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Multipliers **Among Us**

Multiplier Practices for Leading in Uncertain Times

CORONAVIRUS CRISIS EDITION

Webinar **highlights** & **takeaways**

Presented **07.30.20** by Advantage Performance Group



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A tale of **2 managers**

We've all had experience with 2 dramatically different types of leaders ...



The first drains intelligence, energy, and capability from the people around them.

Manager 1: The Diminisher

This is a manager who squashes innovation and talent by doing all the thinking themselves. They have to put their mark on everything.

Usually, these people have good intentions and are not aware they are having this effect.

< 50%
Of The Team's Intelligence



Results

Growth suffers.
Team members quit.
Organizations scramble.



The other makes lightbulbs go off over people's heads; ideas flow and problems get solved.

Manager 2: The Multiplier

This is a leader who grows intelligence by engaging it. They don't need the credit, and they don't need to be the smartest in the room.

Which one **are you?**



The world needs more Multipliers, **especially now!**

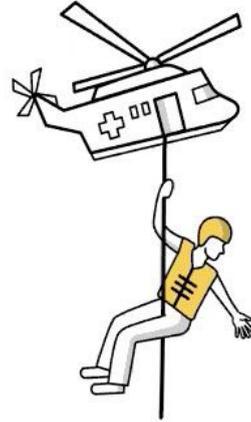
Today's challenges have amplified the differences between leaders who can **inspire** their people's best work and those who unintentionally reduce productivity or make stressful situations **worse**.

6 types of Accidental Diminishers typically **showing up now:**

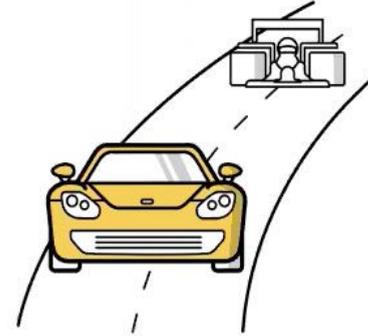
IDEA FOUNTAIN



RESCUER



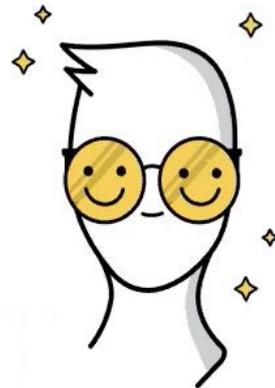
PACESETTER



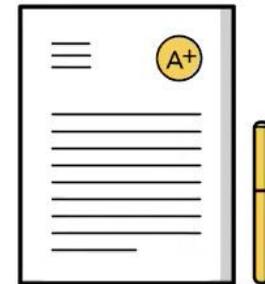
**RAPID
RESPONDER**



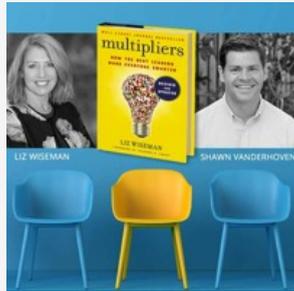
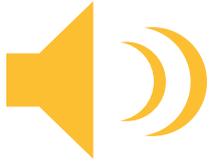
OPTIMIST



PERFECTIONIST



Audio highlights



[Advantage Performance Group](#)
Multipliers Among Us Webinar Highlights [07.30] - 01

