

EXPECTATIONS VS. AGREEMENTS

PRESENTED BY

Dr. Christine Fonner
LEAD | OPTIMIZE | ACCELERATE





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Dr. Christine Perigen Fonner is a seasoned holistic leadership expert, keynote speaker, and educator with over 25 years of experience across nonprofit, corporate, and educational sectors. With a powerful blend of strategy and soul, Christine weaves systems thinking, trauma-informed leadership, and emotional intelligence with deeply rooted practices in healing, intuition, and sacred space-holding.

Christine holds a PhD in Organizational Leadership, a Master's in Transformational Leadership and Change Management, and a Bachelor's in Education. Her research focused on the impacts of toxic leadership on the safety, esteem, and belonging of women in leadership and her career has focused on leadership development and cultivating "radical care" in the workplace.

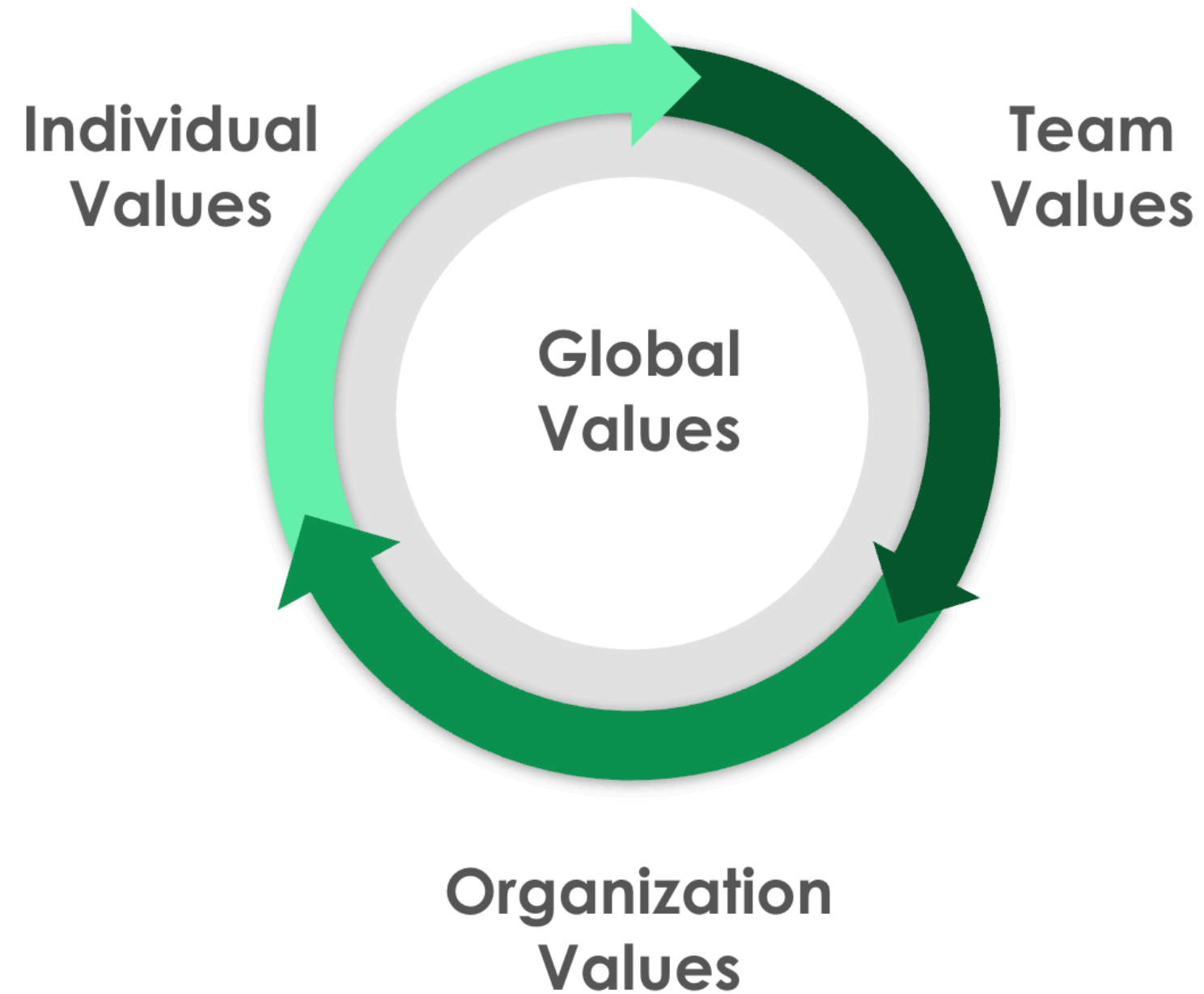
Her career has spanned multiple startups, national nonprofit organizations, and educational institutions, where she has built systems, led teams, and coached executives in high-stress and high-impact environments. At the same time, Christine brings her gifts as a facilitator of radical care, collective healing, and embodied leadership—honoring both the practical and the mystical elements of personal and organizational transformation.

