



# **Democratizing Leadership**

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# Hello! I'm Nicole.

4th year, Communication major

**Director**, Aggie Reuse Store  
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# Why “democratizing leadership”?



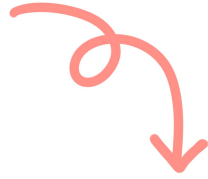
# Why “democratizing leadership”?

RADICAL  
CANDOR



KIM SCOTT

# Agenda



~~Knowing your own leadership style~~

Team building

Project management

Coaching

Q&A

# Team building



Why “build a team”?

What’s the difference between building a team and just hiring?



# Team building



Why “build a team”?

What’s the difference between building a team and just hiring?

- Balanced and cohesive team = variety of people
- Diversity of identity, thought, and **motivations**

# Internal motivations

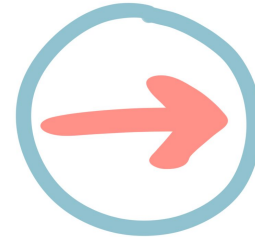
## *Steep growth trajectory*

- Change agent
- Ambitious in workplace
- Wants new opportunities
- “Superstar”



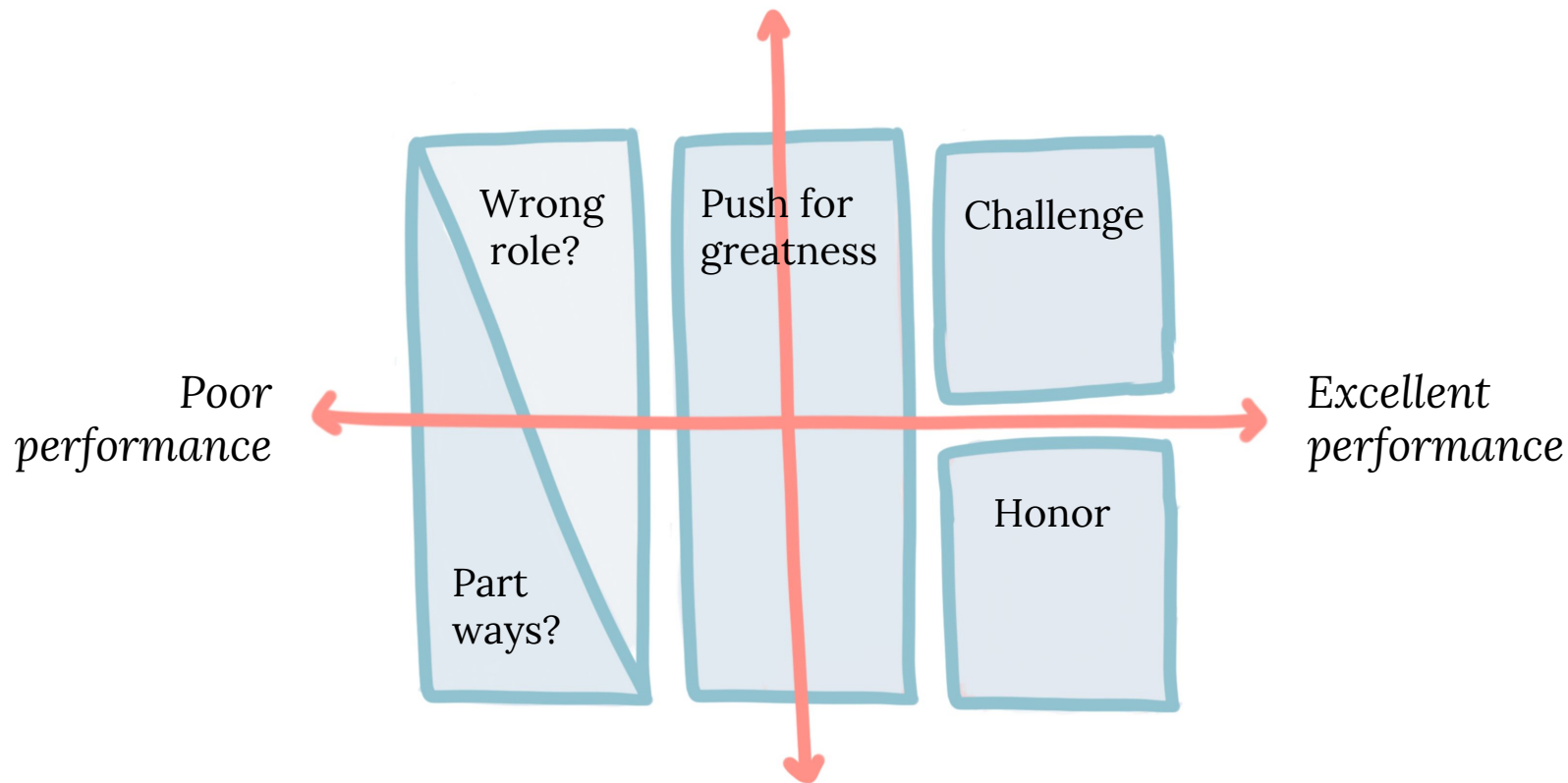
## *Gradual growth trajectory*

- Force for stability
- Ambitious outside of work (personal life, hobbies) **or** just simply content in life
- Happy in their current role





*Steep growth trajectory*







*Poor  
performance*

*Excellent  
performance*

*Gradual growth trajectory*

# Common mistakes

-  Placing someone in a category they do not belong in
-  Pushing everyone to grow  a high-performing team
-  Thinking people stay where they are