SOUND CLOUD



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RESCUER

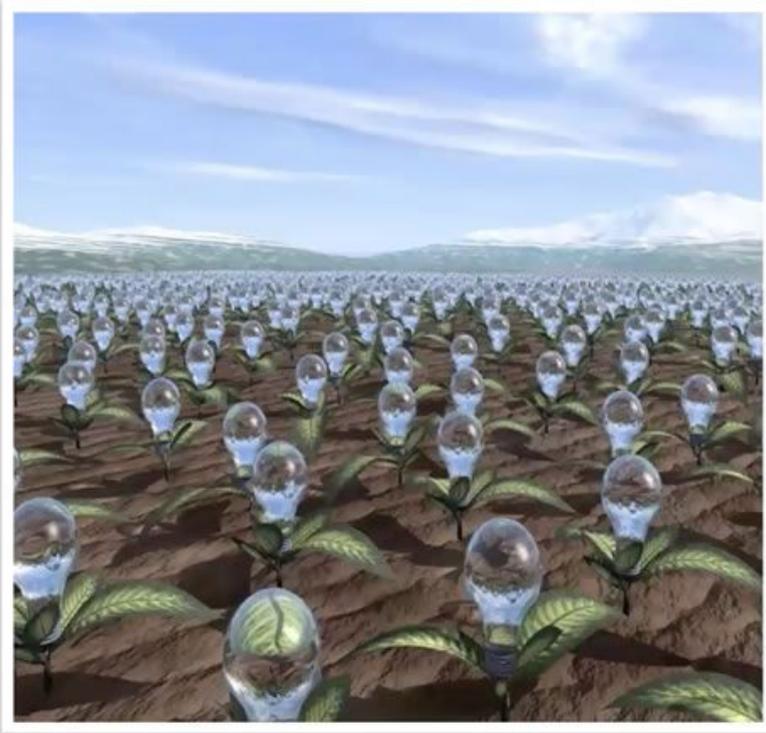


Your Intention



Their Experience

IDEA FOUNTAIN



Your Intention



Their Experience



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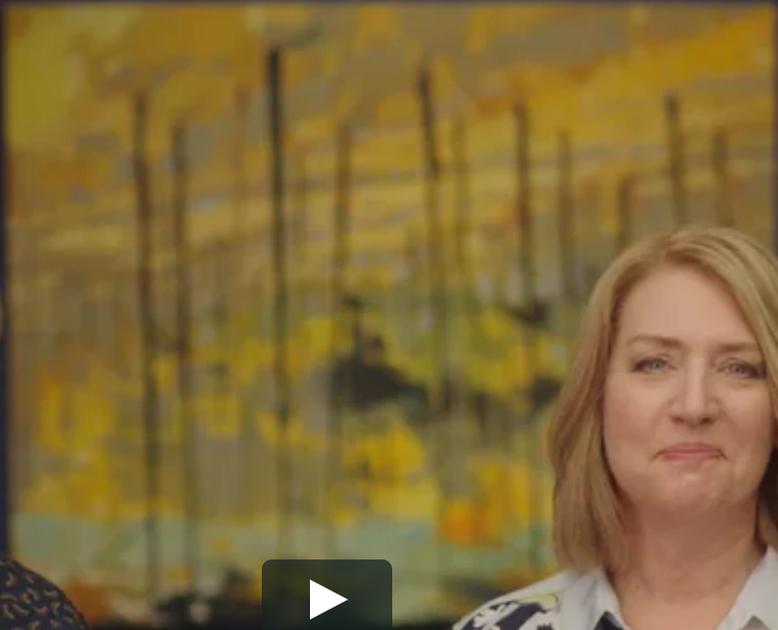
TAKEAWAY TOOLS

CELEBRATING 10 YEARS



To celebrate the 10-year anniversary of *Multipliers*, The Wiseman Group is sharing 10 Multipliers Tools to help you apply new practices to your most pressing challenges. We've got one of their favorites for you now called Back Pocket Questions.

[Get more here.](#)



BACK POCKET QUESTIONS

Play the video:



Asking questions is a bedrock skill of a *Multiplier* leader. Smart leaders keep a set of questions in their back pocket to quickly shift into coaching mode.

Get yours here: apg1.us/questions





"Are there any reasons we shouldn't proceed?"



"What am I not seeing that's important for me to understand?"



"If you are saying yes to this, what are you saying no to?"



