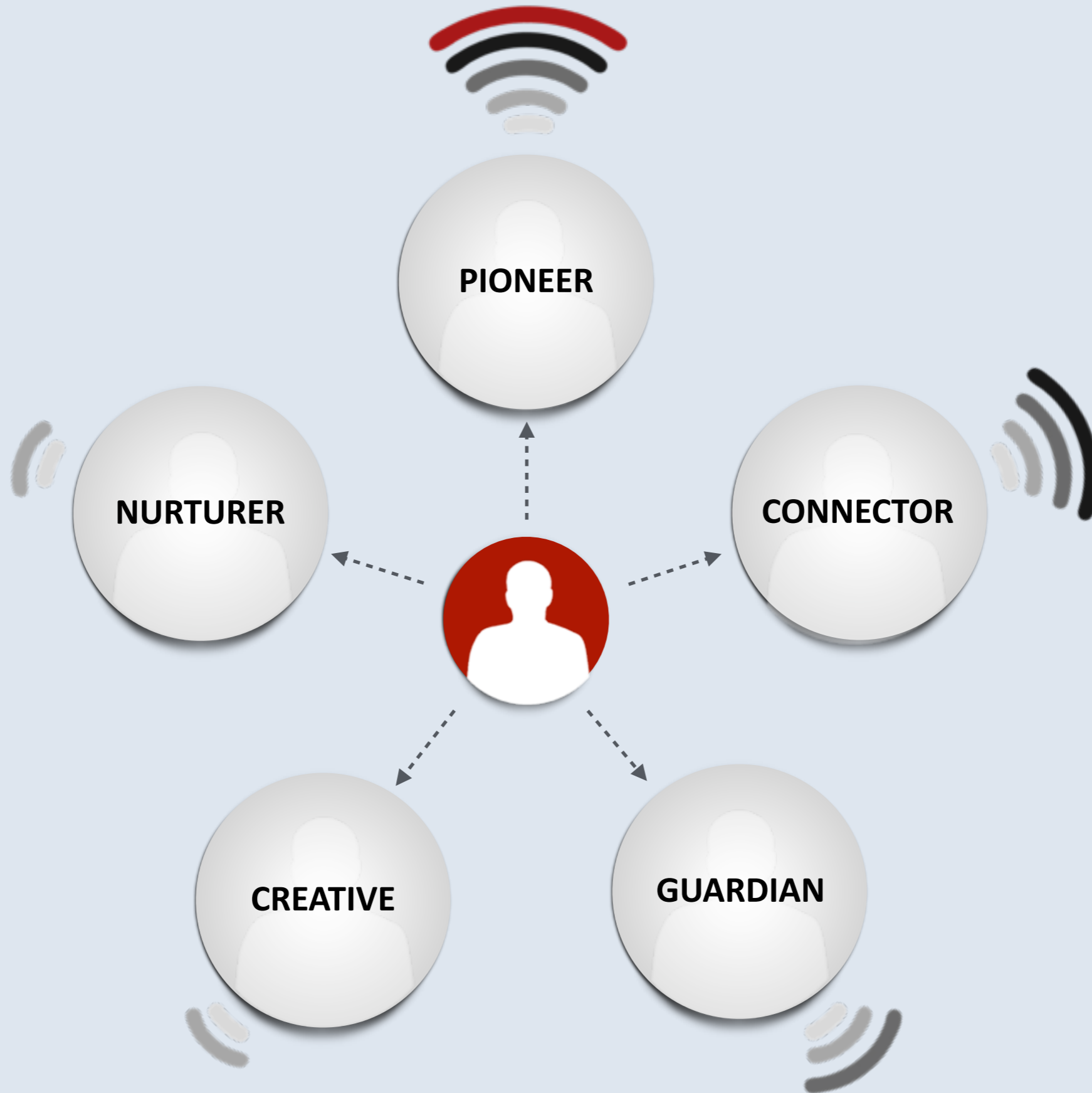




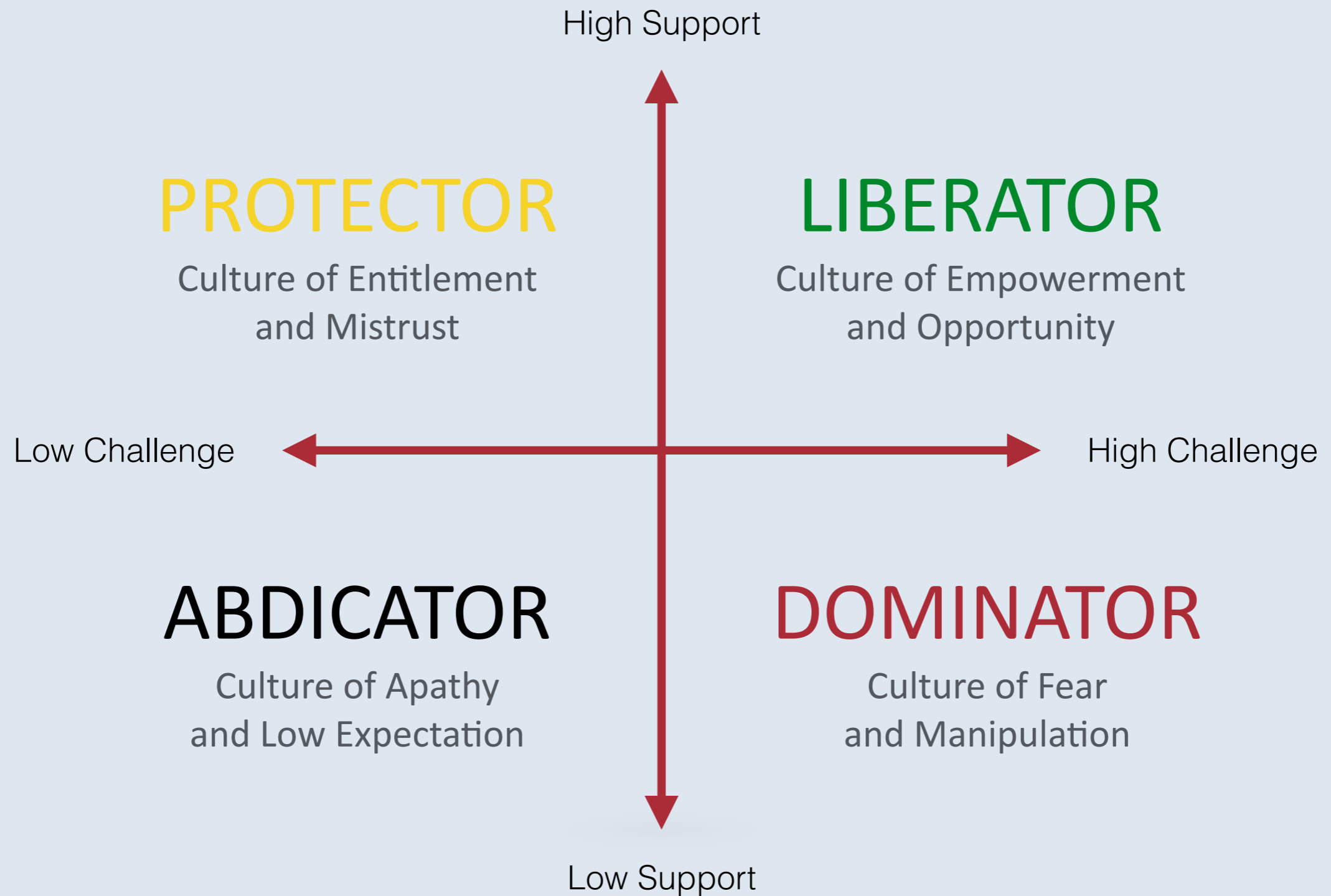
ACCELERATOR SERIES

THE 5 VOICES OF A TEAM

5 VOICES



SUPPORT CHALLENGE MATRIX



5 VOICES | ASSUMPTIONS

1. We have the **capacity** to use each of the 5 Voices.
2. Each personality type has voices that are more **natural** for them (right handed) and voices that take more work. (left handed).
3. Maturity is about growing beyond our natural preferences and **learning** how to understand and value the contribution of other voices.