# Tips

Know each person well

Match roles and projects with people

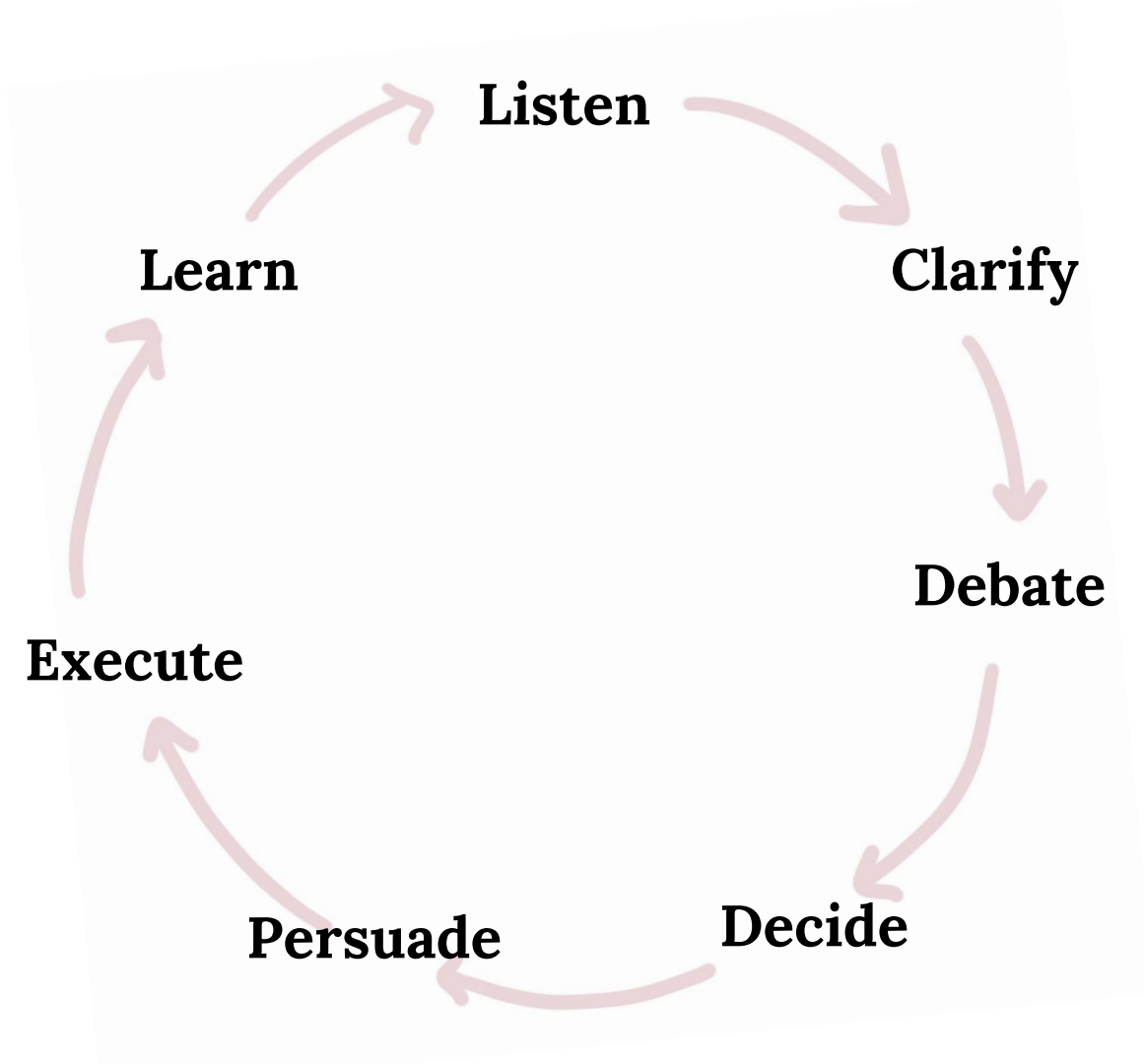
Have human conversations frequently

# Project management



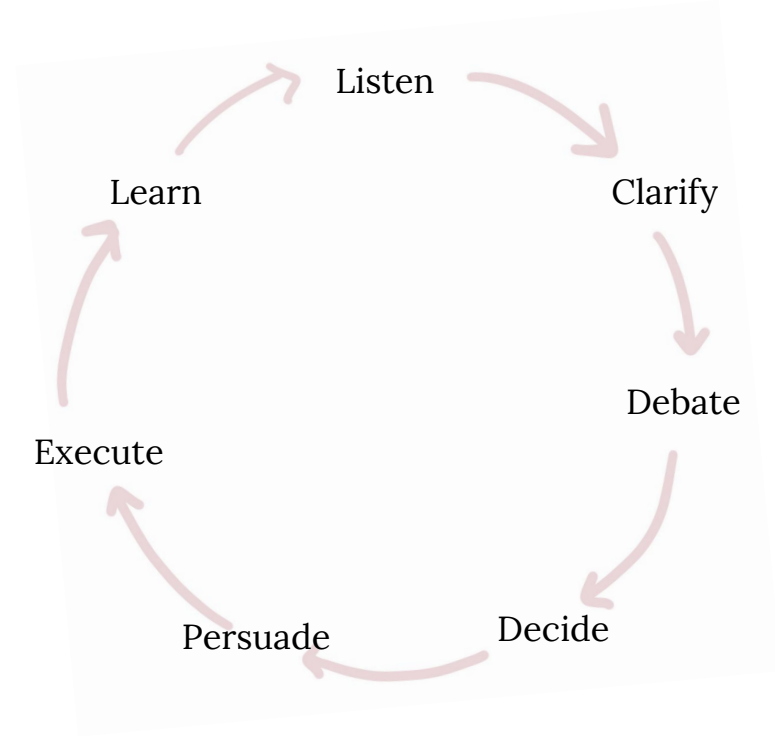
What are some ways projects can go wrong?










# Main ideas

1. Avoid diving straight into large project
2. Divvy up time amongst steps
  - Depending on your project
3. Embrace a cycle of constant improvement



# Common mistakes

-  Pursuing any old idea
-  Moving forward in a project without communicating
-  Making every decision
-  Making your team do all the work
-  Not making enough time to execute

# Coaching



How can leaders  
“coach” their team  
members?



# Coaching



How can leaders “coach” their team members?

- Listening well
- Offering guidance and support
- Celebrating others successes
- Helping through difficult moments

- 1 Form strong relationships
- 2 Give and get strong feedback
- 3 Handle conflict artfully

# **Form strong relationships**

Build trust


Socialize and ask about life

Respect boundaries

Handle emotions: yours and others

# Give and get strong feedback

<i>Situation</i>	<i>Behavior</i>	<i>Impact</i>
Describe the situation where the observed behavior took place.	Describe the behavior you observed.	Describe the impact you observed.



The diagram illustrates the SBI (Situation-Behavior-Impact) feedback model. It consists of a table with three columns: Situation, Behavior, and Impact. Below the table, two orange curved arrows indicate a sequential flow from the Situation column to the Behavior column, and then from the Behavior column to the Impact column.



# Give and get strong feedback: be explicit

“The email you sent was immature.”



“When you sent that complaint to Grace via email saying our website looked like a child made it, she contacted me very pissed off. She questioned my ability as a leader and it strained our already weak working relationship.”

# Give and get strong feedback: be explicit

“Steph handled the incident well.”



“Steph remained calm and open-minded while listening to criticisms from members. They told me afterwards they felt relieved because she was there for them.”

# **Give and get strong feedback: other tips**

Seek immediacy - like brushing your teeth

Source feedback often and listen actively

Always choose in person, if possible

Acknowledge and understand emotions

# Handle conflict artfully

Someone on your team comes to you with criticisms about another person on the team. What do you do?



