

Today's Presenters



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Today's Objectives

the need to flip the leadership algorithm.

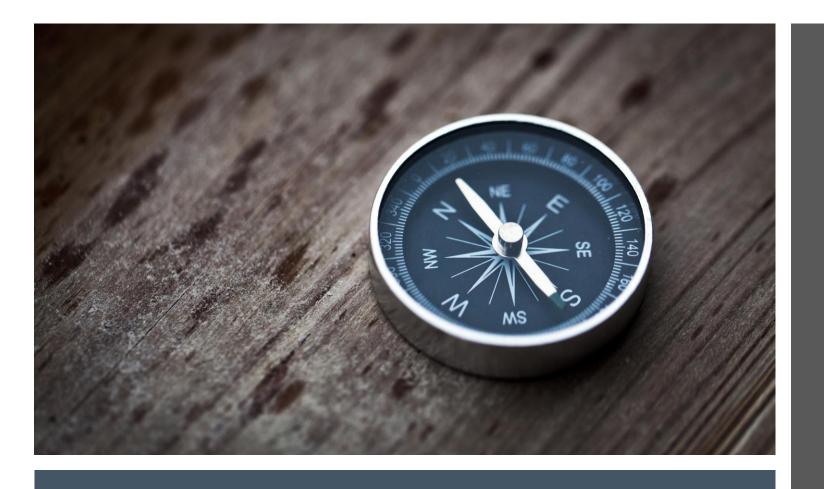
Learner will identify at least one method of inviting teammates into process improvement projects

Learner will identify the advantages of asking better questions









The only thing consistent is...*change*

- 2020...procedures
- 2021...predictions
- 2022...people

Life feels a bit... slippery

Organizational impact

Personal impact





Let's change the algorithm

ABCs of Leadership

- Accountability
- Belonging
- Caring



Flipping the Leadership algorithm

- CARE

 Start with the heart
- **BELONG**Invite to contribute
- Ask a better question
 Dig deeply into motivation



CARE

- Who are the stars?
- Who are the steadies?
- Who are the survivalists?





CARE leader tip: Feed the hungry

BELONG

• Relational leadership is foundational to change

 Invite to identify the gaps present

 Invest in staff ready to lean in and create solutions





BELONG leader tip: Invite to solve with you

• Invite & Invest

- How to invite:
 - Share vision
 - Celebrate
 - Release with guardrails
 - Say yes



ASK a better question



From directing to coaching

Essentials of coaching model:

Time

Follow through

Conflict management

Coach asking great questions

- What would it look like?
- When do you plan for that to be done?
- What will it take to get this to turn around?





ASK Leader tip:

lead with curiosity

How to flip your leadership algorithm



CARE

Communication
Feed the hungry

Belong

Invite and invest Hold up the mirror

Ask a better question
Coach
Curiosity

Key Takeaways

To flip your leadership algorithm:

- 1. Start with heart
- 2. Invite and invest
- 3. Ask a better question









Questions? Stay in Touch!

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