

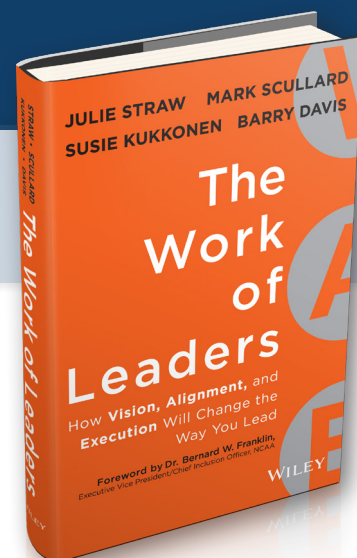


Podcast Discussion Guide: *The Work of Leaders*

by Julie Straw, Mark Scullard, Barry Davis,
and Susie Kukkonen



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1. Referencing Seth Godin's remark that leadership is about creating change you believe in, describe a time when you focused on creating change that you believe in.
2. The authors see management as a one-to-one relationship and leadership as one-to-many. How does that compare with your personal definition of leadership? How do you define management?
3. How does the authors' "myth of leadership" play out in your organization?
4. A study in the book correlates the rating of "best leader" to leaders who create a strong vision. Who is the best leader you've experienced in your life? Did they create a strong vision? Have you created a strong vision?
5. The authors note that 55% of leaders struggle to "remain open" when exploring new ideas. Where do you see yourself on the Seek Closure — Remain Open continuum? Does this impact your ability to create a strong vision? In what way?
6. Studies show that Alignment can be strengthened through honest dialogue. How effective are you in being receptive to the opinions of those you lead? Could you do better? How?
7. One surprising finding in the authors' research is the need for leaders to Champion Execution. Explain a time when you were championing execution. Discuss additional ways championing execution in your organization could lead to greater success.
8. What was the most significant idea you gained from this book or the interview with the authors?