Christine believes that leadership is not a role or title—it is a sacred practice. Through intentional design, energetic alignment, accountability, and relational integrity, she helps individuals and organizations reconnect to purpose, build trust, and lead with authenticity. Whether in boardrooms or intimate working circles, Christine creates spaces where wisdom, power, and humanity can coexist.

Healthy Culture

The shared values, beliefs, written and unwritten rules, assumptions, and behavior of stakeholders within the community that shape the social norms and create opportunities for everyone to be successful.

Core Values



SCAN ME



Every Decision is a Choice

In our lives, we have TWO choices in relation to other people:

Have expectations

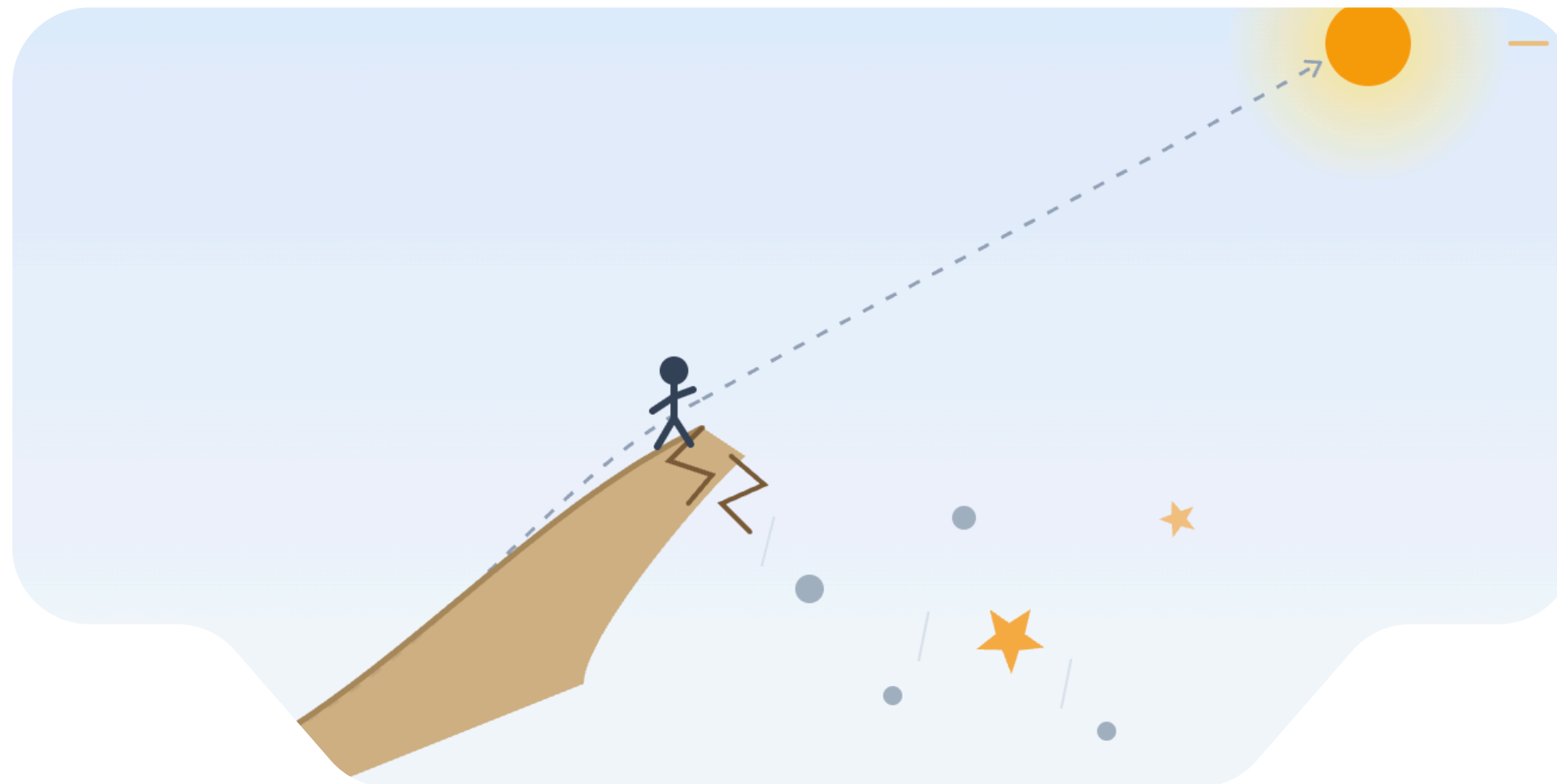
OR

Create agreements



EXPECTATIONS FAIL.

- ▶ You are **8x** more likely to follow through on an agreement than an expectation.
- ▶ You have an **80%** chance of disappointing someone with an expectation.



Human beings have an innate inner drive to be autonomous, self-determined, and connected to one another. And when that drive is liberated, people achieve more and live richer lives.

- Daniel H. Pink -

Expectations

- Toxic
- Ruin a good relationship
- Unreasonable
- Lack ownership
- Creates resentment
- No one looks forward to them
- People REBEL against them

Agreements

- Love and joy
- Co-authored
- Much Stronger
- Help you make a promise
- Creative
- Way more fun

AN AGREEMENT MUST BE:

- ✓ **Fair:** feels reasonable, respectful, and balanced for everyone involved.
- ✓ **Agreed Upon:** Both people clearly understand the agreement (problem, evidence, solution) and both are willingly commit to it.
- ✓ **Addresses Both Parties' Concerns & Needs:** Each person has the opportunity to share what matters to them and feels heard in the final agreement.
- ✓ **Solves a Problem, Improves Something, or Meets a Need:** There is a clear purpose and a meaningful way forward.
- ✓ **Both Parties Feel Good:** Everyone leaves with clarity, confidence, and a sense that the agreement can work.
- ✓ **No Rush or Anxiety:** The conversation allows enough time for questions, reflection, and honest decision-making.

An Agreement is **not** a
Compromise:

The goal is to create a solution
that honors both people rather
than asking each person to
simply give something up.

YOUR FIRST AGREEMENT WILL ALWAYS BE...

- ▶ **We are accountable for our words.**
- ▶ **We are accountable for our actions.**



Everyone wants to feel...

