

Facilitative Leadership: Creating Environments That Empower

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What Brings Productivity to a **STOP**?

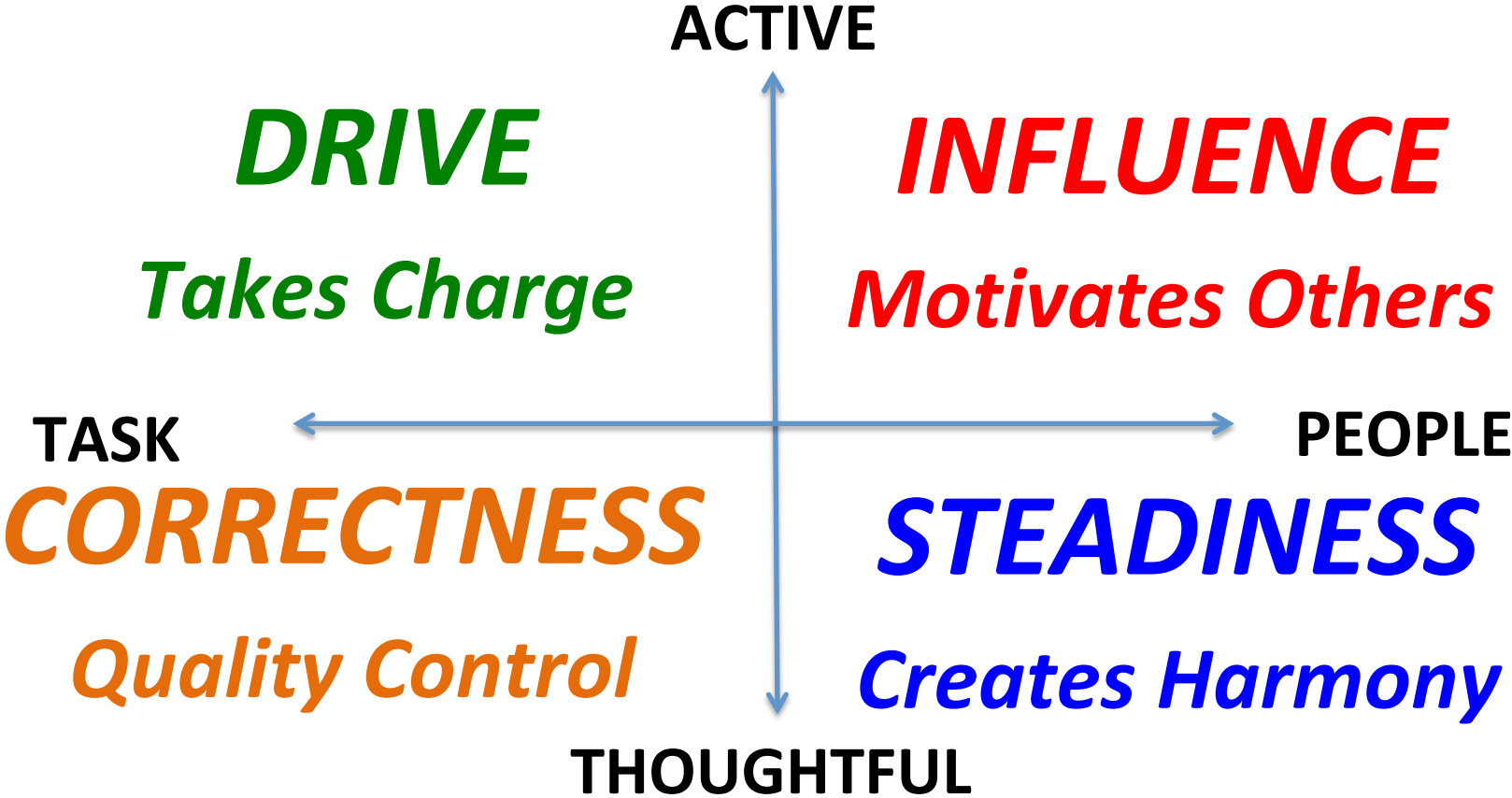
- Think about the people you work with & what behaviors or qualities happen in meetings (or other places) that slow or stop effectiveness.
- Make a list of specific behaviors & qualities that frustrate you (& other team members) most.
- You have 60 seconds...
- Now...tuck that away & we'll come back to it!

Enough About Them...Let's Look At YOU!

- Think about a quality that describes you in terms of why you have been successful in your career.
- Find a partner
- **EXPLAIN** how that quality has helped you be successful. You have 90 seconds.
- Now we're going to SHUFFLE!!! Your goal is to hear at least 7 new words before you find a new partner.
- Ready...GO!!!
- With your new partner, exchange words & **EXPLORE** how this new word is also true about you...even if only 1% true. You have 90 seconds.

