

## **Leadership Styles for Sustained Profitability: Dialogue, Coaching, Mentoring, Trust**

**Think Tank Wolfsberg, August 30, 2006 / Prof. David Megginson, Barbara Jakob**

### **How can you improve your conversations and dialogue?**

Mark the points where you can grow

- Empathic listening – be totally concentrated on the speaker, not thinking about anything else than what you hear
- Asking questions before making assumptions.
- Not interrupting people.
- Sensitive but clear leading of meetings.
- Be open to receive honest feedback about dialogues and conversations.
- Give honest feedback about dialogues and conversations.
- Give team members the possibility to have reflecting space and be an example of also having reflecting space.
- Be more aware of the *different kinds* of conversations I am having.
- Invest time for off-agenda conversations with team members.
- Have people whom I can trust to raise delicate and difficult issues and personal development.
- Build a trusted network.
- Approach conversations with a win-win mindset.
- Address performance *and* development with my team members.
- Be an encourager and motivator.