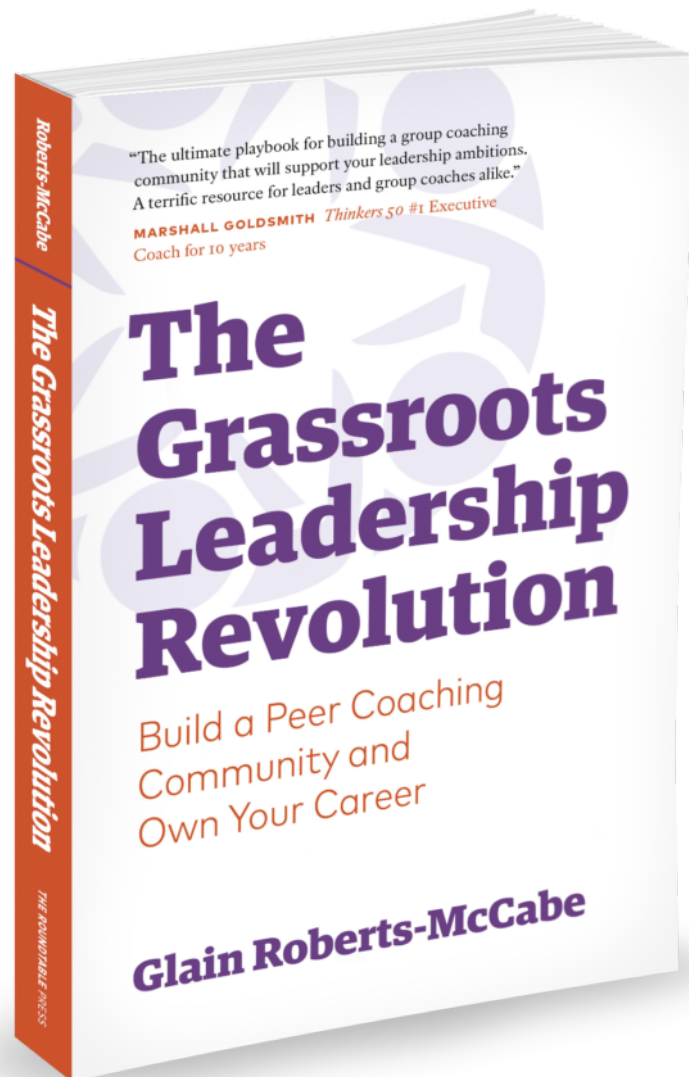


The Grassroots Leadership Revolution



"Start your own Grassroots Leadership Revolution today. The world needs great leaders. The world needs you."

Glain Roberts-McCabe

Download

The Grassroots Leadership Revolution is a must-read for

leaders who want to develop an organization with fewer barriers to communication, creativity, and collaboration that is not defined by or limited to a rigid structure; it is also a new operating manual for individuals aspiring to improved careers.

I was delighted to interview the author of this great book, Glain Roberts McCabe, CEO of The Roundtable, multi-award-winning leadership expert, and trailblazer; and I want to thank Ms. McCabe for her important work and contribution.

Question: Clearly your work and books reflect a passion and a mission to facilitate greater self awareness, effective leadership and better careers. What is the most important message you want to share with your readers?

That it's time to put that old adage, "It's lonely at the top" to rest. It doesn't have to be. In fact, it shouldn't be. Group coaching allows people to realize that they're not alone. This not only builds confidence, but it allows us to share our experiences and understand that there is often a common thread that binds us together—those 'aha' moments when we recognize that someone else has gone through the exact same situation and that we all struggle with the same issues.

Many of us have a case of imposter syndrome and give our inner critic too much power. By sharing personal stories and exploring our mindsets and behaviours in a safe space, we can move away from unproductive self-talk and instead connect with our bigger purpose. A supportive peer community helps leaders move to a more conscious and intentional way of leading. It's essential for creating the awareness and accountability that's needed to build capability and capacity. Building connections and communities is one of the most powerful things you can do as a leader, both personally and professionally.

Question: What makes the Grassroots Leadership Revolution a roadmap to a better career and a better company at the speed

of change?

I think because it distils everything I've learned about implementing group coaching into one, very practical approach. And, it's such a profound way to take control of your career because group coaching among peers aligns, connects and accelerates common language, common goals and common opportunities.