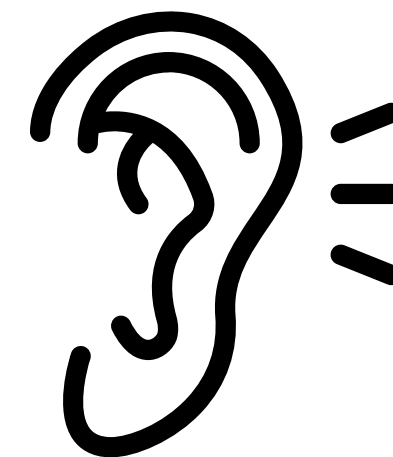
Loved



VALIDATED



HEARD

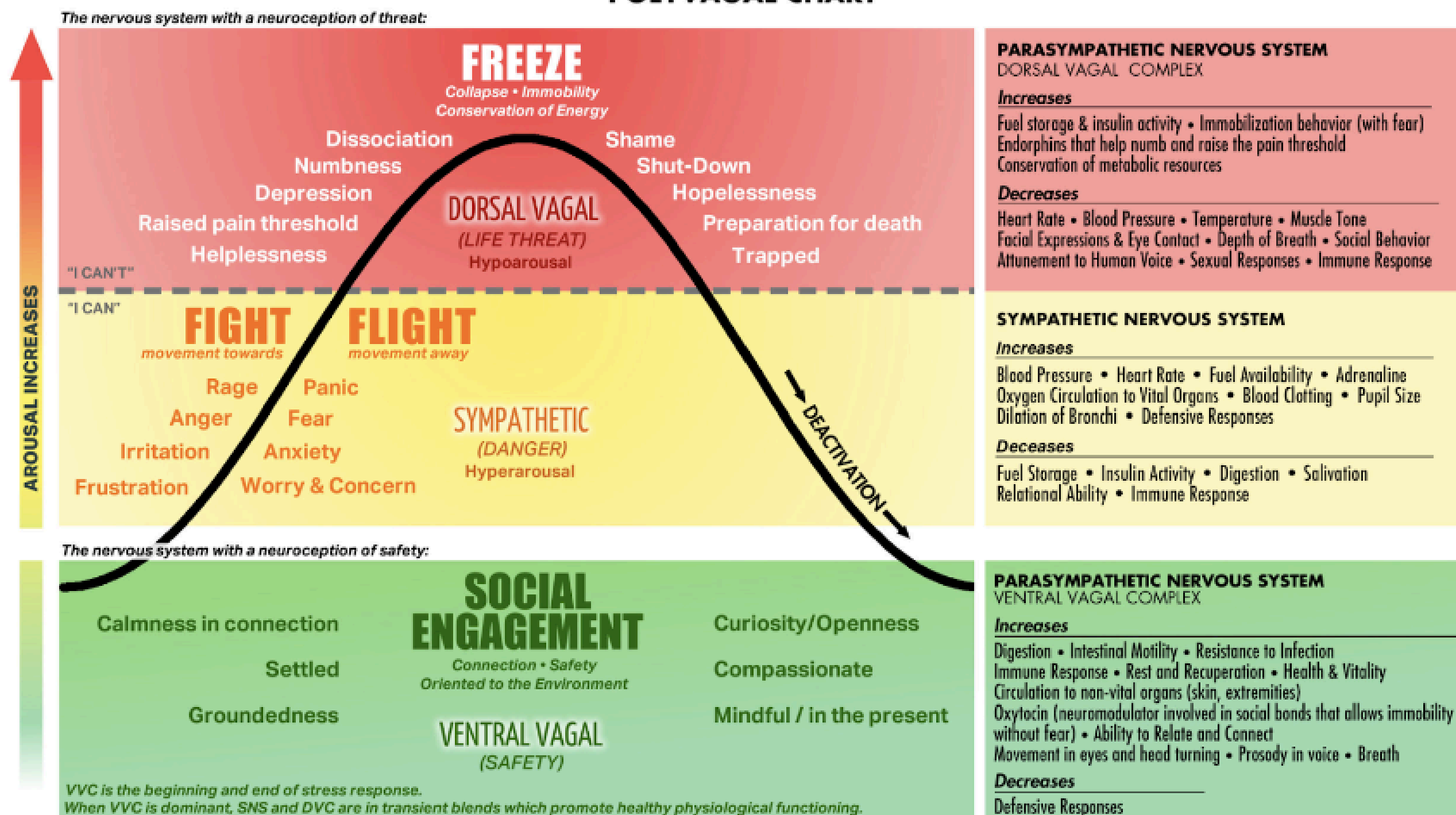


HOW AGREEMENTS CONVERSATIONS BEGIN...

