

Workshop Questions

A. Your organization

What does your	organization	do? Describe	your organiz	zation in	general
terms of what it	does, who it	does it with,	a bit of histo	ry.	

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 Leader Behavior Examples

Inclusion

Does your leader include members in decisions, planning, 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 empowerment activities do you think are appropriate for you in your organization?

Respect

What does "respecting a team member" look like to you? Does your leader respect you?

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

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

How is your leader 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.

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, are encouraged by your leader?

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



Modelling

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

How does your leader "model" in both types of exemplary behavior?

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



C. Respect, Trust, Obligation

How do respect, trust, and obligation apply to your current relationship with your leader at work?

What could be better regarding respect, trust, and obligation?

Do you know how satisfied your leader is with you?

Does your leader understand your work challenges?

Is your potential recognized?

Will your leader use their "power/authority" to solve your work problems?

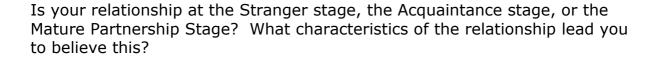
Would your leader back you up in a work conflict?

Would you defend your leader's decisions?

Is your work relationship with your leader effective?



D. Developing the Relationship



Do you want to change the relationship stage? If so, what does the new stage look like in your work-life?

What can you do to move the relationship to the new stage?



E. Action Plan