

**Gagen  
MacDonald**  
Presents

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**LET GO & LEAD**

LEADERSHIP DISCUSSION GUIDE



**EMPOWERING OTHERS**



Perspectives from Artistic Director of the  
Orpheus Chamber Orchestra  
**JONATHAN SPITZ**

## Ideas for Application

In conjunction with the video clips from the conversation with Jonathan at [letgoandlead.com](http://letgoandlead.com), you can use this guide to spark thinking on leaders' role in:

- Organizational culture
- Team building and facilitation
- Communications
- Working across functional boundaries
- Employee engagement

## Instructions

This guide was developed to complement the Let Go & Lead™ interview with Jonathan Spitz 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 the Collaborative Model

Think about a time you were working with a group of peers, in your personal life, at school, or at work, where there was no one “assigned” to be the leader. When did you play a leadership role? When did you find yourself moving more towards the back and following? How did your flexibility work to the benefit of the group?

### On Compromise

Can leading through consensus work without the true commitment of all of the members of the team? How do you support your team members or “yield” to their ideas in ways that make the group more successful?

### On Empathy

What are some of the positive and negative cues or body language you catch yourself using when you are leading? How about when you are following? How can being more aware of these cues increase your own personal effectiveness?

### On the Leadership Challenge

How do you balance meeting your own individual needs versus the needs of your organization? Where do you draw the line? When do you find yourself compelled to forego your personal needs in order to achieve something for the team or company?

### On Engagement

What is the ideal way to give team members a “voice?” What environment do leaders need to create to make this happen?

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## LEADERSHIP DISCUSSION GUIDE

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### Group Exercise

**Materials Needed:** Flip Chart or White Board, Markers, Colored Stickers (dots or stars), Tape

1. As pre-work, ask your team to watch the Jonathan Spitz videos on [letgoandlead.com](http://letgoandlead.com) and answer the Questions for Reflection.
2. Open the discussion by asking, *After watching the videos, what resonated most with you?* (5-10 minutes)
3. Group discussion: What are the main qualities, skills, or behaviors required of the members of the Orpheus Chamber Orchestra? How do they work together as a team? (Capture discussion on a flip chart) (10 minutes)
4. In small groups of 3-4 people, discuss how we might integrate some of Orpheus' practices within our team and what the benefits would be of doing so. (Capture the discussion on a flip chart) (10-15 minutes)
5. Ask each small group to report out to the room.
6. Give each participant three dots (one green, one red, one yellow or gold) – ask them to walk around the room to the small groups' flip charts and put the green sticker by their favorite idea, the yellow sticker next to their second favorite idea, and the red sticker by anything that they have a concern about. They do not have to use all three stickers if they do not want to.
7. Once the group is done, identify what ideas have the most stickers and discuss how your team might take some next steps towards implementation.

### How to Take This Further

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

- What do you think your organization can learn from the Orpheus Chamber Orchestra about collaboration? How can we make a business case for the greatness and success that arises from their work over the efficiency lost? In what areas of your business does this approach make most sense?
- Is your organization developing leaders that revel in the success of the endeavor, or are they more focused on their own personal glory? What can your organization change to attract and retain the right kind of leaders?
- Could your organization benefit from self-led teams? What kind of systems or processes must be in place to support this type of contribution? What training might employees need to seamlessly navigate the roles of leader and follower when the work calls for it?

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### About Let Go & Lead

[letgoandlead.com](http://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.

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### About Gagen MacDonald

[gagenmacdonald.com](http://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.

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**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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