



let go

leadership

how inclusive leaders
share power to drive
high performance

Abi
JAMES

Accompanying PDF
for Audiobook

How to use this book

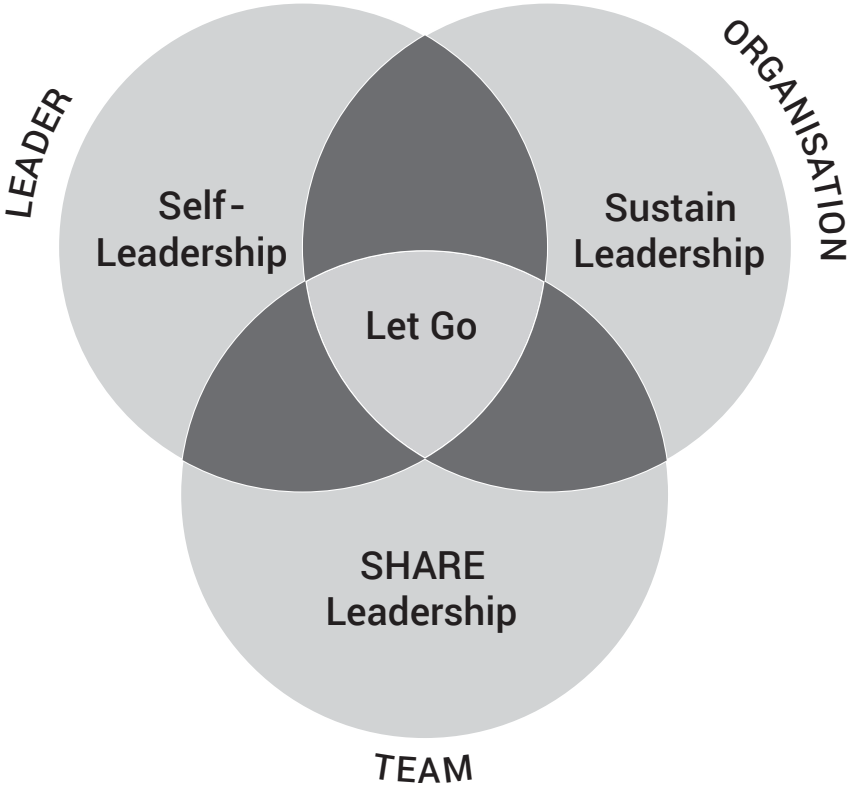


