader to foster resilient business growth. My approach ensures that these improvements are sustainable, delivering long-term value to clients and stakeholders.

I also give courses



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