The beauty of group coaching is that it doesn't necessitate another off-site, something that leaders dread. Rather, it's small, bite-sized sessions where the insights gained can be instantly applied to the work they're doing. It is these incremental changes to attitudes and actions that create lasting change and career momentum.

Question: How will a “grassroots leadership revolution” facilitate greater communication, creativity and collaboration-what I call the three C's of 21st C leadership success?

To have better communication, greater creativity and enhanced collaboration, leaders need to be able to work together, to engage with peers as well as their direct reports, and to harvest ideas. The future of work is all about interdependency. Leaders must be able to navigate this new era.

To do this, we need to change the way leaders learn. Too often leadership development exists in a silo, with training, coaching, mentoring, and real-world application all operating independently from each other. Group coaching blends all these components together to leverage the best of each.

The Grassroots Leadership Revolution is intended to provide a framework for leaders so they can engage and exchange ideas – to learn from one another and share best practices. It breaks down silos, and helps leaders broaden their understanding of the business in real time. Equally as important, it shifts

organizational development from an isolated 1-to-1 coaching approach or a “sage on the stage” event, to a collective 21st Century shared learning experience.

Question: What are the most common leadership derailers and how can they be prevented or fixed by Peer Coaching?

It's true that the more successful you are, the less support and feedback you'll receive. And, with that, it's easier to become a bit too comfortable – a bit less bold, less creative, and less willing to take risks. That “velvet rut” becomes a place where leaders lose sight of their blind spots, triggers and biases. Nor do they shift easily or adapt to new realities. And, that's a dangerous place to be.

Group coaching gives leaders a safe space to get support and feedback from trusted peers. It allows them to learn from the wisdom of the group and reflect on their own motivators and drivers, so they can have the courage to step out of their comfort zone. It's a more purposeful, self-aware and intentional way of approaching leadership. And, while there is group support and accountability, group coaching is also a potent combination of self-exploration and the autonomy to tackle real issues head-on.

Question: Looking into the future, what do you anticipate will be some of the main challenges leaders will face?

If leaders were already dealing with change and disruption, then the pandemic just amplified that a thousand times. Maintaining morale and growth in a time of extreme uncertainty is the biggest challenge facing leaders and organizations currently and in the future. To boost organizational resilience, leaders have to build strong relationships not only with their teams but across the organization. To do this, they will need to elevate their “to be” list to the same level as their “to do” list and harness the full power of peer networks.

It's also an opportunity to lead in a new, more positive and impactful way; a way that brings in all of those elements that we discussed earlier – better communication, greater creativity and enhanced collaboration.

Question: What are three critical components of a Grassroots Leadership Revolution and why are they important?

The three critical components are shared purpose, clear expectations and leadership.

Shared purpose is a foundation of success, as you need people who have shared interest in personal development, are willing to be open and share experiences, and are ready to make a commitment to the group.

Next, without well-established “rules of the road,” people will create their own. There are three key areas to set clear expectations: attendance, time commitment, and the responsibilities of participants. Everyone must be on the same page on what happens if a group member misses a coaching session or two, how often you will meet and for how long, and what roles they will play.

Lastly, there is a myth that most peer groups are self-directed. The truth is that if any group is going to become self-directed, it needs to start with good leadership. If you are the person organizing the group, expect to lead it until its own rhythm and cadence can start to emerge. Around the fourth or fifth session, you tend to see trust deepening, and more equal participation. This is where as a leader you can look for opportunities for the group to become more autonomous or start rotating group leadership to encourage collective ownership.

Question: What is your best advice for leaders and aspiring leaders in terms of their lives and careers?

The real estate market talks about the importance of

“location, location, location.” When it comes to leadership, the watchword is “collaboration, collaboration, collaboration.” The ability to build alliances and collaborate with people, as well as connect the dots between our own departments and throughout the organization are now crucial skills. A diverse and well-connected peer group gives leaders the knowledge and a bigger picture perspective. Leaders that can build communities, in their lives and in their careers, will have more influence and more of a deeper impact.

Question: What is the best advice you would give your 12 year old self?

Believe in yourself and trust yourself more.

