

**Gagen
MacDonald**
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Presents

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LET GO & LEAD

LEADERSHIP DISCUSSION GUIDE



CURATING CREATIVITY & ACTION



**Perspectives from Leadership Paradigm Shifter
MEG WHEATLEY**

Ideas for Application

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

- Organizational culture
- Leadership development and communications
- Strategy articulation and execution
- Working across functional boundaries
- Employee engagement

Instructions

This guide was developed to complement the Let Go & Lead™ interview with Meg Wheatley 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 Illusion of Control

How do you see the “command and control” type of leadership play out in your personal life? At work? How does that compare to leaders who display trust in their team or loved ones?

On Motivation

What makes you excited to get up in the morning? What kinds of tasks/ work do you find yourself getting lost in – where time just flies by? Where does competition fit into your list (if at all)?

On Humility

Do you believe humility is required to be a good leader? Why?

On a Fundamental Paradigm Shift

What does it mean to “move from hero to host?” What makes you feel comfortable as a guest in someone’s house? How does that translate to leadership?

On the New Paradigm

What can we learn from how people work together and lead each other during disasters? What examples from the news or personal experience have stuck with you and why?

On Relationships

Think of a recent challenge that you ran into at work or in your personal life. Who was involved? How did you solve it? How did your relationship with the people involved come into play?

On Taking Action

Do you believe it takes courage to ask for honest feedback? Why? How do you ensure you are open and ready to receive both positive and constructive feedback?

On Process

What skills are required to open up the process to let people “mess” with your plans/projects?

Group Exercise

Materials Needed: Index Cards, Markers, Tape

1. As pre-work, ask your team to watch the Meg Wheatley videos on 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. Pass out six index cards to each participant; ask them to split the pile in half. On the first three cards write down three words that describe the best qualities of our team culture.
4. Ask each participant to share their three words and then tape them up on the wall. (Suggest that they tape similar words in the same area of the wall.)
5. Now, on the other three cards, write down three words that describe what you think could be better about our team culture.
6. In a similar fashion, ask each participant to share their three words and then tape them up on the wall. (Suggest that they tape similar words in the same area of the wall).
7. Ask the group for their reactions / takeaways to the words on the wall.
8. Group Discussion: Considering Meg Wheatley’s beliefs that true engagement and success come from relating to each other as human beings, how would it change our culture for the better if we could start “hosting” each other?
9. Ask each member of your team to take a few moments to think about what actions they can take as individual leaders to serve the group as “host?”
10. Ask for volunteers to share their commitment.
11. Summarize the discussion and share next steps.

How to Take This Further

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

- If you consider a leadership continuum from “command & control” to “leader as host” – where would you place your organization? In what areas do you feel senior leadership could benefit from moving to serving as “host?” What would it take to get there?
- What does your performance and development process look like? How could your organization benefit from a process that focused on dialogue and creating safe, open spaces for people to share feedback?
- Do the values of your organization support a hosting culture? What might need to change? How do you close the gap?

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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