

Leading in Context

Discussion Guide: “How Well Are We Staying Current?”

Check All Observed Organizational Symptoms:

- Conflicts
- Unclear Roles
- Not Staying Current in Industry
- Short-Term Thinking
- Turf Battles
- Unclear What Ethics Means
- Unintended Consequences
- Withholding Information
- Employees not Consulted
- Information Overload
- Sabotage
- Outdated Technology
- Unclear Goals
- Unethical Behavior
- Resisting Change
- Dysfunctional Behavior

Questions for Discussion

1. How will we involve employees in clarifying goals and roles?
2. How will we keep our thinking, our products, and our technology current as times change?
3. How will we clearly define and communicate the behavior that is considered ethical in our company?
4. How will we help employees learn how to work through conflict respectfully?
5. How will managers participate in developing written communication so that it is meaningful for them and not just one-way?