

LEADERSHIP weekly UPDATE

The Article of the Week

Stop Trying to Ask Good Questions by Marcia Reynolds, MCC ICF

Most leaders I work with struggle with coaching management style since they feel they do not have enough expertise in asking questions. Very often they try to be too perfect and correct instead of thinking about their attitude towards a problem or a person. In my own video series “Question of the Day” I use very often questions that are incorrect from Purist Tendencies- why, yes/no questions. That’s why I am very happy to share with you an article by a very experienced MCC coach, Marcia Reynolds, that highlights the power of intention over perfection.

My main take-aways:

- ⊙ “They want you to be present more than they need you to be perfect.”
- ⊙ People will feel pushed even with an open-ended question if your intention is to change them forcefully.
- ⊙ In order to have a successful communication ask out of curiosity.
- ⊙ Being impatient, uncomfortable, or eager to help make your questions feel judgmental or pushy, as if you are criticizing them and/or leading them to what you want them to see.
- ⊙ An open conversation requires a feeling of mutual respect. Even if you disagree with their perspective, honor the person anyway.
- ⊙ Don’t spend time trying to remember perfect or good questions. They will not work if you don’t have curiosity mindset.
- ⊙ Share your opinion or something you learned from experience. Offering an opinion is easier to hear than presenting facts that make someone wrong or inadequate.
- ⊙ Summarizing what someone is telling you and then asking a question that arises from your curiosity is better than worrying about forming a good question.
- ⊙ To sum up: be clear about your intent, the emotions you feel, and your opinion about the person you are talking to.

Source:

<https://out-smartyourbrain.com/st-op-trying-to-ask-good-questions/>



LEADERSHIP weekly UPDATE

The Podcast of the Week

126. Rita McGrath: Inflection Points by Disrupt Yourself Podcast

If you don't know Whitney Johnson's podcast, please check it out. In the surge of podcast this is a real treasure. Wonderful guests, insightful questions, great content. This episode is not an exception because her guest was the person who was the root of Eric Ries's Lean Startup toolkit, the Lean Startup Methodology. Namely, Rita McGrath. Her research on discovery driven planning has had a significant impact on the way modern businesses view strategy and innovation. She wrote: "Discovery driven Growth", 'The End of Competitive Advantage', 'Seeing Around Corners' among others.

My main take-aways:

© Discovery driven planning in action

- The first step is you consider what would have to be successful. So what does success look like?
- The second step is, are you realistic? You know, does this imply that you're going to have 4000% market share? (laughs)
- The third step is what do you actually have to do? You know, how many salespeople making, how many calls to you get, how many responses? As you're doing all that, you're going to be making assumptions, and our strong recommendation is that you write those down.
- The last step, which is planning but not planning to some sort of fantasy long run result, planning to the next checkpoint. And what you basically do is you take your plan and you go checkpoint to checkpoint and build up your learning as you go and you
- Try to keep your expenses and your risk contained at each step along the way.

Source:

<https://whitneyjohnson.com/rita-mcgrath/>



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The Podcast of the Week

126. Rita McGrath: *Inflection Points by Disrupt Yourself* Podcast

My main take-aways:

- © ***The End of Competitive Advantage***. that book made the point that what we're starting to recognize now is that advantages have shorter and shorter life cycles. So they have the period of at which they get created. And then if you're fortunate, you have a period of time in which you get to exploit that advantage and that's great. But many times, you know, technologies change or customers get bored or something changes and the advantage goes into erosion.
- © 'Seeing Around Corners' is a book about what if you changed the world and no one notices That's the thing, that strategic inflection points. They cause huge, enormous changes, but not right away. That's the strategic window of opportunity because if you can spot it early and decide what to do about it, it can actually take your business to wonderful new heights.
- © Plan to learn. Don't plan to prove that you were right. If you will plan to learn, to be discovery-driven, if you will use this framework to systematically tackle uncertainty, you will in the end feel more certain, even secure.

Source:

<https://out-smartyourbrain.com/st-op-trying-to-ask-good-questions/>

