

Managing Up, Down & Around

Three Skills

1. **Diagnose**
2. **Flex**
3. **Enroll**

Action Plan

Think of an upcoming conversation you will be having with your colleague, team member or manager.

Colleague's name:

What is the specific task you are focused on?

What is the development level of the individual?

What is my current leadership style that I'm using?

Is this a match? Yes / No

If no, what leadership style needs to be used?

How can I maximize the conversation's effectiveness? [2-3 lines]

