How to Get Others to Do What Needs to Be Done—WILLINGLY!

Processes to Increase Your Leadership Skills

Presented by Silver Rose
Silver Rose Enterprises, LLC

What you will learn:

- Why your instructions aren’t being carried out correctly and what you can do about it
- A feedback tool you’ll wish you had earlier in your career

What you will learn:

- The art of asking questions—a powerful leadership tool.
- The Vulcan Mind Meld and how it will forever change your approach to leadership.

“Leadership: the art of getting someone else to do something that you want done because he _______ to do it.”

Dwight D. Eisenhower

The immediate _________ has the most impact on the employee’s desire to perform.

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Those who work directly with the jobseekers have the most impact on their desire to perform.

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Influence, n.

1. the capacity to have an effect on the ________________ of someone or something, or the effect itself >a person or thing with such a capacity.

2. The power arising out of _____, contracts, or wealth.

___ out of 10 employees are disengaged. - Gallup

Cost to the organization per year?

$__________

ADP Payroll

The least engaged:

____________ at 28.9%

The most engaged:

_______________ at 42.2%

The two top ways to decrease your influence? Delegate by:

#1 Giving

_____________
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“An answer to a question no one asked is a ______ answer.”
Esther Hicks
Spiritual Mentor

The two top ways to decrease your influence? Delegate by:

#2 Giving ______.

“...receiving orders provides no challenge to creativity, no summons to participation, no ______, and no honoring of people’s intellectual talents.”
The Art of the Focused Conversation

The empirical evidence is overwhelming
Asking good questions is one of the most important tools for:
Building ______ environments and promoting successful performance.

Reasons we tell vs. teach:

“It’s ______.”

“I have more experience.”

“________________________ it.”

Much of our __________ is achieved through learning.
Continuously being told what to do implies incompetence and/or inability.
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Three things others do with your good advice and orders:

1. ____________
2. ____________
3. ____________

Margaret J. Wheatley
Writer and management consultant who specializes in Organizational Development

The #1 way to increase your influence?

Ask good _________________.

Law of Attraction:
You get more of what you _____________.
Questions guide focus.

Honor people’s _____________.

Discover what people ____________ & work with them to leverage those core competencies.

The Socratic Method
A method of ____________ by questions and answers used by Socrates to elicit truths from his students.
The most powerful skill anyone in business **MUST** master.

Once you ask a question, ⬤

Questions should be asked in _____; during regular, one-on-one meetings

**80/20**
Rule of Communication

**SOCRATIC DELEGATION**
Delegating by asking relevant versus giving orders.

Great tool to use during one-on-one meetings.
Step #1_________________________ the task or project

Step #2 – Clearly identify the __________ result or outcome. (Often the culprit of problems)
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SOCRATIC DELEGATION

Step #3 – Meet with the person or team to whom you are delegating

• Here is the end result I am looking for _________ and here is the date I need it ________.
• Would you walk me through how you think it should be done? (Or “how we should approach it?”)

This fine-tuning process is your opportunity to:

• Coach the employee and develop his _________________.
• ______________ the team or person for their critical thinking.
• ______________ some approaches you hadn’t thought of yourself.

SOCRATIC DELEGATION

Step #4 – Fine tune

• What _____ are you planning to use?
• What __________ might stand in the way of getting this done on time?
• Help me understand...
• Where are those ______________ coming from?
• How will you get to that _________?

The Vulcan Mind Meld

The Golden Phrase:

As____________________by.
SOCRATIC FEEDBACK
A process to get a team member to critique his/her own
d by asking relevant questions.

LB’s & NT’s
A Powerful Feedback Tool
What did you l____ b_____?
What would you do differently n___________ t______?

Benefits of LB/NT Feedback
• (LB) You may learn something you hadn’t even ________________
• (NT) The other person takes ________________
• (LB) It encourages feelings of __________
• (NT) It eliminates your role as the “___________of________________.”
• (LB/NT) It increases __________________
  and energy

A final thought
“Rescue Rule”
If you want it ________________ than they do, you cannot help.

“FREEBIES”
List of Questions
Employee Engagement Blog
Give me your Business Card or email info@SilverSpeaks.com
Silver Rose Programs

FAST FAX TO 877-840-5416

Please check the box ☐ for the program(s) you are interested in and fill out the bottom of the page – OR – call 480-560-9452 | Email: info@SilverSpeaks.com

Silver’s 3 Most Requested Programs:

☐ Getting Others to Do What Needs to Be Done—WILLINGLY!
☐ How to Delegate so It Gets Done Correctly the First Time!
☐ Lighten Up & Lead – Re-engaging Your Team

Employer Engagement

☐ How to Apply Relationship Selling to Working with Employers
☐ What You Can Learn from the Best Practices of Consultants and Salespeople

Leadership/Mentoring

☐ What You Want: Getting it Faster!
☐ Giving Feedback Employees Accept & Act On!
☐ The Magic Formula for Getting People to Change Their Attitudes
☐ Teaching Your Staff to Notice What Others Don’t and Take Action
☐ How to Be a More Powerful and Motivating Leader

Change

☐ A 12 Step Process for Producing Effective & Lasting Change
☐ Getting Employees to Embrace the Opportunities Change Brings
☐ For Leaders—How to Quickly & Successfully Get Buy-in for Changes
☐ How to Successfully Make Changes: __Company __Department __ Your Selling __ Your Career
☐ Taking the Sting Out of Change With Your Clients

Employee Engagement

☐ How to Get the Best out of Your Team
☐ A Feedback Process that Inspires Action AND Teaches

We would like to inquire about Silver Rose ☐ speaking for us ☐ consulting

Date _____________________ Purpose is _______________________________________________________

Location _____________________________________________________ # of people attending_____ _________

☐ One Hour ☐ Half Day Seminar ☐ Two Hours ☐ Full Day Seminar ☐ More Than a Full Day

Your name ___________________________________________ Position ________________________________

Organization__________________________________________ Phone____________________ FAX _____________

Email: ________________________________________________________________________________

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