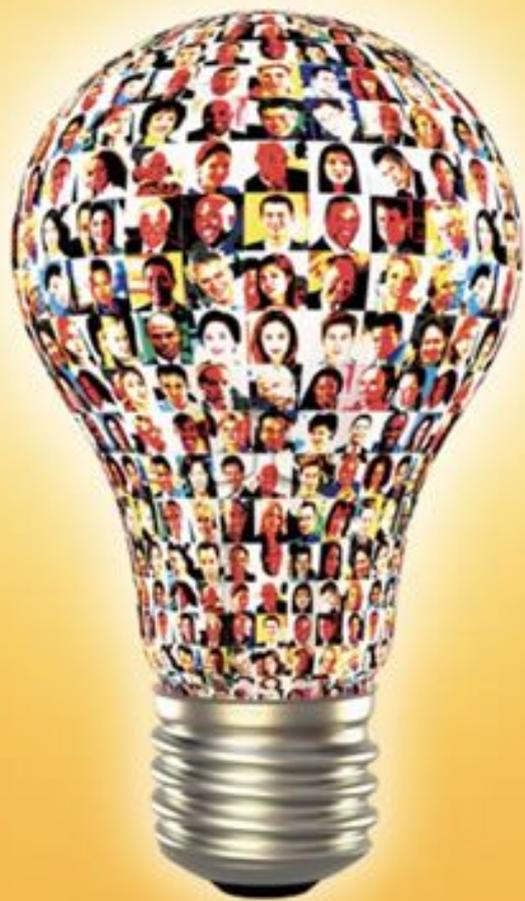
"What do you think we should do?"



"What are you assuming that might not be true?"



"What has to be true for success to happen?"



