Session 1 FAQs

- Please share the quote from first slide
    - "Leadership is not defined by the exercise of power but by the capacity to increase the sense of power among those led. The most essential work of the leader is to create more leaders." Mary Parker Follett, The Creative Experience, 1924
- Please provide examples of balcony vs. dance floor – balcony doesn't mean checked out
    - This is all about perspective. A few great articles/blogs:
        - https://hbr.org/2002/06/a-survival-guide-for-leaders
        - https://www.bettermanager.co/post/move-away-from-the-dance-floor-to-the-balcony
- Provide suggestions on how to work with staff who you've provided a psychologically safe space for however there is still dishonest/untrustworthy behavior
    - Confront it. Give them that gift of letting them know their behavior is untrustworthy. Share the Trust Equation with them and tell them that your experience them having high self-orientation which impacts your ability to trust them.
- Book recommendations on self orientation
    - The Trusted Advisor by David H. Maister, Charles H. Green, and Robert M. Galford
    - Article: Trust - How To Reduce Self Orientation by Deborah Denyer
    - Ego is the Enemy by Ryan Holiday
- Do you have a form or recommend creating a form to have employees fill out that asks things such as how do they learn best, what motivates them, they enjoy?
    - I think it is fine to have your employees tell you what motivates them, what they think their strengths are, where they might improve, etc. Be sure you don't only rely on what they tell you. What do you notice? What do you hear from others? I suggest creating a simple spreadsheet where you can capture the following information, at a minimum, for each employee:
        - Preferences/Styles
        - Strengths
        - Areas for improvement
        - Motivators
        - Relationship (this is regarding the level of relationship you have with the employee – you can do a high, medium, low to indicate to you if more work should be done to improve and/or solidify the relationship)

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