What was it like to **EXPLAIN** vs.
EXPLORE?

Let's Explore: 4 Communication Styles



Strengths By Style

ACTIVE

Adventurous
Daring
Self-Assured
Competitive
Decisive
Risk-Taker
Direct

Confident
Sociable
Influential
Persuasive
Enthusiastic
Generous
Trusting

TASK

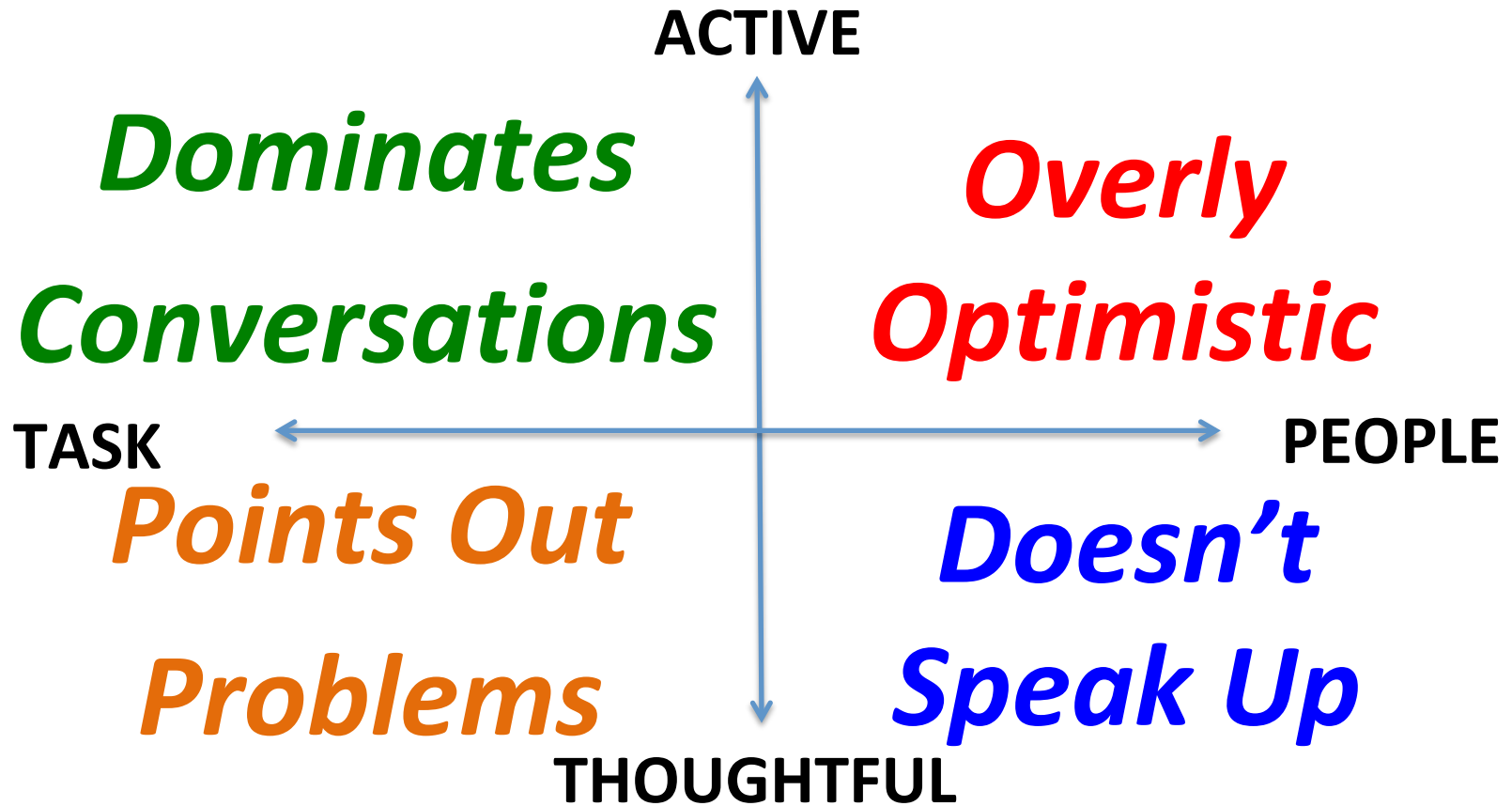
PEOPLE

Conscientious
Courteous
Diplomatic
High Standards
Analytical
Systematic
Accurate

Amiable
Relaxed
Sincere
Stable
Good Listener
Patient
Loyal

THOUGHTFUL

Let's Explore: 4 Team Dysfunctions



Prepare To Empower *Ahead of Time*

- **Dominates Conversations**

- *Create a silent reflection or partner activity for meetings so he/she can't dominate the conversation*
- *Pair dominators together & let them hash it out*
- ***Use their energy to get the group unstuck***

