

Workshop Questions

A. Your organization

What does your	organization	do? Describe	your organiza	tion in general
terms of what it	does, who it	does it with,	a bit of history	'.

What is your role? What is your title? Where do you fit in the organization?

What are you responsible for? How does your team fit into the organization?

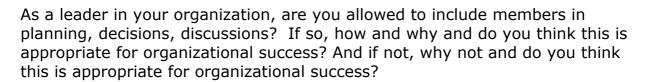
What is the make-up of your team? Size, experience, individual personalities, roles? What tasks do the members complete?

Each team member has work to do, so what are those things they do? The tasks that you manage and apply leadership skills to get done?



B. Current Personal Behavior Examples

Inclusion

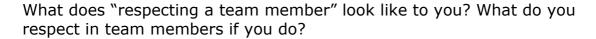


What does your answer to #1 mean to you? What inclusive activities do you think are appropriate for you in your organization? Which do you implement and how?

If you think you should or could behave differently regarding including each individual team member, what are the barriers to you doing so?



Respect

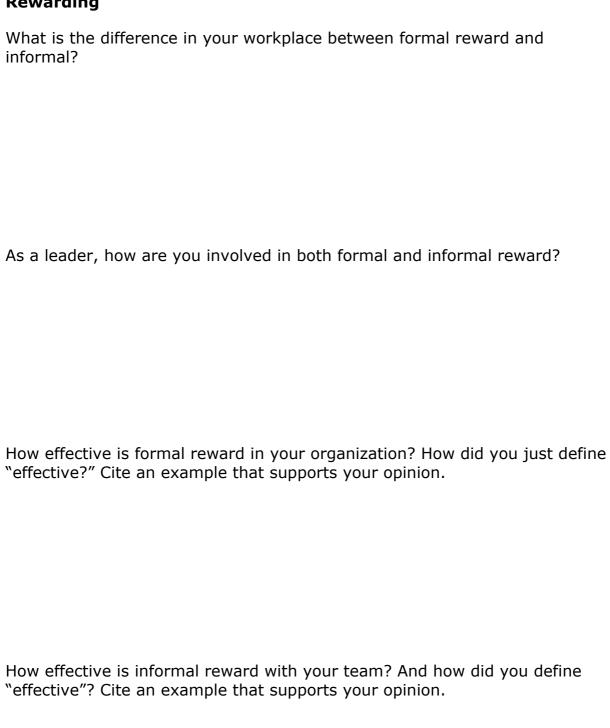


Do you act in ways that show respect? If so, how? If not, is there a reason you do not?

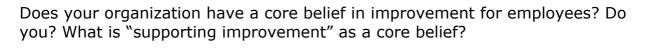
What specific example of showing respect can you remember and what was the outcome?



Rewarding



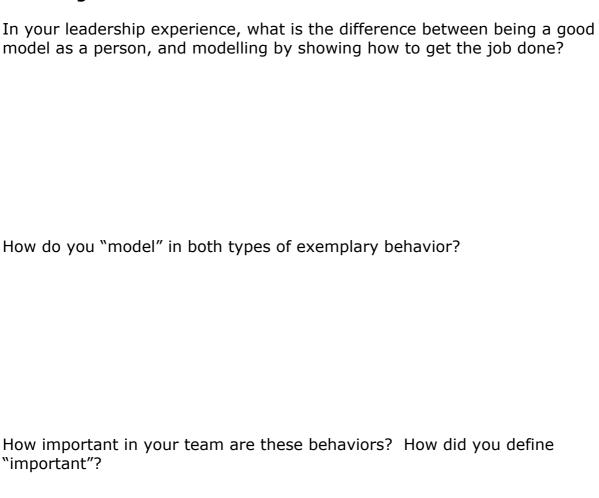
Improvement



What member improvement activities, if any, do you encourage your team members to pursue?

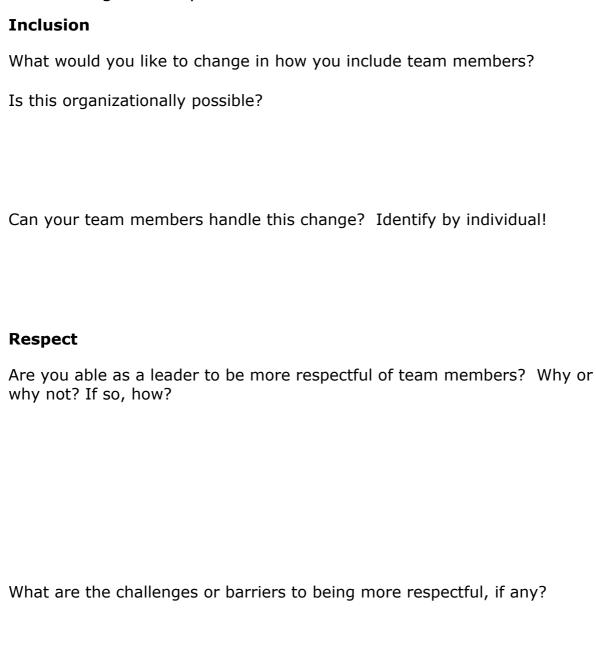
What are you doing for your own improvement? How is that working out for you?

Modelling





C. Changes to Implement



Rewarding
How can your rewarding behavior as a leader be more effective?
How easy would it be to implement change in this behavior if you so desire?
What rewarding behavior do you enjoy being the recipient of and why?
How does this apply to your leadership of your team?

Improvement

Wŀ	nat	chan	ges,	if any	, could	you	make	as	a	leader	in	how	you	supp	ort
im	pro	veme	ent ir	n each	team i	mem	iber?								

Who needs what, if anything?

What would be the result of changing improvement opportunities for you and/or your organization?

On LinkedIn: "CFO to CEO: what if we spend a bunch of time and money developing our team members and they leave? CEO response: what if they don't leave?"

Modelling

What is the difference between	modelling	being	the	right	person	and
modelling how to do the work?						

Are you the person you would like your team members to be?

Do you know how to do your team members' tasks? If so, are you showing them the way?

If you do not know how, is there a good reason you don't know how or don't need to know how?

How do you model for your team members? What could you do better, if anything?

What barriers are there to modelling?



D. Action plan

Inclusion

What specific SMART goals regarding this behavior will you strive for?	>

How will you achieve them?

What assistance do you need? And if any, how are you going to get the assistance?

Respect

What specific SMART goals regarding this behavior will you strive for?

How will you achieve them?

What assistance do you need? And if any, how are you going to get the assistance?

Rewarding

Rewarding
What specific SMART goals regarding this behavior will you strive for?
How will you achieve them?
What assistance do you need? And if any, how are you going to get the assistance?
Improvement
What specific SMART goals regarding this behavior will you strive for?
How will you achieve them?
What assistance do you need? And if any, how are you going to get the assistance?

Modelling

What specific SMART goals regarding this behavior will you strive for?

How will you achieve them?

What assistance do you need? And if any, how are you going to get the assistance?