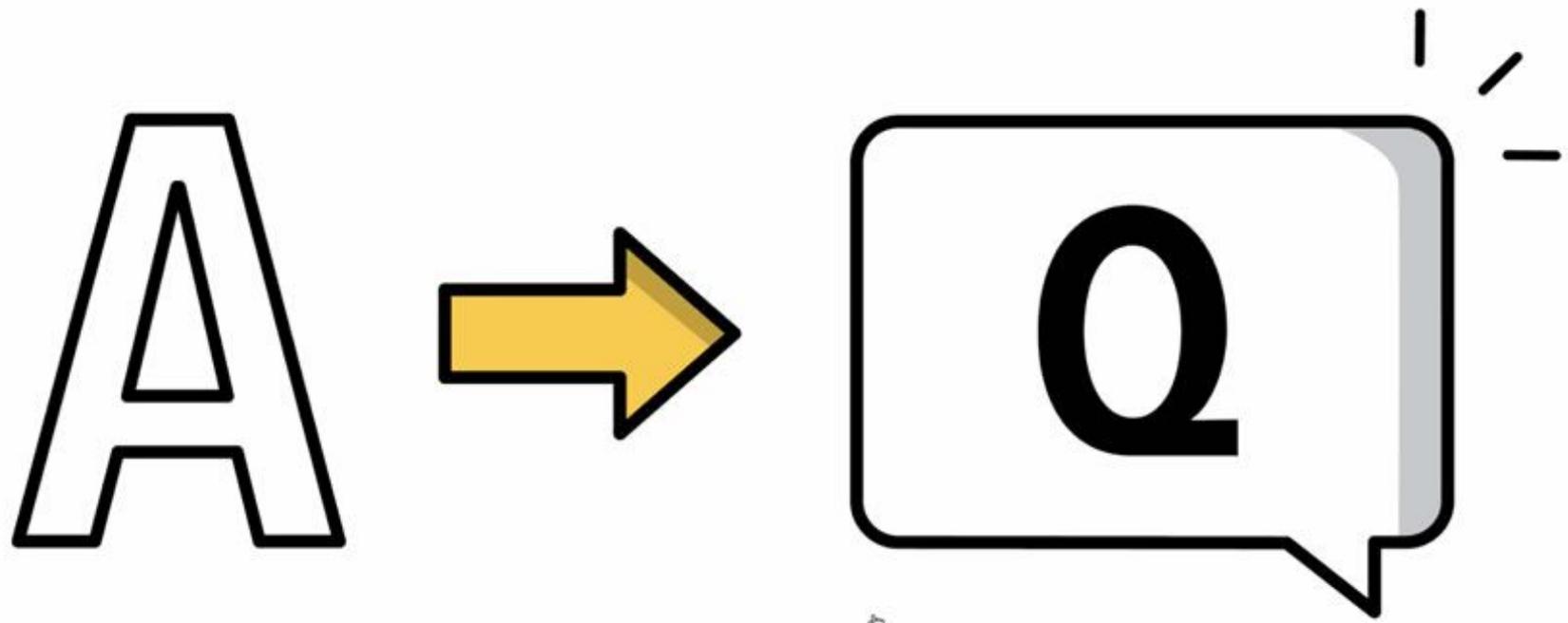
MULTIPLIER PRACTICES

CORONAVIRUS

CRISIS EDITION

*6 Practices for Leading In
Uncertain Times*

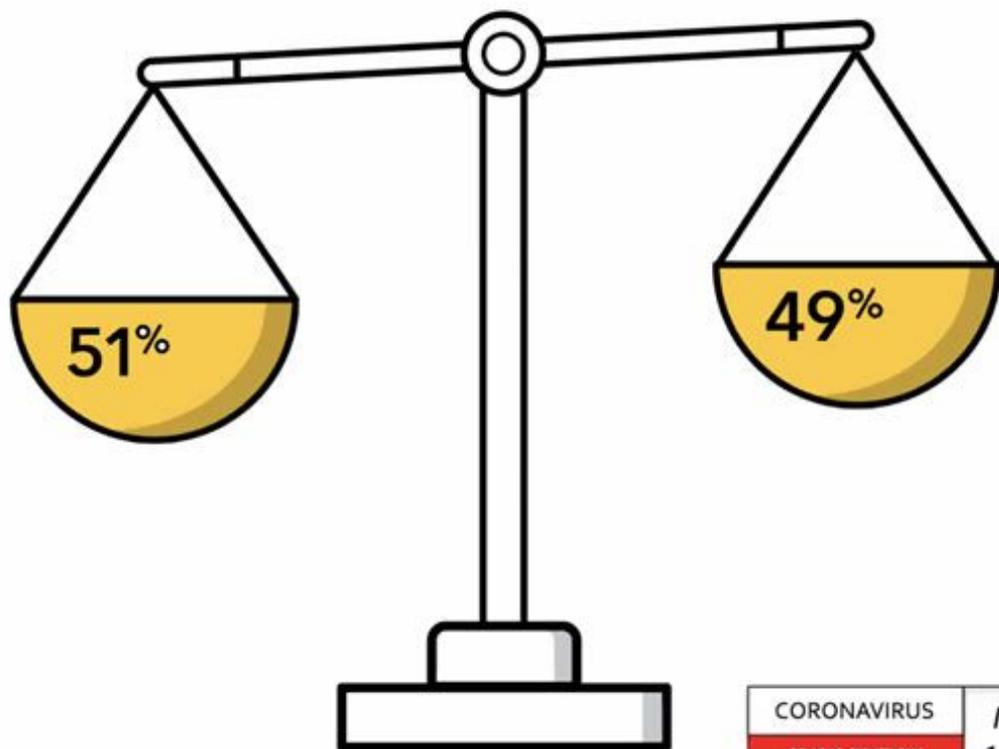
1: GIVE ANSWERS → ASK BETTER QUESTIONS



CORONAVIRUS	<i>Have a set of back-pocket questions Follow the 5-second rule</i>
CRISIS EDITION	