- **Doesn't Speak Up**

- *Create a silent reflection or partner activity for meetings so he/she is comfortable sharing*
- *Pair quiet folks together to operate at their own pace*
- ***Enjoy the harmony they create in a team!***

Prepare To Empower *Ahead of Time*

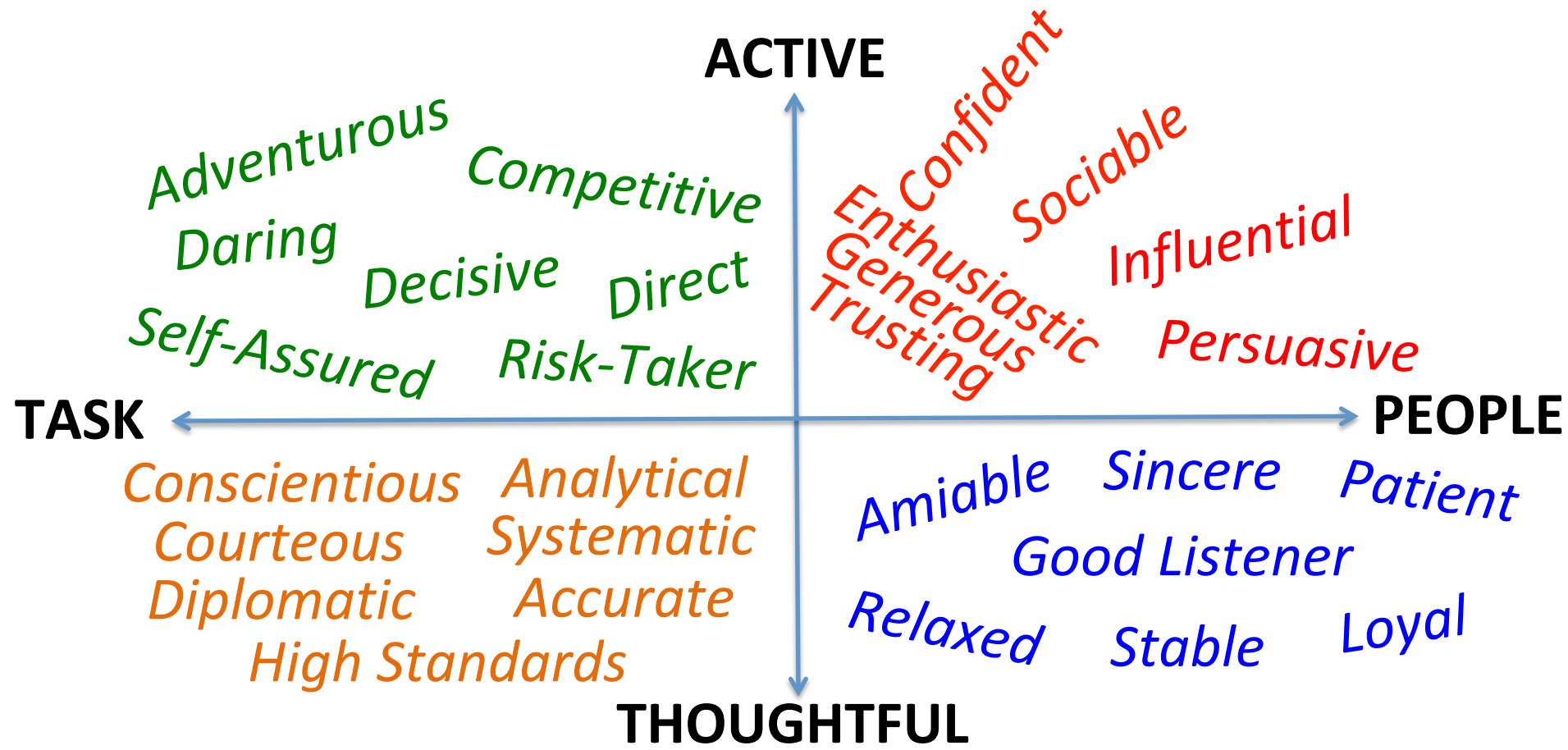
- Overly Optimistic

- *Make it clear in the agenda when/how the team will discuss new ideas & possibilities.*
- *Have everyone talk about ideas & positive aspects at the SAME TIME!*
- *Use their positivity to keep the group motivated!*

- Points Out Problems

- *Make it clear in the agenda when/how the team will discuss problems.*
- *Have everyone talk about problems & negative aspects at the SAME TIME!*
- *Send info EARLY! They love to analyze & will come prepared with thoughts to get conversation going*

Get Out Your Pet Peeves List...



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