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Leaders Ask Great Questions

- Asking questions allows you to **find** people.
 - Not in the physical sense of finding.
- You need to know **who** you are leading.
 - Not just the surface.
- It's imperative in the growth of the leader or coach to **know** each person they are leading.
 - Moves you to a deeper place of leadership and coaching...may be uncomfortable at times.

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Avoid being an assumptive Leader

- *What Inspires You?*
- *What Motivates You?*
- *Who has challenged you lately?*
- *What did we do right?*
- *What did we do wrong?*
- *What must we change?*

“Assumptions are the Mother of mess-ups. Wrong assumptions can and will cause a communication gap.”
John Maxwell

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Directing to Connecting

Directing

- Authoritative
- All talking
- Top-Down Leading
- You Enlist them
- Assuming
- Gives Answers
- My agenda
- Standing my ground
- All about me

Connecting

- Collaborative
- Listening
- You walk Side by Side
- You Empower them
- Is more understanding
- Asks questions
- Your Agenda
- I'm coming to your ground
- All about you

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Communication...
Where's the Common Ground?
How do we find it?

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Connecting

*If it takes effort, go
out of your way to
connect with people.
Who moves first?
The connector.*

- Humility- Let the people know that you need them. You can't do it alone.
- Curiosity- Consistently asking people questions. People have expectations and they have expectations of us.
- Trustworthiness- Be someone people can count on. Not that you are perfect just authentic.
- Be Human and real
- Generously and Intentionally live outside of yourself.
- Listening- the best way to have common ground
- Encouragement- is oxygen for their soul. If people are breathing, they need to be encouraged.

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Application- Discussion

- When was the last time you connected with someone on the team from a place of – we are going somewhere?
- Who has challenged you lately?
- How can we challenge each other as women to shift and grow?
- How far have you brought your team into your world? Do they know what motivates you? Your values?
- Do they challenge you to get out of your comfort zone?
- Are you okay with your team challenging you?
- Do you surround yourself with people on your team that are smarter than you?
- How have you shifted in this Covid Season? Or are still waiting for things to go back to normal?



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Changing the
Narrative- On purpose



*“Change is Growth
and Growth is
Change”*

John Maxwell

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There is an African Proverb that says:
When you pray, move your feet.

10

Closing

As you Change, you should shift.
Your response to change, should
not be resistance but embracing.
Good leaders embrace change as
essential and necessary. Not just
simply a requirement. It's
imperative to get where you
need to go and grow.



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Thankyou

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