Question: How can people reach you? What are your forthcoming presentations? Are you also doing consulting on creating cultures of collaboration through Peer Coaching?



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high-performance teams quickly. Group coaching programs are always varied and tied to the strategic requirements of the client we're working with. There's never a dull moment!

Build your ultimate advantage in turbulent times

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Let's
change
the
world.
What
could
be more
important.

IRENE BECKER | JUST COACH IT-THE 3Q EDGE HELPING CHANGEMAKERS BUILD A BETTER TOMORROW



You have heard of EQ/EI (emotional intelligence) but what is 3Q, and how can building three “Q” strengths change and improve your life, your communication, your leadership, and the results you achieve in a VUCA* world? [Click here to learn all about 3Q skills](#) scroll down to take a free 3Q life and career self-assessment. (*volatility, uncertainty, change, ambiguity)

Here are 7 ways to start building YOUR 3Q Edge:

- 1. Build a community of purpose**, because success in a connected world demands communication, collaboration with your direct reports, your boss, your colleagues, and other stakeholders. [Click for more info on developing YOUR Community of Purpose.](#)
- 2. Develop Greater Self Awareness** Your ability to find new ways, better ways to R-E-A-C-H (redirect, empower, actualize, communicate and harvest results) in yourself is the starting point, the pivotal determinant for your ability to inspire and engage the best in yourself and others in good times and bad.
- 3. Increase your emotional intelligence**, build self-awareness, awareness of others, emotional mastery, and resilience that is critical to effective. [Click here to learn more about EQ management, leadership, and wellbeing.](#) Learning about EQ/EI is important, but it is not enough. Emotional intelligence is honed in the practice, in using challenges at hand to build each critical area of EQ/EI that will allow you to live, lead and succeed more effectively, optimize and delegate purposefully and build the communication and strong

relationships that are critical to success.

4. Embrace and nurture your strengths. Get in focus with what you do brilliantly, with your areas of excellence. Know what you do best, and use every challenge you face to engage and build you're your intrinsic and learned strengths. Choose team members who have different strengths that give the sum total of your efforts more power. Team members whose values, integrity, and dedication mirror yours but whose intrinsic and learned strengths are different and complementary to your own.
5. See challenges in a new and different way that takes YOU and those you lead forward. Develop a new and different relationship with changes, stressors, difficult people/situations that will help YOU Fail Forward faster and better. Your ability to reset default patterns is the coachable moment. It takes awareness; it takes practice and consistent small positive steps or changes in perspective and behavior that will have a formidable impact.
6. Develop your REACH coaching skills. Learn how to effectively coach others. Develop the coaching skills that can help you help others to optimize their potential, communication, and results when the going gets tough by helping others R-E-A-C-H™ (redirect focus, empower, actualize potential, communicate effectively, harvest results). Apply systems theory, because even one small consistent positive change will impact the whole system in ways that can be pivotal and transformational.
7. Develop new ways, better ways of communicating that helps you build a bridge across cultural or generational differences that helps you to achieve the engagement and collaboration you need to succeed in our connected world. Your ability to communicate effectively is one of the most important determinants of your personal and professional success.
8. Do you want to play to strengths while transforming stressors, changes, challenges into a lever for your

greatest purpose, potential, and results? Pie in the sky? Think again. The proof is in a 16-year track record of breakthrough results in high stress, high change environments.

Take action NOW, and it's free!

Find out where you stand with this FREE 3Q Career and Life Self Assessment Just email irene@justcoachit.com



Just Coach It with Irene

Coaching•Consulting•Workshops•Keynotes with a 3Q Edge™

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5 Actionable Tips on Improving Your Negotiation

Skills



Pexels

Negotiation is inevitable for salespersons, business managers, and nearly everyone that operates a business of some kind. Usually, negotiations come along with opportunities that could be in your favor. After all, that's what motivates us to make the most of every negotiation.

It could be an opportunity to persuade the customer to purchase your offer at a specific price, convince the supplier to increase the number of materials, or request your employees to adopt a particular company policy.

Besides, you might be dealing with people that aren't easy to convince. Arm yourself with these five tips to help you win the negotiation.

1. Build a Connection

Often, we may think we know the other party, but the reality is, we don't. It's never wise to assume you know what the other individual wants until you consider their position, experience, perspective, and reputation.

