

Alesia Latson Notes from 6/27/14

Challenges

- Delivering feedback upwards (how & when)
- Influencing/negotiation agreements
- Managing staff from an older/younger generation
- Leading with others that have a different expertise- how to have credibility
- How to pick your battles
- How do you influence & create buy-in
- Coaching
- Managing the expectations of the corporation with the reality of the field

Disempower

- Compare/evaluate not good enough
- Don't delegate
- Lose sight of being a leader
- Fail to ensure that there is clarity in your communication
- Tolerating under performance
- Not trusting your instincts/ not speaking up for fear of criticism
- Don't hold people accountable
- Taking on too much/ not saying no
- Being reactive instead of proactive
- Not being confident with our own decisions
- Micromanaging

Empower

- Make friends with disagreement and conflict
- We're cause of the resistance
- Curious not furious
- Yes, but...

Being right vs. making wrong

Personal power – don't need force it