

LIZ WISEMAN'S

MULTIPLIERS®

HOW THE BEST LEADERS IGNITE EVERYONE'S INTELLIGENCE

LIVE IN-PERSON ONE-DAY WORK SESSION TIMED AGENDA AND LIVE-ONLINE OUTLINE

Live In-Person One-Day Work Session Timed Agenda

MODULE	LEARNING OUTCOMES—After the work session, participants will be able to:
THE MULTIPLIER EFFECT (1 hour 30 minutes) 8:30—10:00	<ul style="list-style-type: none">• Define the difference between Diminisher and Multiplier leaders according to Liz Wiseman's research.• Realize they've been impacted by Diminisher and Multiplier leaders in their own lives and careers.• Recognize how even well-intended leadership behaviors can have a diminishing effect on others.• Explore common Accidental Diminisher tendencies from the Multipliers research, and recognize their own most frequent accidentally diminishing behavior as leaders.
BREAK (15 minutes) 10:00—10:15	
ASK BETTER QUESTIONS (1 hour) 10:15—11:15	<ul style="list-style-type: none">• Shift from the Diminisher Mindset of "I need to have all the right answers," to the Multiplier Mindset of "The best leaders ask the right questions."• Practice crafting and asking questions that focus people's intelligence on the right issues, and encourage them to contribute their best thinking.• Listen in a way that signals others' input is genuinely valued.• Commit to specific actions to help them create more Multiplier Moments back on the job.
LOOK FOR GENIUS (1 hour 5 minutes) 11:15—12:20	<ul style="list-style-type: none">• Shift from the Diminisher Mindset of "Real genius is rare," to the Multiplier Mindset of "Everyone has their own natural genius"—something they do easily and freely.• Practice actively looking for natural genius in others.• Commit to specific actions to discover and apply the natural genius of others back on the job.
LUNCH (60 minutes) 12:20—1:20	
THE NEXT WAVE (10 minutes) 1:20—1:30	<ul style="list-style-type: none">• Video purpose: To demonstrate how Multipliers use the four shifts in concert to ignite the intelligence and capability of others.

MODULE	LEARNING OUTCOMES—After the work session, participants will be able to:
CREATE SPACE FOR OTHERS (1 hour 5 minutes) 1:30—2:35	<ul style="list-style-type: none"> • Shift from the Diminisher Mindset of “I need to apply pressure to get people’s best work,” to the Multiplier Mindset of “The best leaders create a space that fosters bold thinking and action.” • Practice deciding how they can strike the right balance between contributing too much and contributing too little as leaders. • Practice determining strategies to create an environment where it is safe for people to think, speak, and learn. • Commit to specific actions that will help them create space for others back on the job.
BREAK (15 minutes) 2:35—2:50	
OFFER BIGGER CHALLENGES (1 hour 15 minutes) 2:50—4:05	<ul style="list-style-type: none"> • Shift from the Diminisher Mindset of “I give directives that showcase what I know,” to the Multiplier Mindset of “We grow when we’re asked to stretch beyond what we know how to do.” • Reflect on their own experiences with stretch challenges—either a challenge someone else offered, or a challenge they took on themselves. • Practice expressing opportunities or goal statements as challenge questions that cause others to offer their full intelligence and capability—both intellectually and emotionally. • Commit to specific actions that will help them offer bigger challenges back on the job.
MULTIPLIERS IN ACTION (25 minutes) 4:05—4:30	<ul style="list-style-type: none"> • Recognize that shifting to Multiplier behaviors is practical and possible by hearing from real people who are in the process of making the shift themselves. • Prioritize actions to create more Multiplier Moments back on the job. • Commit to run Multiplier Experiments with their teams.

Live-Online Outline

MODULE	LEARNING OUTCOMES—After the work session, participants will be able to:
THE MULTIPLIER EFFECT (80 minutes)	<ul style="list-style-type: none"> • Define the difference between Diminisher and Multiplier leaders according to Liz Wiseman’s research. • Realize they’ve been impacted by Diminisher and Multiplier leaders in their own lives and careers. • Recognize how even well-intended leadership behaviors can have a diminishing effect on others. • Define common Accidental Diminisher tendencies from the Multipliers research, and recognize their own most frequent accidentally diminishing behavior as leaders.
ASK BETTER QUESTIONS AND LOOK FOR GENIUS (90 minutes)	<ul style="list-style-type: none"> • Shift from the Diminisher Mindset of “I need to have all the right answers,” to the Multiplier Mindset of “The best leaders ask the right questions.” • Practice crafting and asking questions that focus people’s intelligence on the right issues, and encourage them to contribute their best thinking. • Listen in a way that signals others’ input is genuinely valued. • Shift from the Diminisher Mindset of “Real genius is rare,” to the Multiplier Mindset of “Everyone has their own natural genius”—something they do easily and freely. • Practice actively looking for natural genius in others. • Commit to specific actions to help them create more Multiplier Moments back on the job.

MODULE	LEARNING OUTCOMES—After the work session, participants will be able to:
<p>CREATE SPACE FOR OTHERS (80 minutes)</p>	<ul style="list-style-type: none"> • Shift from the Diminisher Mindset of “I need to apply pressure to get people’s best work,” to the Multiplier Mindset of “The best leaders create a space that fosters bold thinking and action.” • Practice deciding how they can strike the right balance between contributing too much and contributing too little as leaders. • Practice determining strategies to create an environment where it is safe for people to think, speak, and learn. • Commit to specific actions that will help them create space for others back on the job.
<p>OFFER BIGGER CHALLENGES AND MULTIPLIERS IN ACTION (90 minutes)</p>	<ul style="list-style-type: none"> • Shift from the Diminisher Mindset of “I give directives that showcase what I know,” to the Multiplier Mindset of “We grow when we’re asked to stretch beyond what we know how to do.” • Reflect on their own experiences with stretch challenges—either a challenge someone else offered, or a challenge they took on themselves. • Practice expressing opportunities or goal statements as challenge questions that cause others to offer their full intelligence and capability—both intellectually and emotionally. • Commit to specific actions that will help them offer bigger challenges back on the job. • Recognize that shifting to Multiplier behaviors is practical and possible by hearing from real people who are in the process of making the shift themselves. • Prioritize actions to create more Multiplier Moments back on the job. • Commit to run Multiplier Experiments with their teams.