Be empathetic because people won't always be honest and upfront regarding what they want. Consider what you already know or what other people have told you about someone. You'll understand the intent behind their tactics and know what to say so you can persuade them.

When you understand the other party's situation, you'll know the best approach to use and steer it toward a fair and equitable result. Establishing common ground and expressing humanity can break even the most rigid negotiator.

If you don't practice this exercise, you'll only put forward your point without validating the other person's concerns. The result will be a defensive response that'll make it difficult to compromise.

2. Be a Good, Active Listener

Active listening goes beyond the 'hearing' aspect. It's the conscious choice to listen, decipher, and understand the speaker's message, whether it comes with facial expressions, words, vocal properties, or gestures.

Additionally, it's not staying silent as the other individual speaks. Instead, it's a cooperative association in which competitive attitudes don't have room. In other words, it doesn't refer to using the time the other person is talking to identify logic errors, become defensive or form arguments.

Active listening is an invaluable negotiation technique. Listening can be the key to reduce tension and enhance

progress in deadlock situations. When you listen, you're signaling to the other party that you're putting your opinions aside and taking your time to consider their perspective.

Besides, listening helps you to collect all the relevant details regarding a particular situation. And with that information, you can explore the matter in a more effective and deeper way. The last thing you want to do is sit there, smile blankly, and nod your head as the other party argues their case.

Listening gives you access to more information. With more information, you've got the power to help you reach the desired goal. So, how do you exercise listening skills during a negotiation?

Powerful Tricks to Transform Your Listening Skills into a Successful Negotiation

- **Ask questions:** When you ask questions, you express interest in what the other person is saying. It also shows that you're ready to explore different sides of the argument. For example, when you formulate a question starting with, "Can you please explain what you mean by....", it shows that you're paying attention and willing to understand the other party's viewpoint.
- **Paraphrasing:** Paraphrasing is an effective way to show that you understand what the other person is saying, as it sums up what they'd said. Thus, use sentences such as, "from your explanation, I understand that your plan is to ..."
- **Giving Feedback:** Providing feedback is the best way to show you've carefully considered the other person's point of view. It demonstrates that you didn't disregard their views and that you're ready to further discuss their perspectives.

- **Acknowledgment:** Just like feedback, acknowledgment is an effective way to identify the other person's concerns so you can work together toward solving the problem.

3. Place Yourself in Their Shoes

One of the biggest mistakes that negotiators make is failing to uncover their opponent's position. For example, when selling, if the prospect isn't ready to pay the asking price, then it's important to find out what they'd like to pay.

Most salespeople usually miss out on this point. Typically, most say 'OK' and proceed to discount the price by say 10%, after which the prospect might say, 'the price is still too high'. Upon hearing this, the salesman will give more discount.

But this is not an effective approach, and only unprepared and inexperienced salespersons use it.

It's essential to prepare upfront for any negotiation process by evaluating the other side's unique position. By doing some research beforehand, you can choose the right approach so you can organize, lead the negotiation process, and eventually close the deal.

Next time the prospect objects your price or terms, you should ask them what they're ready to pay. That way, you'll have two positions and sufficient ground for negotiation.

4. Be Direct

Some people don't like small talk; they like it when you cut right to the chase. So, you need to understand them beforehand so you can prepare accordingly. If you're engaging a negotiator who takes an extreme position, you may want to come up with your own tough strategies.

But remember to always act respectfully and calmly when speaking your mind. In some situations, it's necessary to tell a negotiating party that their conduct is unacceptable and that you won't withstand any manipulative or controlling tendencies. Prioritize self-respect, and you may get full cooperation from your opponent.

5. Don't Take Things Personally

Most negotiations don't succeed because either party is carried away by personal issues or matters unrelated to the deal at hand. Instead, successful negotiators focus on a problem-solving approach, which is typically how the agreement may end.

Focusing on the other person's personality or issues unrelated to making a deal can sabotage a negotiation. If your negotiation partner is rude or unruly, try to understand their behavior without taking anything too personal.

Final Word

To win a negotiation, it's important that you strive to understand the other person first. Put yourself in their shoes, be a good listener, and build a connection. Remember, it's not always about your perspective and what you want. You also need to understand the needs of the other party.

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