2: TAKE RESPONSIBILITY → GIVE 51% OF THE VOTE



CORONAVIRUS

CRISIS EDITION

*Increase clarity with the 3 Whats:
1. great? 2. done? 3. Out of bounds*



Shawn Vanderhoven



Liz Wiseman

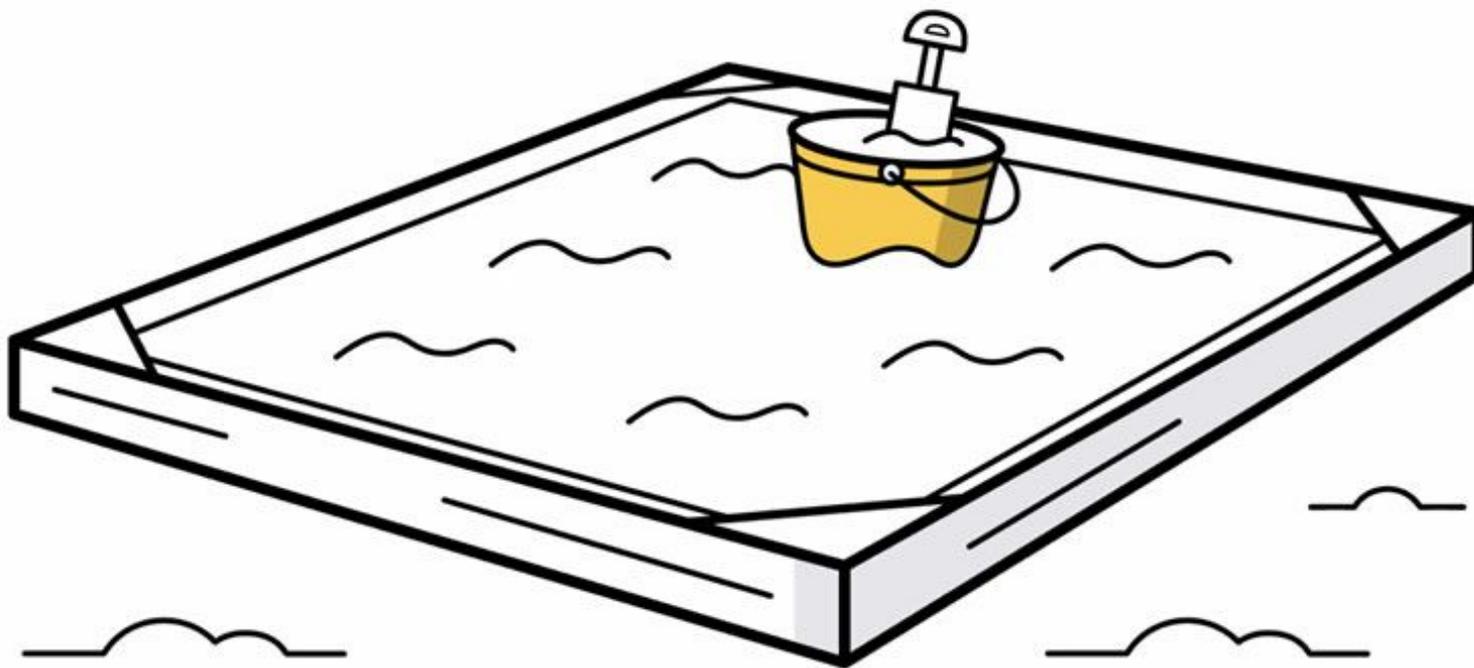
3: TAKE OVER → GIVE THE PEN BACK



CORONAVIRUS	Name a buddy