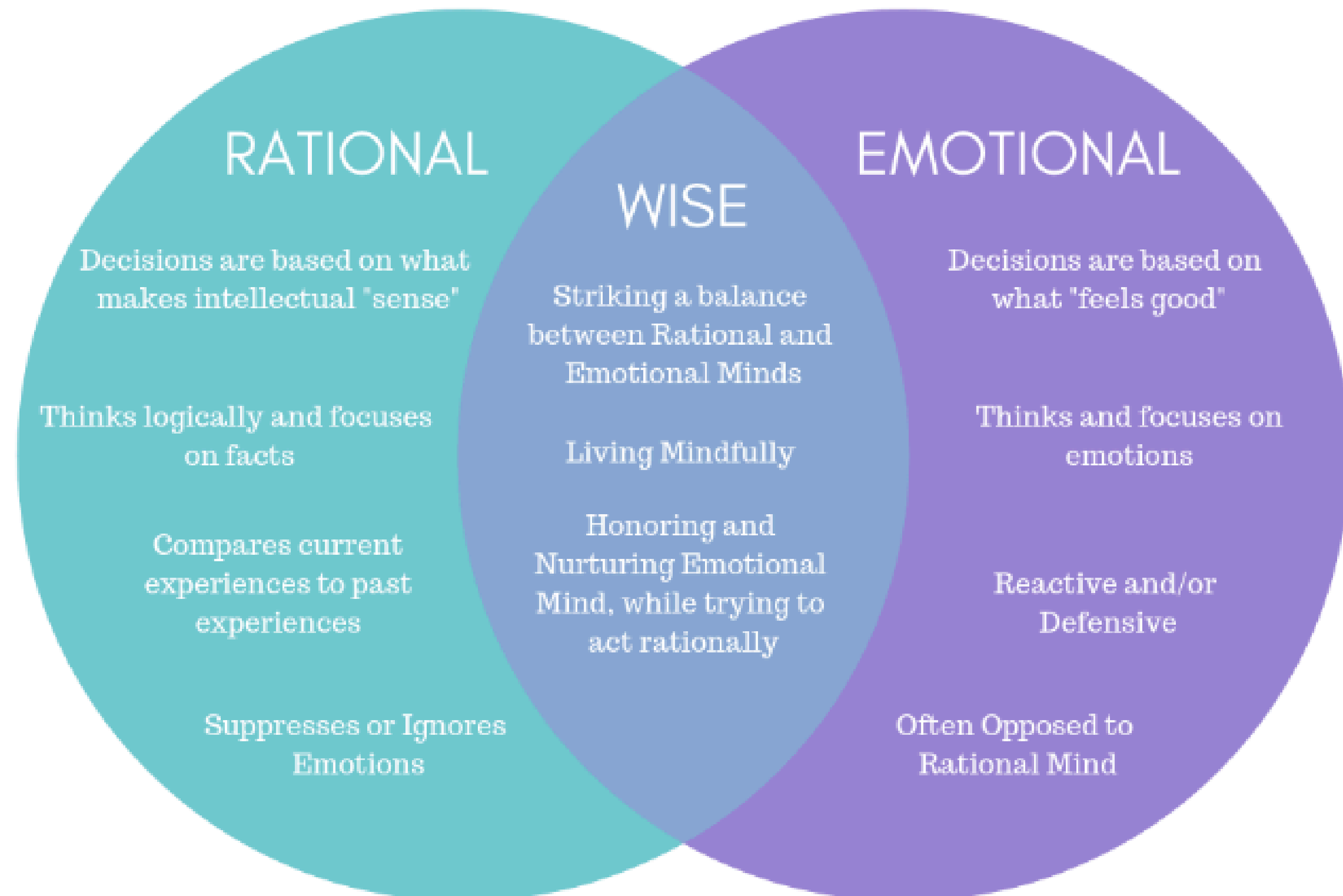


NERVOUS SYSTEM REGULATION & DIFFICULT CONVERSATIONS

POLYVAGAL CHART



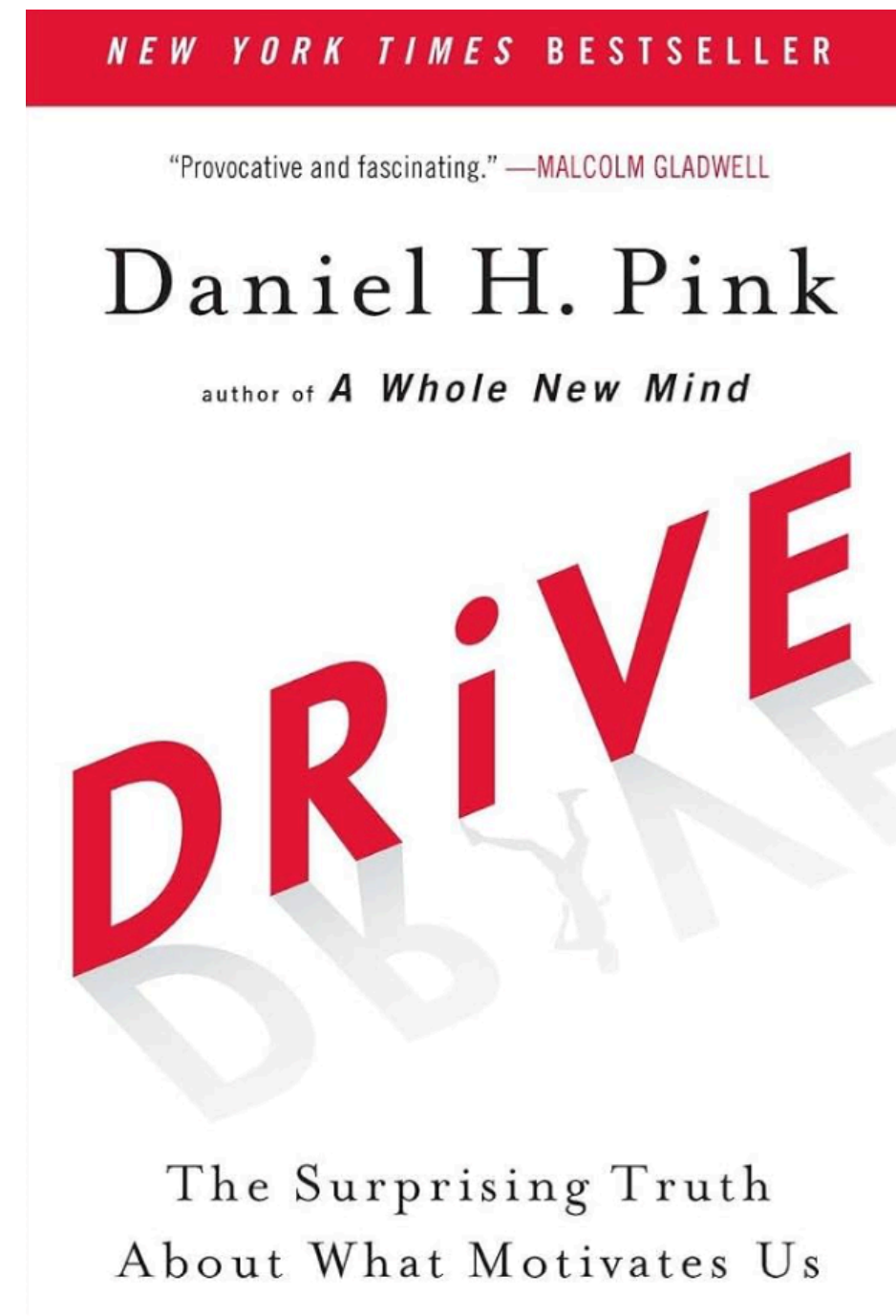
