

Fully Alive Leadership Practice Summary



Everything starts from your True North

Practice #1 Manage Things – Lead People

Manage things, like policies and procedures. But people become dispirited if they are micro-managed and find it nearly impossible to give their best. Instead, offer your greatest leadership.

Practice #2 Ask Great Questions

To get the best from the people who look to you for leadership, you need to draw out their wisdom, their genius and their creativity. That won't happen if you supply all the answers and solutions. So, rather than giving your great answers, ask great questions. And abandon blaming.

Practice #3 Listen

Show your respect by simply seeking to understand. People will feel cared for and will want to give more of their discretionary effort. Remember that, *“Being listened to is so close to being loved that most people cannot tell the difference.”*
David Oxberg

Practice #4 Deal With Conflict

There is no safety in playing it safe. Avoiding conflict nearly always makes things more difficult to deal with. To make conflict conversations more productive, positive and easier, follow the **Fully Alive Leadership** Rules for Safe Conflict (i.e. discharges the conflict and preserves the relationship):

1. Abandon winning the argument
2. Listen – creates safety in the conversation
3. Stay focused on the goal

Practice #5 Be Here Now

You're always here; the time is always now. Nothing happens anywhere else. It is where your most effective leadership lives and breathes and it is where, when and how you influence others to give their A-Game. Be the

"Chief Alive Officer"

Practice #6 Set the Bar High

People who look to you for leadership will live up to or down to your expectations, so set the bar high - not for you, but *because they are too important to be anything less than their best.*

Practice #7 Deal With Reality

Not a story about reality that you may be telling yourself. Surface your "I Can't" beliefs so that you are no longer limited by them and instead have choices. Then you'll shift to "I will" or "I won't" - you will always know what is best.

Practice #8 Be Their Confident Captain

You don't have to have all the answers, nor be a Pollyanna. You simply need to demonstrate your confidence at all times that you and your team will succeed, that you believe in them.

Practice #9 Commit

Commit is an absolute: You either do or you don't. There is no middle ground. It is binary. It is about being all-in. You have to choose and it will make all the difference.

Practice #10 Live All of Your Life

Get out of the stands and on to the field of play in the game of your life for the entire game.

The Core of Great Leadership

- ✓ Be **Fully** present - right here, right now
- ✓ Demonstrate that you care
- ✓ Validate - let them know you believe in them