5 VOICES | ASSUMPTIONS

4. Our **Nurture, Nature** and **Choices** will have **shaped** our capacity to relate to particular voices.
5. Don't assume you know what someones Foundational voice will be based purely on their external behaviors.
6. Warning - Don't **assume** you know what each Voice means from the word alone!



NURTURER

UNSPOKEN **ASSUMPTIONS**

- ▶ Play nice, it's *always* personal!
- ▶ They don't know how this is really going to affect people
- ▶ Do they *really* want to hear what I think?

AT THEIR BEST, WHAT DO THEY **BRING** TO THE TABLE

- ▶ Everyone deserves to be heard - appreciates each contribution
- ▶ Intuitively feels how an organization will react to a new idea
- ▶ Pragmatic realism - has this really been thought through?
- ▶ Defender of values - people always come before profit
- ▶ Commitment to relational harmony before/after conversation
- ▶ Positively framed questions



CREATIVE

UNSPOKEN **ASSUMPTIONS**

- ▶ I'm never satisfied with the status quo - it can always be better
- ▶ People never seem to understand my ideas or my vision
- ▶ I communicate and function best when I know my contribution is valued and appreciated
- ▶ The word "**can't**" is not in my vocabulary

AT THEIR BEST, WHAT DO THEY **BRING** TO THE TABLE

- ▶ They see the future first - both in terms of long term opportunities and potential dangers.
- ▶ They are never satisfied with good enough.
- ▶ Conceptual Architects - They are able to see how all the pieces fit together.
- ▶ Strong sense of social justice and a willingness to ask the questions on behalf of the last and the least.



UNSPOKEN **ASSUMPTIONS**

- ▶ Convince me that change is really necessary.
- ▶ If it looks too good to be true it probably is!
- ▶ People would be astonished if they knew how smart I am.

AT THEIR BEST, WHAT DO THEY **BRING** TO THE TABLE

- ▶ Relentless commitment to ask the difficult questions
- ▶ Capacity to deliver the vision once it has been agreed
- ▶ Long-term commitment to delivery & follow-through
- ▶ Capacity to keep projects on time and on budget
- ▶ Ability to detach decision-making from personal sentiments
- ▶ Guard what we already have that is working

CONNECTOR

UNSPOKEN **ASSUMPTIONS**

- ▶ If I recommend it, everyone else will love it
- ▶ Collaboration: I want everyone to be excited about the future
- ▶ Whatever we need, I can get it or I have a source
- ▶ Desire credit & appreciation for making key connections

AT THEIR BEST, WHAT DO THEY **BRING** TO THE TABLE

- ▶ Capacity to maintain a large number of relationships
- ▶ Knowing how to connect with people & their aspirations
- ▶ Creativity, Energy & Imagination
- ▶ Connections to new opportunities
- ▶ Persuasive and inspirational communication



PIONEER

UNSPOKEN **ASSUMPTIONS**

- ▶ Anything is possible!
- ▶ Visioning a new future is the highest priority
- ▶ Let's build big things that give us maximum influence.
- ▶ If you are around my table, you're in.

AT THEIR BEST, WHAT DO THEY **BRING** TO THE TABLE

- ▶ Strategic thinking to achieve the objective
- ▶ Courage to make difficult decisions
- ▶ Communicate an attractive vision of the future
- ▶ Capacity to align resources and people to make things happen
- ▶ Energy, possibilities & creative problem solving



FIRST VOICE %'S?

NURTURER - 43%

CREATIVE - 9%

GUARDIAN - 30%

CONNECTOR - 11%

PIONEER - 7%



CUSTODIAN OF...

Nurturer - Relationships, Values and People

Creative - Future orientation, Organizational Integrity and Social Conscience

Guardian - Tradition, Money and Resources

Connector - Relational Networks, External Communication and Internal Collaboration

Pioneer - Future Vision, Tough Decisions and How To Win.



