

Gagen
MacDonald
Presents

LET GO & LEAD

LEADERSHIP DISCUSSION GUIDE



WHAT MOTIVATES US

Perspectives from Best-Selling Author
DAN PINK

Ideas for Application

In conjunction with the video clips from the conversation with Dan at letgoandlead.com, you can use this guide to spark thinking on leaders' role in:

- Team building
- Incentive and recognition systems
- Professional development
- Vision articulation
- Employee engagement

Instructions

This guide was developed to complement the Let Go & Lead™ interview with Dan Pink and encourage learning on the individual, team, and organizational level.

- Use the Questions for Individual Reflection for yourself or as pre-work before your team comes together for the Group Exercise.
- The Group Exercise can be tailored to the needs of your organization and team, but is meant to encourage deep conversation around new ways of thinking about and acting on leadership.

Questions for Individual Reflection

On Work

Think about your current role. Which do you utilize more: Left Brain or Right Brain capacities? How does that compare to the types of jobs that your parents or grandparents held? Do you agree or disagree with Dan Pink's assertion that Left Brain capacities are being de-emphasized and Right Brain capacities are becoming predominant?

On Management

Do you believe management, as constituted today, is an outdated concept? Does it need to be refreshed? If you think about your favorite manager during the course of your career, what kind of qualities and behaviors did he/she demonstrate?

On Motivation

What motivates you to do your best work? In what situations does the "carrot / stick" approach work for you? When does it not work?

On Purpose

Dan says a leader's recipe for success includes a sense of purpose, empathy and high standards. What else is needed? What gets you excited to get out of bed in the morning?

Group Exercise

Materials Needed: Flip Chart Paper, Markers, Tape

1. As pre-work, ask your team to watch the Dan Pink videos on letgoandlead.com and answer the Questions for Reflection.
2. Open the discussion by asking, *After watching the Dan Pink videos, what resonated most with you?* (5-10 minutes)
3. Divide into three groups (ask participants to count off up to three until everyone has a number). Assign each group one of Dan's keys to motivation: Mastery, Autonomy or Purpose, then ask them to define what that word means to them in words and/or pictures on a piece of flip chart paper. (10 minutes)
4. Ask each team to report out to the larger group. (5 minutes)
5. Turn to the person next to you and discuss how we might apply these definitions to our team and how we work together. (5-10 minutes)
6. Ask each pair to share their favorite idea with the group.
7. Summarize the discussion and share next steps.

How to Take This Further

Now that you've explored the lessons from Dan Pink's interview from the perspectives of your own personal leadership and your team, take some time to consider the implications for your business...

- Is your organization reluctant to challenge traditional management theory and practices? (Examples: job specifications, interchangeability of parts and people, delegation and chain of command, line and staff.) What gets in the way? How can you address those issues?
- How does your organization define and approach employee engagement? How can you move away from trying to "manage employees into engagement?"
- What does it mean for an organization "to have purpose?" Do you agree that today's organizations have a "purpose deficit?" How does purpose show up (or not) at your organization? How should it show up? How can you close that gap?

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About Let Go & Lead

letgoandlead.com

Let Go & Lead is an online project to explore leadership in the 21st Century. Maril MacDonald, CEO of Gagen MacDonald, has engaged thought leaders from different walks of life for conversations on what it means to “let go” and lead people to create meaningful, sustainable change. Video highlights from each conversation are posted for you to view and share your comments and perspective.

Most of all, Let Go & Lead is a community. It is a celebration of diversity and a genuine embrace of different points of view in an attempt to come to an unprecedented understanding of how the most powerful ideas come to life within the most complex environments and systems.

About Gagen MacDonald

gagenmacdonald.com

Gagen MacDonald is a firm founded on a big idea: We want to make the world a better place, transforming one company at a time.

Since 51 of the world’s 100 largest economies are corporations (not countries, as one might expect), it’s a worthy pursuit. We help clients find ways to bring their employees’ passions, talents and sense of purpose to bear on the business strategy. Working collaboratively from the corporate office to the front line, we use an organization’s brand, culture, vision and history to motivate and align employees behind accomplishing meaningful and sustainable results.

Want to learn more about how Gagen MacDonald can help develop and align your leadership team to inspire exceptional performance?



Our team has extensive and proven experience helping companies develop leaders, engage employees and build high-performance cultures that support the business strategy. Contact Meg Wheaton for more information on how Gagen MacDonald can help you.

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