



Questions that only you can answer

Workshop Questions

A. Your organization

What does your organization do? Describe your organization 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?



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B. Current Personal Behavior Examples

Inclusion

As a leader in your organization, are you allowed to include members in planning, decisions, discussions? If so, how and why and do you think this is appropriate for organizational success? And if not, why not and do you think this is appropriate for organizational success?

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?



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Respect

What does "respecting a team member" look like to you? What do you respect in team members if you do?

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?



Questions that only you can answer

Rewarding

What is the difference in your workplace between formal reward and informal?

As a leader, how are you involved in both formal and informal reward?

How effective is formal reward in your organization? How did you just define "effective?" Cite an example that supports your opinion.

How effective is informal reward with your team? And how did you define "effective"? Cite an example that supports your opinion.



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Improvement

Does your organization have a core belief in improvement for employees? Do you? What is "supporting improvement" as a core belief?

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?



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Modelling

In your leadership experience, what is the difference between being a good model as a person, and modelling by showing how to get the job done?

How do you “model” in both types of exemplary behavior?

How important in your team are these behaviors? How did you define “important”?



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C. Changes to Implement

Inclusion

What would you like to change in how you include team members?

Is this organizationally possible?

Can your team members handle this change? Identify by individual!

Respect

Are you able as a leader to be more respectful of team members? Why or why not? If so, how?

What are the challenges or barriers to being more respectful, if any?



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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?



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Improvement

What changes, if any, could you make as a leader in how you support improvement in each team member?

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?"



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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?



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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?

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