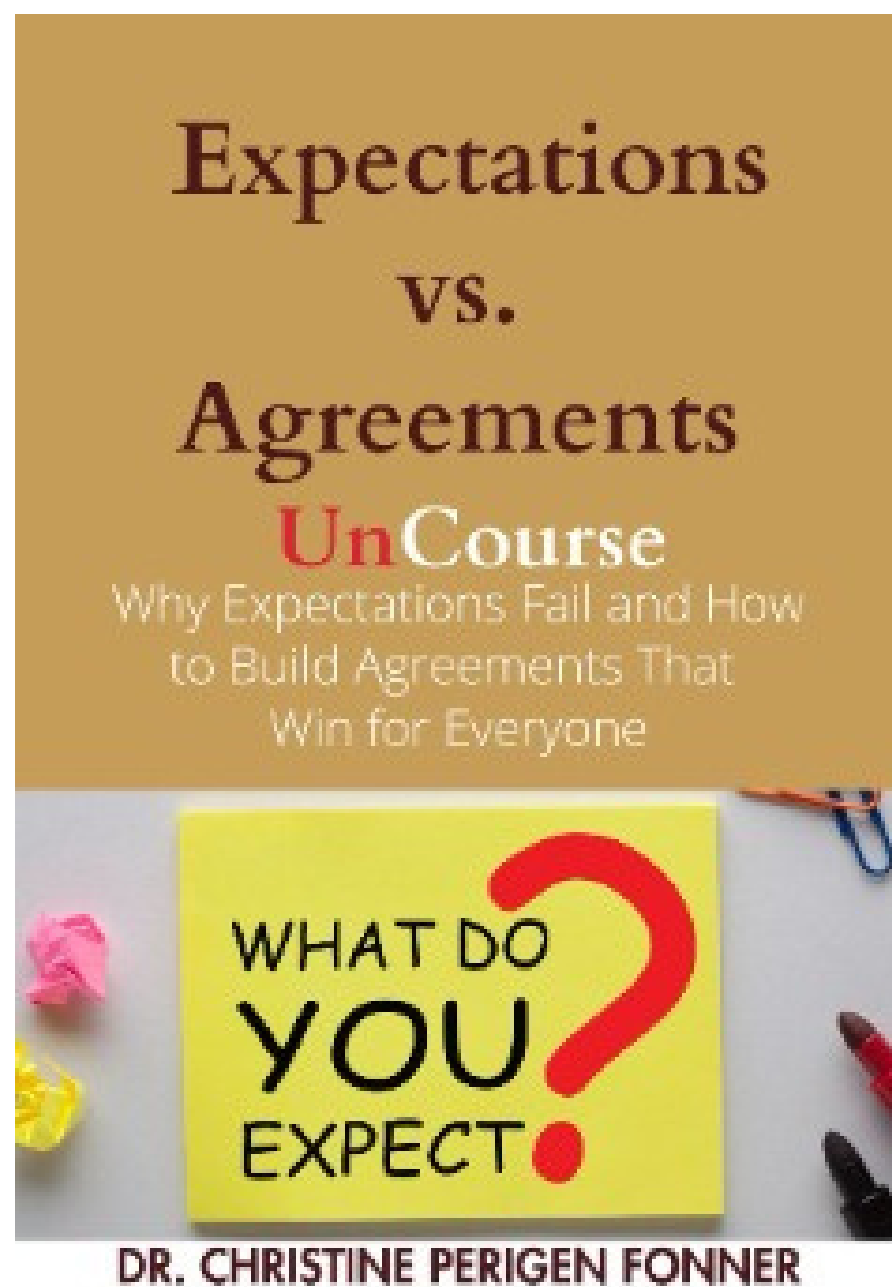
THE THREE MINDS



Marsha M. Linehan, Dialectical Behavior Therapy (DBT)

Negotiables	Non-Negotiables

Resources to Consider:





Thank you.

Dr. Christine Fonner

✉ christine@evolvingleaderfellowship.com

☎ 914.584.8760

🌐 evolvingleaderfellowship.com

🎙 The Executives' Lounge

📷 theelfellowship