CRISIS EDITION	



4: ENCOURAGE INNOVATION → MAKE SPACE FOR MISTAKES



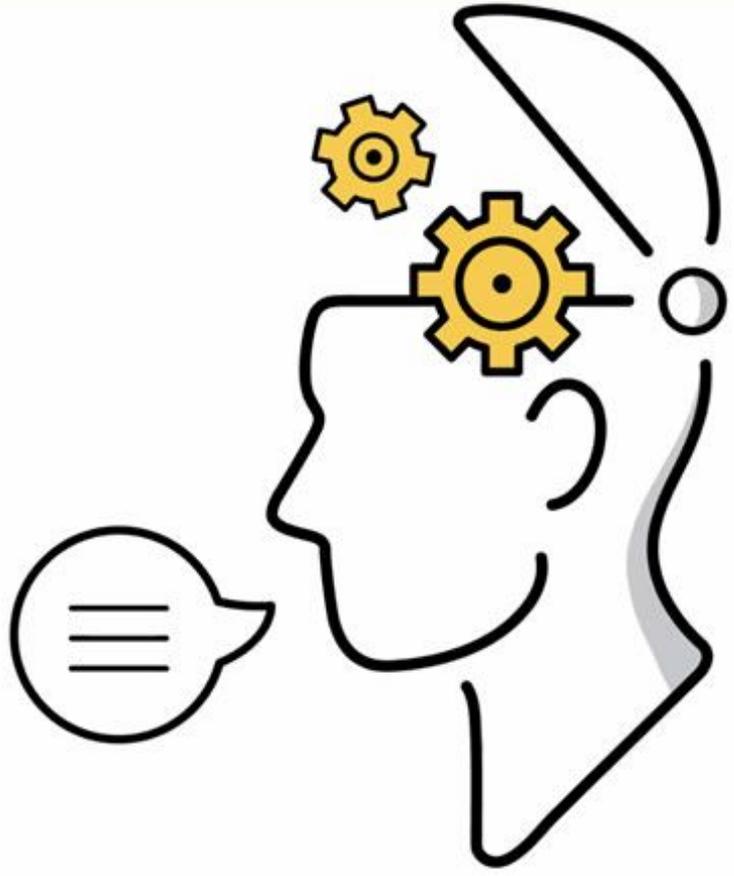
CORONAVIRUS

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Talk up your own mistakes



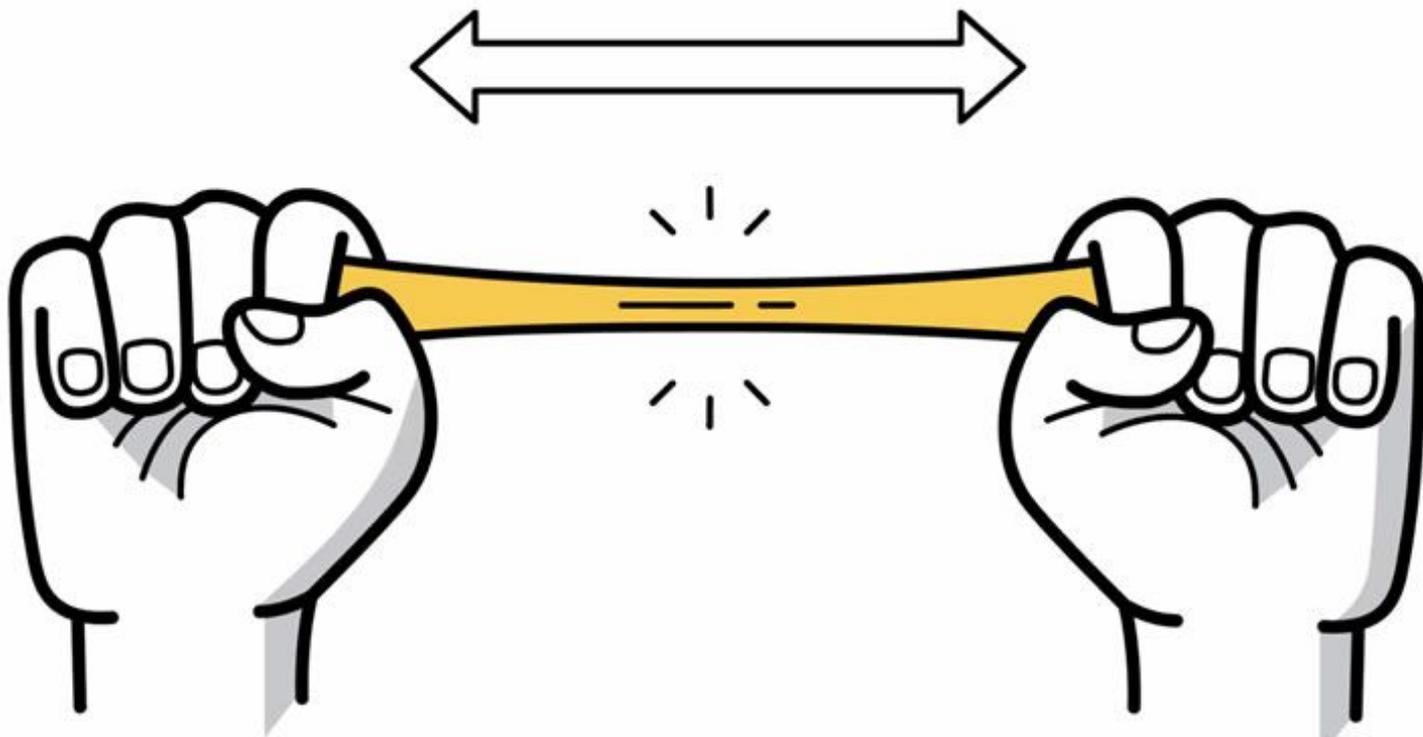
5: HIRE SMART PEOPLE → USE NATIVE GENIUS



