Name: Tricia Corbett

Session: (select one) 1 2 3 4

C:\Program Files\Microsoft Office\MEDIA\OFFICE12\Lines\BD21318_.gif

3 – 2 - 1

!!! 3 things learned

* The optimizer, according to Marzano and colleagues, is defined as the “extent to which the leader inspires others and is the driving force when implementing challenging innovation”.
* Two primary behaviors related to this practice of maximizing, by Kouzes and Posner, include fostering collaboration and strengthening others.
* Questions help others “escape the trap of their own paradigms by broadening their perspectives an taking responsibilities for their own viewpoints.”

++ 2 connections made

* As regional partners, we used to practice the dialogue process outlined in pages 48-50. It was very helpful in helping us identify areas of focus during conversations with clients. I see the importance of continuing to focus on improving dialogue skills.
* I made a connection with the activity on page 39 and the fact that questions develop people. So many times we want to get to a plan for how to fix something and we may need to just ask the right questions.

? 1 question

* How can we use dialogue more effectively in our roles as regional staff?
* How can we get leadership to focus on purpose rather than immediate action in our role as regional staff?