



THINKING
LEADERS



HOW TO DEVELOP A THRIVING WORKPLACE CULTURE

**High Performance Leadership
Discussion Group
October 2023**

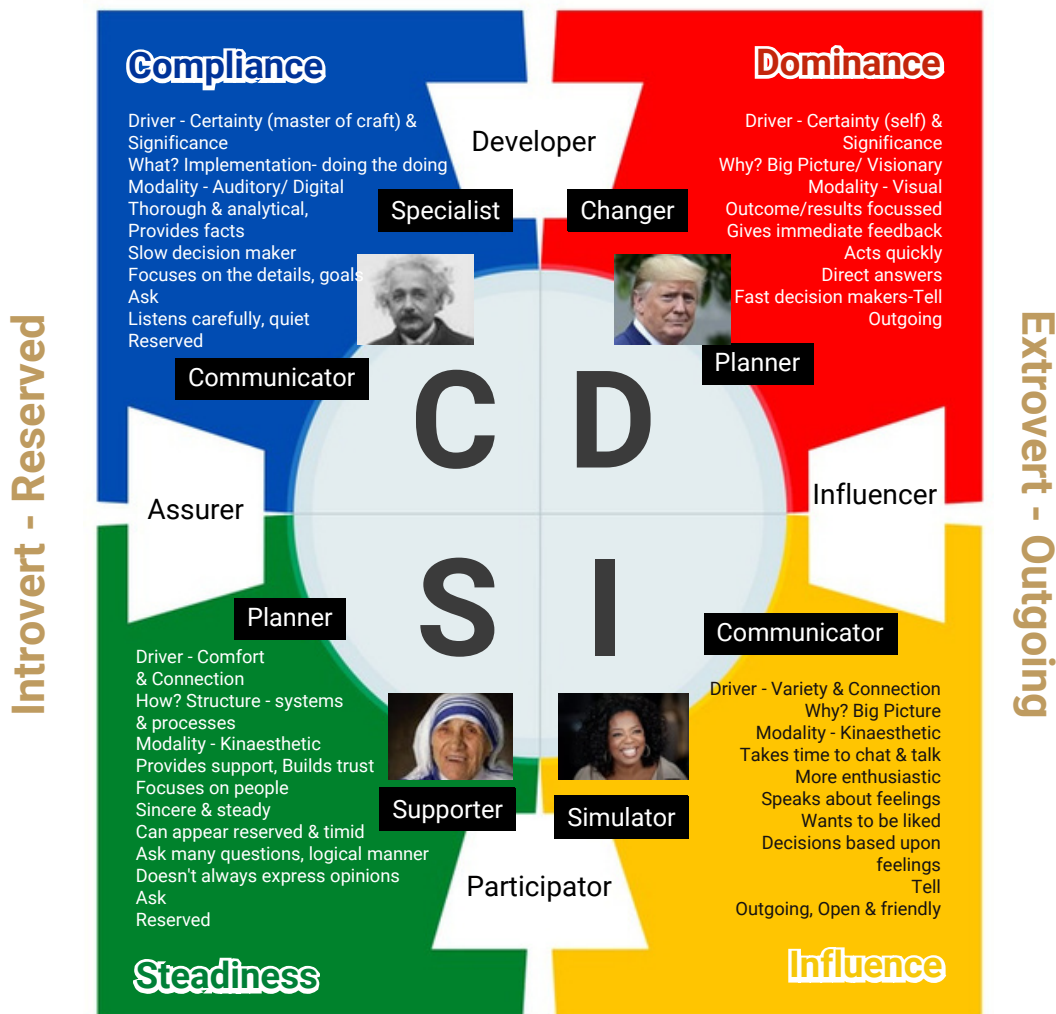
**FOR FURTHER INFORMATION
PLEASE CONTACT:**

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STEP 1 - COMMUNICATION AND EDISC

Effective Communication Using EDISC

Taks/Logic



People/Feelings

What is natural for you and takes no energy?

What requires more energy and exhausts you?



STEP 1 - COMMUNICATION AND EDISC

What about your teams?

Your peers?

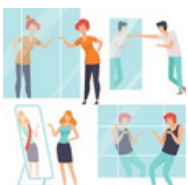
Your leaders?

How does this impact your perspective of self and others?

Judgement v acceptance?

How about taking action and making decisions?

How do you calibrate to others?



It's an inside job first!
Everyone is a leader, regardless of title.
We want everyone to be self-leaders.

STEP 2 - BUILDING TRUST AND RAPPORT

Communication is...7% words | 38% tonality | 55% physiology

Non-verbal clues include... proximity | gestures | touch | eye contact | appearance | posture

Rapport clues include matching... voice | breath | size of information | common experience | mirroring

And now you know what you know about communication....

Think of a recent conversation you've had in our workplace or at home - where you've wanted to inspire others - and it didn't go so well.

What was the desired outcome?

What was the actual outcome?

Be honest...

What did you do well?

What would you do differently?

What were the non-verbal cues you gave out?

What were the rapport cues you gave out?



STEP 3 - EFFECTIVE LEADERSHIP



Think of a time when you didn't show up as you wanted to – either career/business/life.

How did you feel? What did you tell yourself?

How did this impact you and those around you?

How did it impact performance? Results? Trust? Culture?

Now think of a time when you did turn up being your best self- the benchmark of excellence.

How did this feel?

What did you tell yourself?

How did this impact you and those around you, and your results?

Now compare the 2 – where are the gaps in who you were being?



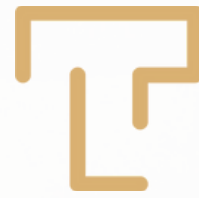
NOTES

A large, empty rectangular area with a light gray background, intended for taking notes. It is bounded by a thin orange horizontal line at the top and a solid orange triangle in the bottom right corner.



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If you are a finance or HR executive who wants to maximise performance, achieve extraordinary results, and create a thriving high performing culture...

Book your 30-min Leadership Strategy Session now!

<https://thinkingleadersacademy.com/book-a-call/>

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STEP 3

Praesent vitae odio dapibus, luctus libero portitor, imperdiet ipsum.

STEP 4

Fusce id aliquam fells. Donec scelerisque massa at est vestibulum semper.

