We Lead Book Club

- Check In
- Review
- Conversation Starter
- Breakout Groups: Chapter Discussion
- Summary
Review

- Chapter 1 Executive Presence
- Chapter 2 Gravitas
- Chapter 3 Communication
- Chapter 4 Appearance
Change

STAGES OF CHANGE

PRE-CONTEMPLATION
no intention on changing behaviour

CONTEMPLATION
aware a problem exists but with no commitment to action

ACTION
active modification of behaviour

MAINTENANCE
sustained change; new behaviour replaces old

RELAPSE
fall back into old patterns of behaviour

UPWARD SPIRAL
learn from each relapse

PREPARATION
intent on taking action to address the problem
Chapters 5 & 6: Feedback and Walking the Tightrope

• The elephant in the room (or in the book)
• Acknowledge the racist and sexist remarks.
• “[Male] CEOs being let go for mishandling feedback”
• People of Color: “pulling the race card”
• Better example of WOMEN creating brands for themselves.
Discussion Starter

Initial thoughts about the chapters.
What great feedback sounds like pages 113-115

- You’ll be clear on what the problem is.
- You’ll understand why it must be addressed.
- You’ll know precisely what you need to do to course-correct.
Feedback should be:

- Timely
- Specific to a specific behavior
- Clear about what actions should be taken by the person receiving the feedback.
- Based on trust, that the person giving the feedback has our best interest in mind.
- We need to be open to eliciting, receiving, and acting on criticism.
Feedback is not effective when:

IT’S TOO VAGUE

UNREALISTIC

COMES AS A RESULT OF PENT-UP ANGER OR FRUSTRATION
Question 1

Describe a time you:

- Asked for feedback
- Provided feedback
- Wished you had asked for feedback
Chapter 6: Walking the Tightrope

- How we balance being too much or not enough for some people.
- How we balance our roles as caregivers and professionals
- Use your credentials! Or bring attention to other’s credentials.
Breakout Question 2

Describe a time when you felt like too much or not enough, how did you manage it?

Describe how you balance home and work life.

Describe a time you corrected someone regarding your credentials. How did you manage the situation?
Summary

• Reflect on what you learned today.
• Make a plan.
• Invite others to join us.
• Inquire about We Lead membership Heather Varela: Hvarela@shsu.edu
• Feedback about the presentation, Lisa Chaddick: LChaddick@shsu.edu
• Next book club meeting is Wednesday, March 24th at 12 noon.
• We will discuss chapter 7.
• Save the date: April 7, speaker Teri Bump, 12-1:30 p.m.
• Start thinking about future book club books (e.g., genres, fiction a plan.)