Diagram 1

Talent threat

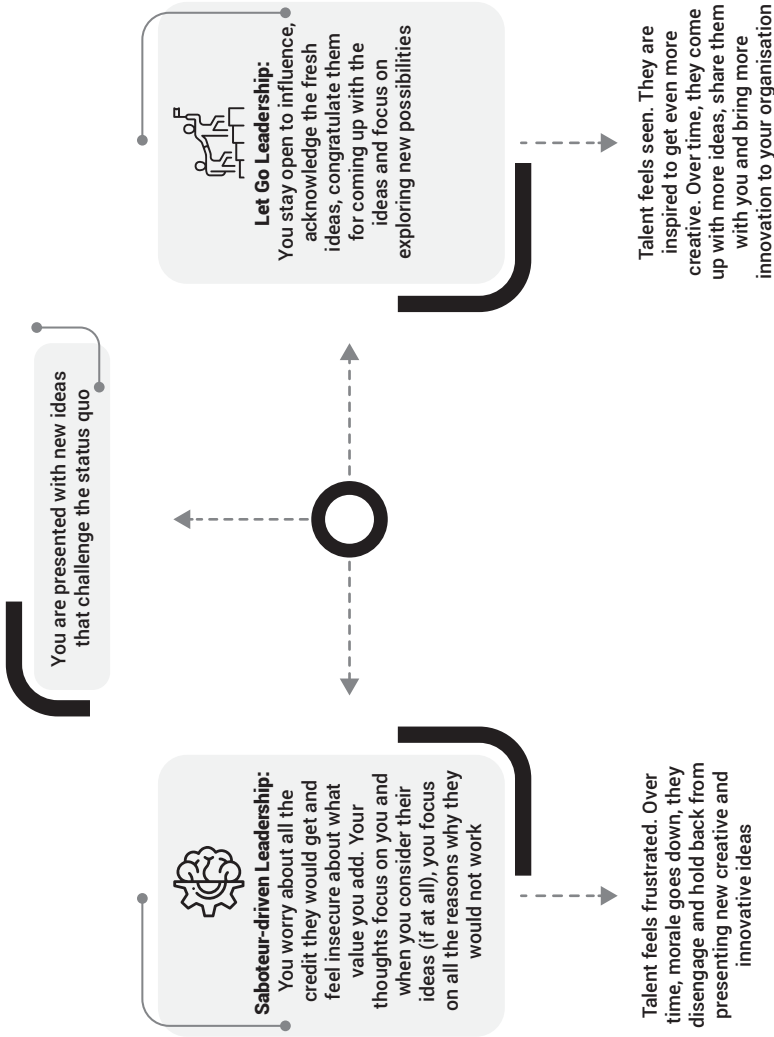


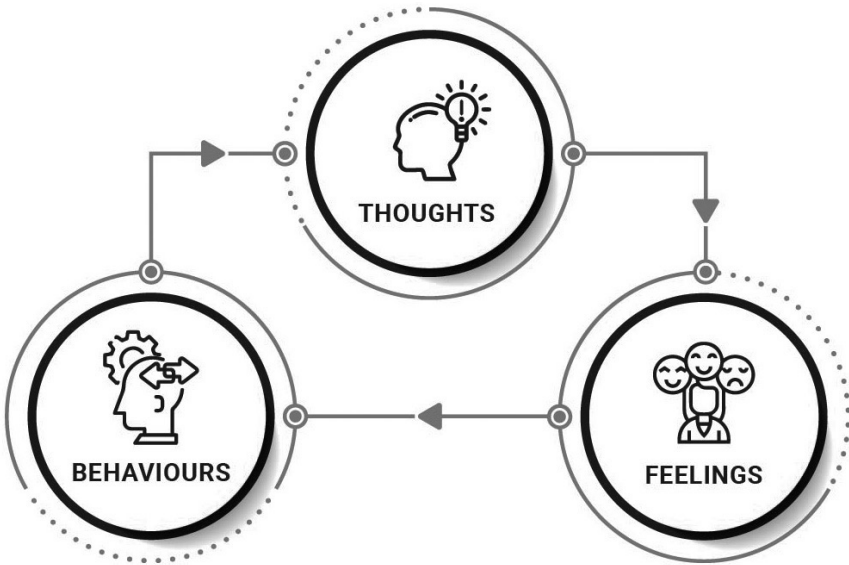
Diagram 2 Saboteur-driven Leadership vs Let Go Leadership

