

One of your most effective leadership tools is communicating necessary information for employees to best perform. Handled skillfully, you can empower your people; fumble it, and you'll surely hamper theirs and your organization's success. Learn how, when, and why to use the right questions as a surefire leadership approach.

ENTRELEADERSHIP PODCAST SERIES

This series delivers lessons on business, team building, and leadership from internationally recognized subject matter experts. Please listen and reflect, and use the questions/fieldwork below to consider how you will use this learning going forward.



Leadership Basics with Cordia Harrington

- In your leadership role, how do you help and hinder your team's success?
- What do you see as the strengths of your "relational intelligence?" What is one thing would you work on to be more effective?
- What have you done to create a "leadership lid" on your team/organization? How will you address it going forward?
- When was the first time you felt like a leader?
- What do you do to develop your own leadership and business skills?
- Cordia Harrington talked about the importance as a leader to "listen first and then coach." What leadership lessons guide you?
- Cordia also talked about problems being a "training ground." What problems have you most learned from?

Personal Growth with John C. Maxwell

- As you look at your "Wheel of Life", which parts (career, financial, spiritual, physical, intellectual, social, family) of your wheel might be "low on air" or "flat," and what can you do to "inflate" it?
- What actions can you take to ensure your progress is not stalled by your "perfection gaps?"
- Since "growing people are happier" how can you challenge yourself and others to grow more? How can you use the "Law of the Rubberband" to reinforce this direction?
- John Maxwell talked about how the secret of success is determined by our daily agenda. What changes will you make to document your agenda and behaviors taken?
- What specific three things will you do to ensure "doors keep opening?"

Unity with Patrick Lencioni

- Dave Ramsey discusses the five main enemies to unity. What specific behavior(s) will you introduce, stop or change to address the following those "enemies" in your department?
- Pat Lencioni talks about the importance of you looking in the mirror because what is happening in your team/department is because of what you are doing and/or ignoring. As you look in the mirror, what changes do you need to make?
- To ensure a healthy team, what can you do to make it: (1) more cohesive behaviorally, (2) intellectually aligned, (3) communicate consistently, and (4) reinforce with just enough structure to reinforce it?
- What can you do to build trust and show your vulnerability?
- How do you recognize "passive sabotage" and address it?

Time Management with Peter Bregman

- What is one thing you currently do that hurts your productivity, and what change(s) could you make to address it?
- What is one project or activity that you have put off to avoid going outside of your comfort zone and how will this podcast help call you to action?
- Dave talks about us managing our time through our values instead of going from crisis to crisis. What can you do to minimize or eliminate that crisis mentality?
- Peter talks about his "to do" and "ignore" lists. What's on or should be on your "ignore" list?
- Peter talks about converting your "to do" list onto the calendar in the morning and taking a minute each hour to answer, "Am I doing what I need to be doing right now?" and "Am I being who I most want to be right now?"; and recapping at the end of the day what worked and did not work that day to plan for the next day. What new behaviors do you commit to going forward?



10 Ways for Working Across Generations

- CCL research shows that everyone wants credible, trustworthy leaders. What do you do to show that you are credible and worthy of trust?
- What specific things do you do as a leader to retain the talent in your department?
- According to CCL's research, everyone wants to know how they're doing and how to do better. What specifically do you do to provide feedback to your employees in all generations?
- What did you learn about yourself and your employees as a result of this podcast?
- What behavior will you start, stop, and/or continue as a result of this short audio?

6 Ways to Make Conflict Productive

- Think of a time when you wished you would have talked more honestly and directly to another person to resolve a conflict- where you could have chosen your words more carefully and explained how you felt and why. How might the outcome have been different?
- How does showing your desire to "understand" accelerate the reconciliation process?
- CCL suggests the importance of seeking out sympathetic co-workers or friends when you need to "unload" or get a pep talk. Who are your "go to" colleagues and/or friends?
- What behavior will you start, stop, and/or continue as a result of this short audio?

Beyond Words: Communicate with Actions and Attitude

- Think of an example when your attitude (as shown by your behaviors) communicated the wrong message. What did you learn from that situation?
- How do you demonstrate you are present, visible and available when communicating your leadership character?
- How do you encourage direct and open discussion, and initiate difficult, but needed conversations?
- What behavior will you start, stop, and/or continue as a result of this short audio?

Myths of Effective Leadership

- What do you see as the difference between leadership, power, and influence?
- Who should your "sparring" partners be to bring out your best?
- How can you learn more about your leadership style by asking others for candid feedback?
- What behavior will you start, stop, and/or continue as a result of this short audio?

Stress Busters: Tips for Dealing with the Stress of Leadership

- What triggers the feeling of stress in you, what are your physiological responses, and what do you do when it happens?
- What new rituals can you create to help you deal with the stress? Who will your accountability partner be?
- What change(s) can you make to create more balance in your life to make you more effective in your leadership role?
- What behavior will you start, stop, and/or continue as a result of this short audio?