Name: Tricia Corbett

Session: (select one) 1 2 3 4

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!!! 3 things learned

* If the inquiry is to produce useful results, it must be situated in a culture where individuals value active listening, demonstrate respect toward one another, and are willing to suspend judgment when conflicting points of view emerge.
* Questions are indicators of what’s of most concern to the leader.
* Why questions tend to put people on the defensive; they discourage openness.

++ 2 connections made

* I made a connection with the quote on page 5 by John Kotter. We had just trained 3 leadership teams on collaborative leadership and one of the issues that we discussed, in length, was change. It reminded me that people need time to wrestle with change by asking questions, challenging and arguing and this is a necessary part of growth.
* Giving right answers fosters an environment that is not a culture of inquiry. I wonder if that is why some of our clients are dependent on us for answers rather than us questioning and leading them to answers on their own.

? 1 question

* How do you inspire someone that is a “give answers” kind of leader to want to ask questions and develop a culture of inquiry, thus deepening the thinking of the team?