CORONAVIRUS	<i>Double up on appreciation</i>
CRISIS EDITION	



6: DELEGATE WORK → OFFER STRETCH CHALLENGES



CORONAVIRUS

CRISIS EDITION

Adjust the tension

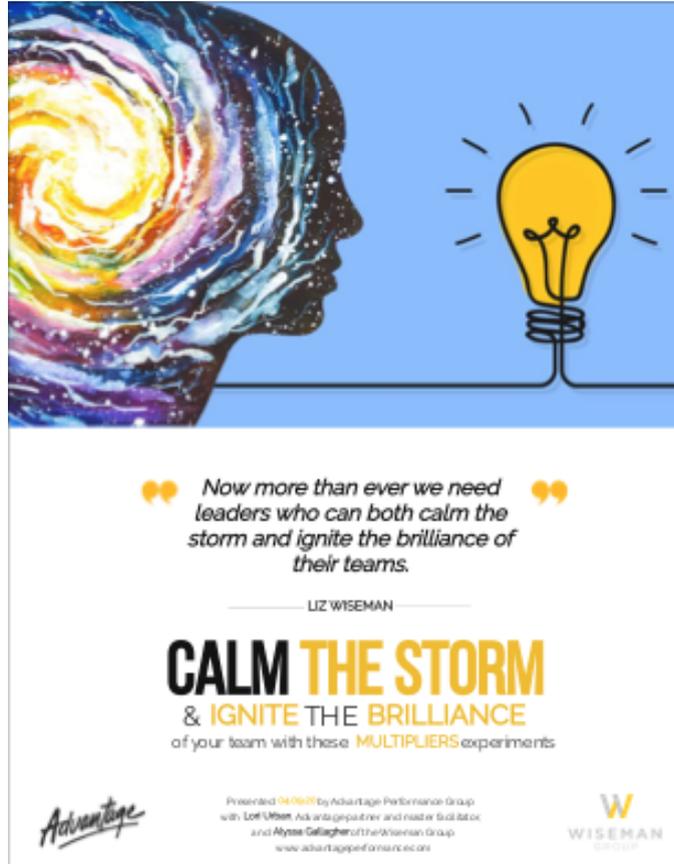


Shawn Vanderhoven



Liz Wiseman

GET 3 EXPERIMENTS



Calm the Storm & Ignite the Brilliance of Your Team

These 3 *Multipliers* experiments are especially helpful for leading in a crisis:

1. Extreme Questions
2. Make Space for Mistakes
3. Give 51% of the Vote

[Download them here!](#)

NEXT STEPS



Multipliers *Virtual Learning Journey*

Experience *Multipliers* virtually via our robust learning lab that combines the interactive features of Zoom with the BTS Pulse platform to closely match the official simulation developed from Liz's book.

We're putting together some public *Multipliers* sessions this fall, and we'd like to get a feel for your level of interest so we can best accommodate your needs. [Please sign up here](#) if you'd be interested in enrolling, and we'll notify you of upcoming dates and pricing!





Multipliers Coaching

Advantage Performance Group can provide *Multipliers* coaching for individuals and teams via a system designed to help you shift from being an Accidental Diminisher to an intentional Multiplier.

[Inquire here!](#)

"We need *more* than
just geniuses at the top
of our organizations;
we need genius
makers."

Liz
Wiseman

Advantage

A webinar **07.30.20** with
LIZ WISEMAN and **SHAWN VANDERHOVEN**
from THE WISEMAN GROUP
Webinar schedule: www.apg1.us/pivot

