



Leading with Questions: The Art of Empowering and Guiding Others

Presented by Eric Kaufman & Ben Grove

Session Overview

- The Power of Questions
- Asking Questions Effectively
- When and How to Ask Power Questions



If you want to change results,
change questions.

THE POWER OF QUESTIONS

Benefits of a Questioning Culture

- Powerful question create powerful thinking — the best questions rattle around for months provoking

Powerful questions provoke
breakthrough thinking

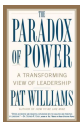


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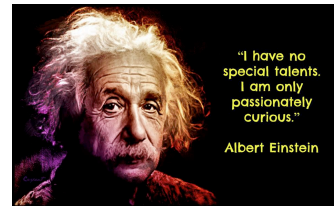
Relationship to Leadership


“If your actions inspire others to
dream more, learn more, do more
and become more, you are a
leader.”

- John Quincy Adams



When have you pondered a
question that made you think or
change your perspective?





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ASKING QUESTIONS EFFECTIVELY

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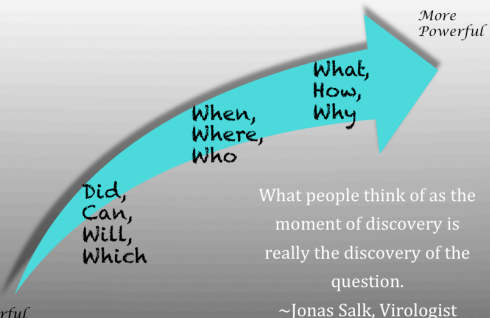
Asking the Right Questions

Thinking about your role with Extension, when have you asked a question but ended wishing you had asked it differently?

"If I had an hour to solve a problem and my life depended on the solution, I would spend the first 55 minutes determining the proper question to ask for once I know the proper question, I could solve the problem in less than five minutes."
~ Albert Einstein
A More Powerful Question.com


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The Art of Powerful Questions



What people think of as the moment of discovery is really the discovery of the question.
~Jonas Salk, Virologist

www.redgramliving.com




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WHEN AND HOW TO ASK POWERFUL QUESTIONS

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Using Questions to Build Teams



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Exemplary Leadership Practices

(Kouzes & Posner, 2012)

MODEL THE WAY



INSPIRE A SHARED VISION



CHALLENGE THE PROCESS



ENABLE OTHERS TO ACT



ENCOURAGE THE HEART





Characteristics Admired

- Honest
- Forward-Looking
- Competent
- Inspiring

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Which Question is More Powerful?

- Are you satisfied with our working relationship?
- When have you been most satisfied with our working relationship?
- What is it about our working relationship that you find most satisfying?

Questions for Forward Movement

- What would it take to create change on this issue?
- What needs our immediate attention going forward?
- What's possible here, and who care about it?

Implications for You and Others?

"What if we don't change at all...
and something magical just happens?"



Thank you! Let us know how we can help

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