

Leading, Collaborating & Listening

Telling

Here are the goals and implementation specifications for this project...

This is what I need you to do ... specifically

Non-negotiable(s)

Here are the consequences of failure...

Mentoring

In my experience...

One thing you need to consider is...

Things to watch out for are...

Call this person for advice...

Coaching

Now you know the goals for this project ...how do you see yourself implementing it?

You have done this before. How did you do it?

What does success look like to you?

Feel free to distribute this document. No permission necessary.



The Glasgow Group : Better Now www.alankay.ca

www.frymonkeys.com



Selling them



Sell themselves

• **Telling** makes clear what needs to be done. People who 'tell' will have a clear sense of what has to be done, but beware...the 'telling' may not be relevant to the listener. Its value to them may not be understood or acknowledged. So, 'sell' your ideas, i.e., get buy in. Don't just 'tell'.

• **Mentoring** is about sharing experiences and offering advice. Make sure you know what the person is looking for in order for the advice to resonate and be relevant to them.

• **Coaching** is about letting people figure what's right for them and how they will get there themselves. Though some telling and mentoring may be included, let the listener sell themselves on how to use the ideas and advice.



Feel free to distribute this document. No permission necessary.



The Glasgow Group : Better Now www.alankay.ca

www.frymonkeys.com