SELECT TWO LEADERSHIP INSIGHTS - NURTURERS

1. When you speak you represent 43% of people. Your views and opinion and truly matter!
2. People see you as a highly skilled professional. It's time you started to believe that!
3. People chose you to lead because they believe in you. Act knowing that you belong!
4. Learn to challenge the views of other voices in your team when you believe they are wrong!
5. Embrace change and help lead it. Don't be passive and function as a victim of it.
6. People trust your judgment and genuinely want to hear your opinion. Use that as a springboard for influence, and speak the truth in love.
7. When people challenge your views and opinions they are trying to help. It's not a personal attack!
8. Pioneers are not as insensitive and arrogant as you think. They just see the world differently to you!



SELECT TWO LEADERSHIP INSIGHTS - CREATIVES

1. Learn to celebrate the wins even if it wasn't quite as perfect as you hoped.
2. When members of your team critique your vision and ask for the details they are genuinely trying to help.
3. Don't play safe, give yourself permission to think outside the box.
4. It's ok to be wrong sometimes, it comes with the territory of creativity and imagination.
5. What you see as an imminent opportunity or threat may actually be a further away than you think.
6. Financial realities are important, good enough may have to be good enough sometimes.
7. People are not deliberately ignoring your ideas, it's hard to truly hear a Creative.
8. You don't have to prove your worth to team mates, relax and trust the unique contribution you bring.



SELECT TWO LEADERSHIP INSIGHTS - GUARDIANS

1. How you communicate is important (volume and sensitivity) - It's possible for you to be right and wrong at the same time.
2. Learn to value the future orientated voices, they drive innovation and progress.
3. Sometimes goals move on projects and it's not anyone's fault.
4. Learning to compromise is a healthy part of team life.
5. Be careful, constantly driving yourself and your team will eventually lead to burnout and resentment.
6. Take time to invest in your key relationships today, you are not defined by task achievement alone.
7. Your team know you are competent, do they know you care?
8. Networking events and social media platforms are not a waste of time.



SELECT TWO LEADERSHIP INSIGHTS - CONNECTORS

1. When people reject your idea it's not as personal as it sometimes feels.
2. Hinting at your frustrations with team mates does not guarantee anyone has truly heard you.
3. People will critique your ideas, try and avoid becoming overly defensive to soon.
4. It's ok to be you - when you believe something passionately never be afraid to share it.
5. Encourage the team to critique your ideas, remember the team will make them better.
6. Be consistent in your external communication, avoid the temptation to sell to individuals ahead of the meeting.
7. Be Intentional - take time to think through how you can create a culture where other voices can bring their best.
8. Be patient with those whose due diligence process is rigorous, painful and time consuming.



SELECT TWO LEADERSHIP INSIGHTS - PIONEERS

1. Beware the intellectual superiority complex, you don't have all the best ideas, sometimes you are actually wrong.
2. Take time to truly hear the views and opinions of others on the team, memorize the rules of engagement.
3. Please make sure your safety catch is always on, in a moment of frustration you can do a lot of damage with a grenade launcher.
4. Only 7% of people view the world through your eyes - remember winning is not the driving motivation for most people.
5. Your team know you are competent, they are not convinced you know anything about them or their life outside of work.
6. Find a Nurturer and ask them to mentor you in how they see the world.
7. Take time each day to encourage someone who doesn't deserve it.
8. If you are wrong, fight your initial instinct to justify your decision and deflect blame. You will earn respect and influence if you own up to your mistakes.



RULES OF ENGAGEMENT

NURTURER

1. We want to hear your opinion
2. No one is going to critique immediately

CREATIVE

1. It's ok to be wrong sometimes
2. We promise to ask clarifying questions



RULES OF ENGAGEMENT

GUARDIAN

1. Please ask the difficult questions
2. We promise to watch our body language

CONNECTOR

1. Please sell your ideas as passionately as you can
2. Please recognize we will critique them



RULES OF ENGAGEMENT

PIONEER

1. Please listen to everyone else's view first
2. Beware the strength of your critique

