

One of The Institute's **worksheets** series, to help you improve your leadership skills and capability, making you a better leader

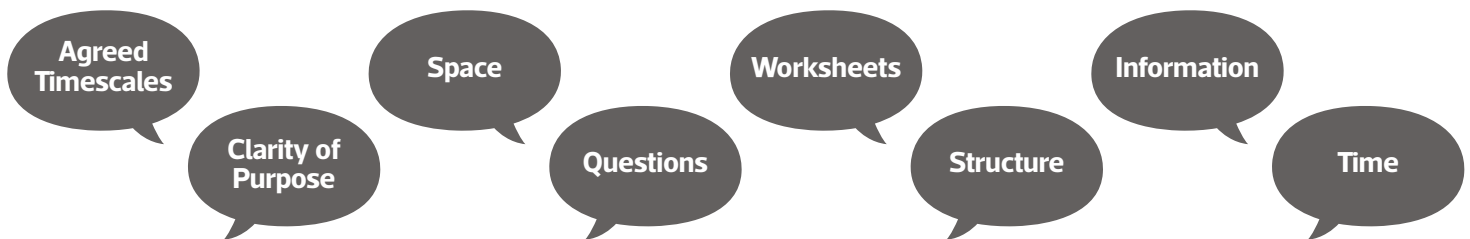
The Conversational leader will have oral communication as a core process to understand and test issues across the organisation. This worksheet will help you focus on using conversation as a tool in your leadership, and is based on the Spotlight 'Conversational Leadership.'

You should take approximately **two hours** to complete this worksheet and read the accompanying Spotlight

Being a Conversational Leader

Whilst conversations can be used as fact and opinion finding exercises, they are also important in establishing commitment and buy-in from staff and colleagues. The social technology used in the process can help the conversation's progress.

Which elements are needed to facilitate conversational leadership?



You as a Conversational Leader

Think back to a recent conversation with a staff member:

Who started the dialogue?
What did you learn?
What did you do as a result of the conversation?

Whyte suggests that conversations should be 'courageous.' How would you recognise a courageous conversation?



Worksheet

Conversation: Conversational Leadership

Being a Conversational Leader

The Spotlight highlights ten characteristics of conversational leadership. Please select the five you feel you demonstrate most:

Characteristic:	How do you demonstrate that characteristic?
1.	
2.	
3.	
4.	
5.	

Obstacles to Conversational Leadership

Conversational leadership will be a new concept to many, and barriers may be raised. Identify potential barriers and how you would address them:

Your approach

Lack of engagement by individuals	
Lack of time / space	
Your issue:	

Summarise 'collective intelligence' in 15 words:

All references are cited in The Institute of Leadership (2018) 'Spotlight on Conversational Leadership'