SHARE Leadership Model



Diagram 3

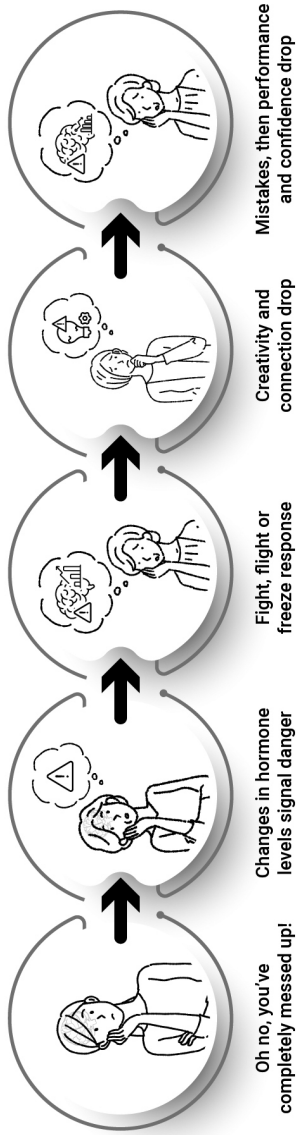
Leading your brain



The Thoughts-Feelings-Behaviours Cycle

Diagram 4

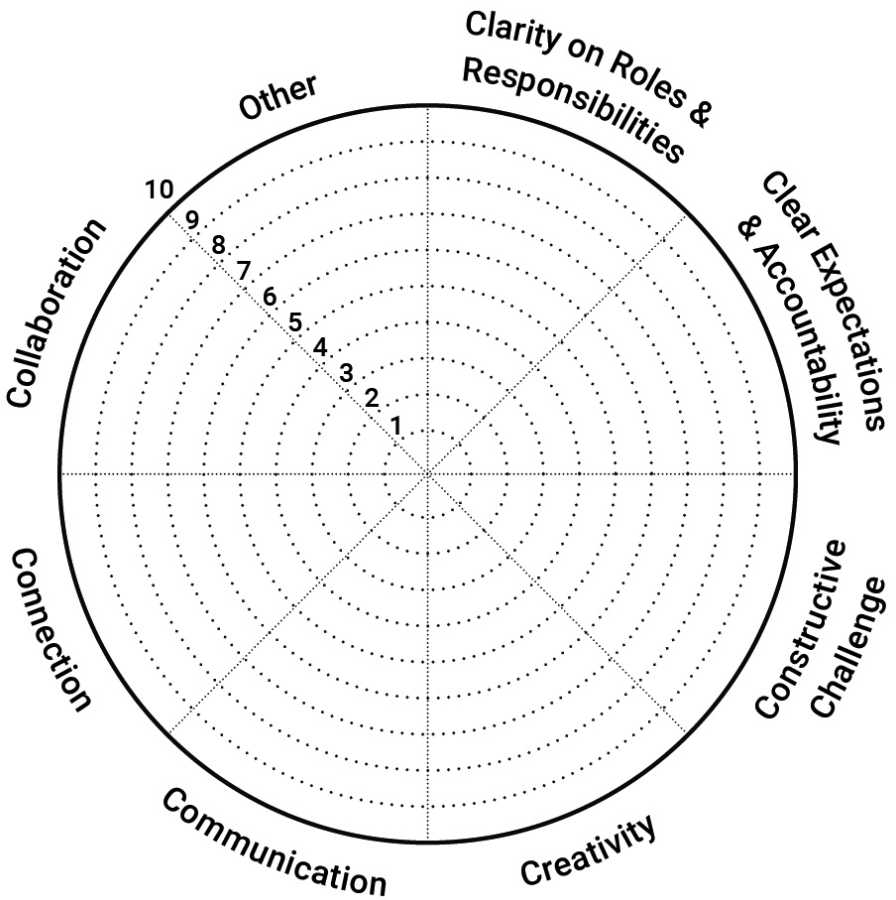
Processing Disappointment



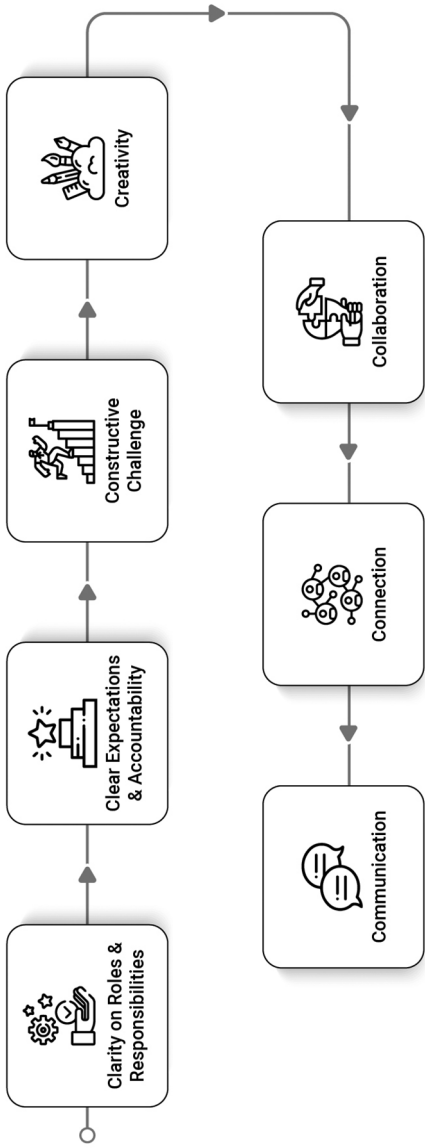
Disappointment in ourselves can lead to changes in the brain that hinder our performance

Diagram 5

Wheel of Empowered Teams



The Wheel of Empowered Teams
Diagram 6



The Qualities of an Empowered Team

Diagram 7

Wheel of Empowered Teams Exercise

The sections on the Wheel below represent different qualities present in teams that are empowered.

The 'Other' segment has been left blank to give you an opportunity to include one other factor that you consider necessary for the team to be empowered.

Think about a team that you lead. Using a scale of 1-10, mark how you would score your team on each of the seven qualities of empowered teams on the Wheel of Empowered Teams spidergram below.

