

## Your Leader's Forum

Leaders, often by no fault of their own, often find themselves in the position of 'broadcasting information.' Talking, explaining, justifying, pleading and sometimes demanding are different types of broadcasting styles that leaders use.

For today's leader, it's not always important to have the right answer, but it is essential that leaders have the right question.

We've used the Leader's Forum to help leaders get a better understanding of what is really happening in the group.

### **It can work like this:**

Imagine a global team of 25 people, one VP at the top and two regional directors, one from the U.S. and one from Europe. They have all come together for an annual team or group meeting. Each of the three leaders is asked to sit at a table (or a circle of chairs) and the other team members (totally 22) divide into three groups and go to sit with one of the three leaders. The group has 30 minutes simply to share with 'their leader' how they are experiencing the business and what's important for them to be successful. Group members are asked to share specifically how they are experiencing this leader's style of leadership (authenticity requested!). The leaders are NOT allowed to speak, other than to ask questions for clarifications. No justifying or explaining!

After 30 minutes, the groups move to another leader group and the process repeats itself. After 30 minutes the third and final round. This now means that all three leaders have heard from all group members. The group leaders move to another room and exchange what they understood from the group, while the group works on another activity.

The leaders come back and share what they understood, what actions they intend to take and or where they need additional help. Usually this return sharing round by the leaders is done the next day, giving everyone a chance to reflect on this powerful communication, which was not broadcast by the leaders, but by the group members!