# Handle conflict artfully

Goal: *create a solution they can both understand and live with*

Insist they talk directly to each other



If they can't, offer a 3 way conversation

# Overall takeaways

## Team building



Build your team mindfully  
Spend time knowing each person

## Project management

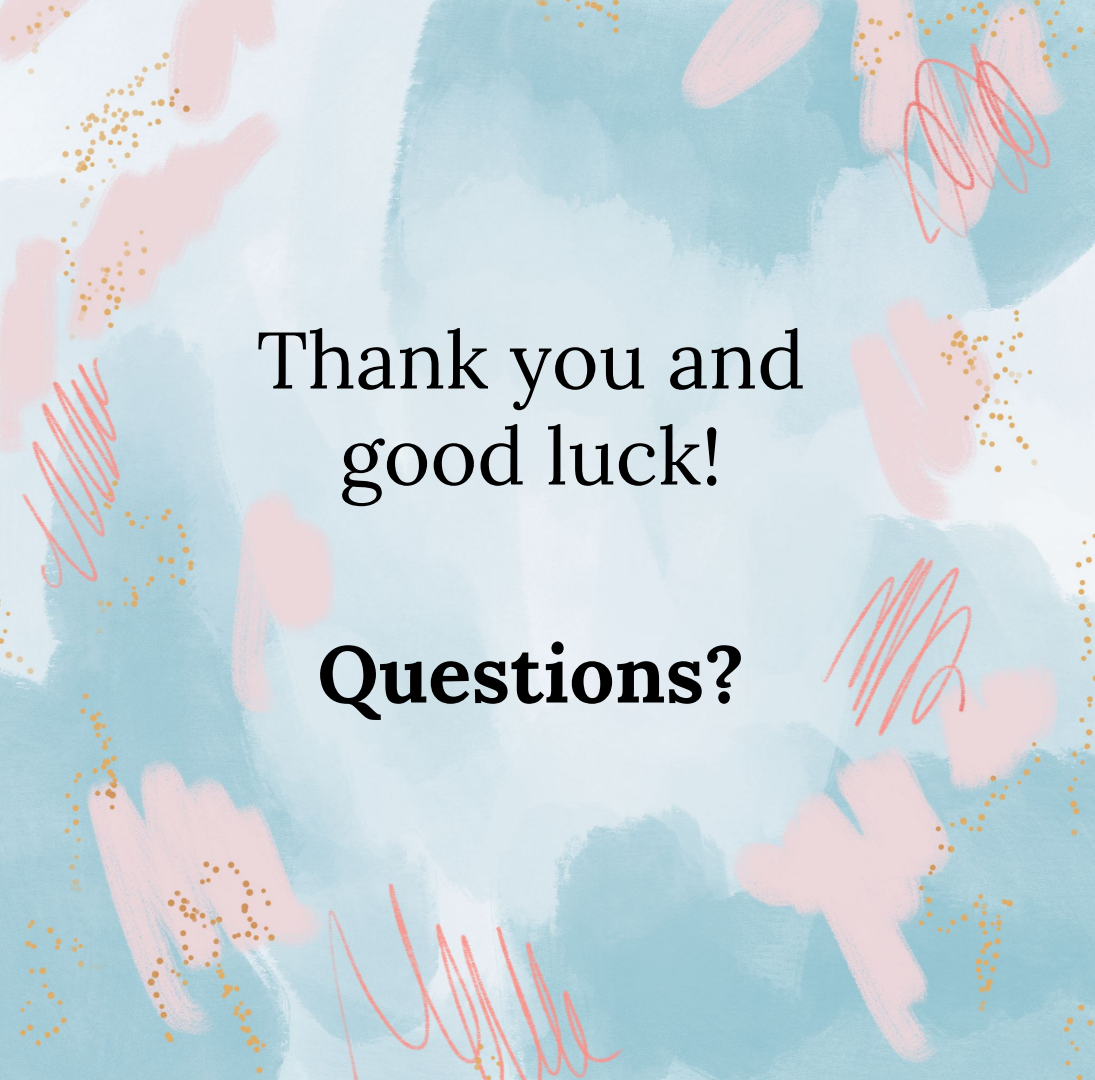


Avoid diving straight into a project  
Be mindful of each step and person involved in the process

## Coaching



Form human relationships with people on your team  
Give and get feedback  
Handle conflict and emotions



Thank you and  
good luck!

**Questions?**

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Adapted from *Radical Candor: be a  
kick-butt boss without losing your  
humanity*, by Kim Scott