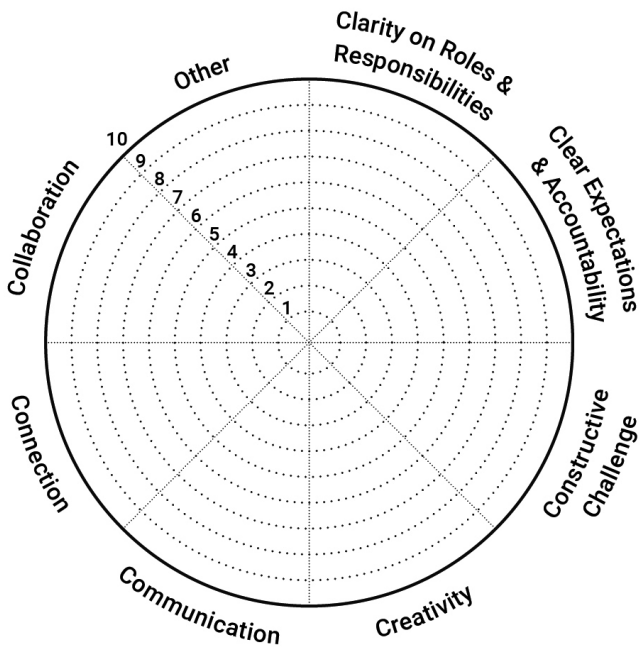
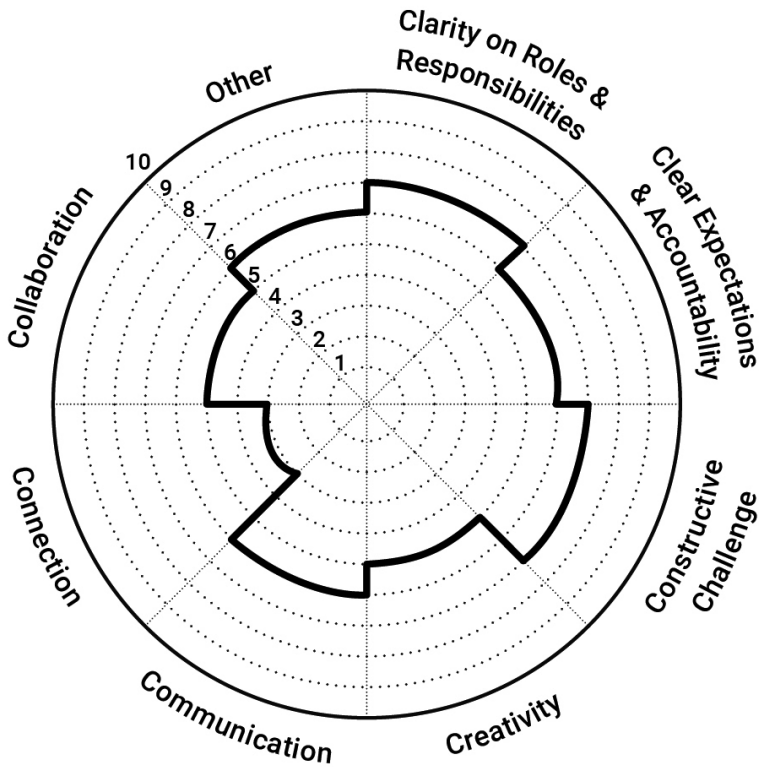


Diagram 8

Using the centre of the wheel as 1 and the outer edges as 10, rank your level of satisfaction with each quality by drawing a line to create an edge for that section (see the example).



Example of the Completed Wheel

Diagram 9

Do this exercise as the leader and then invite your team to complete a wheel with you too. How does your assessment of how empowered your team is compare to your team's assessment? Are there any surprises?

This exercise should prompt a conversation about what the team needs to feel more empowered. Refer back to the rating process covered in Chapter Six on Measures.

For each quality, discuss:

- What would be happening in the team for it to be rated a 10/10 on each quality.
- Agree some actions that would strengthen your team's rating against the qualities you would like to develop.
- Do not forget to build in being clear on roles and responsibilities, and accountability.

I invite you to share the lessons you have learned from this book with others, whatever stage of their leadership journey they may be at. It is never too late to commit to making yours an inclusive leadership journey, and in doing so, you can inspire others along the way.

Ultimately, it is my dream that through this journey you will join us in a movement that, by means of many small ripples, is gradually creating a wave capable of generating lasting change and building a better, inclusive world, for today and for generations to come.

To stay connected with me and for more information and resources, visit my website www.obijames.com and sign up for our free blogs, videos and inclusive leadership assessments.

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