



Stomp the Elephant in the Office

by Steven W. Vannoy and Craig W. Ross

Elephant-Stomping Group Handbook

Elephant-Stomping Group Agenda #8

Part Seven: How to Operate on the Front Side of the Energy Map

Meeting Opener:

1. Regarding your Leadership Lock, what aspect of the front side of the Energy Map did you focus on since the last Elephant-Stomping Group meeting? How did you use the Energy Map to generate better results with your Leadership Lock?

2. To what degree do you think “telling” contributes to the 74% of disengaged employees (as cited in the book)? To what degree do you think “telling” contributes to the disengagement in your organization? (Chapter 41, page 268)

- a. What elephants does telling create?

**A Wellness
Culture Tool:**

**Questions Trigger
the Mind**

- Chapter 40



3. How effective are you at asking questions instead of telling people what to do? On a typical day, what percentage are you telling? What percentage are you asking questions and listening? (Chapter 40, 41 and 42)

- a. What sort of results are generated by your current talking/asking questions and listening ratio?

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- b. What would be the impact of asking questions 10% more during your day?
 - c. How does asking the right questions, rather than “telling,” ultimately save time for leaders and organizations?
4. In your opinion, what are the differences between questions that manipulate and questions that truly move things forward? (Chapter 42)
5. Consider the individuals, groups and teams you influence in the workplace. Who would you like to see move forward? (Chapter 40 and 44)
- a. What opportunity will you have to influence this person/these people in the next two weeks?
 - b. What are two Forward-Focus Questions you can ask to focus this person/these people forward?

***A Wellness Culture
Tool:***

***Forward-Focus
Questions***

- Chapter 42



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Optional - Elephant-Free Home: Where the Most Important Leadership Work Occurs

1. What percentage of the time are you telling versus asking questions at home? (Chapter 40, page 265)
 - a. Where are you focusing yourself and your family?
 - b. What do you want your family's focus to be?
 - c. What Forward-Focus Questions will you ask yourself and your family to move you all forward?
2. What concepts and Wellness Culture Tools have you found to be most useful in building a Wellness Culture at home?
 - a. How will you continue to build on the successes you've already achieved at home?

Meeting Closer:

6. Regarding your Leadership Lock, what are your leadership blind spots? (Chapter 42, page 288)

a. What are two questions you can ask to learn more?

b. Who will you ask these questions of?

*"...observing someone's behavior is one way to identify blind-spot information, but this passive approach can lead to misinterpretations."
- Chapter 42, page 288*

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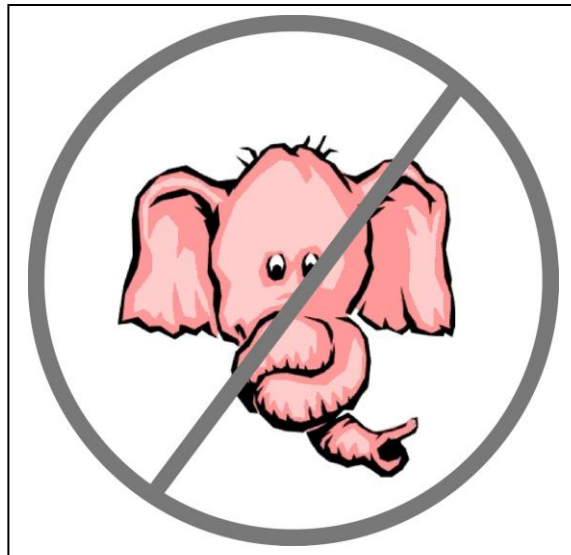


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- c. What additional strategies will you use to accomplish 20/20 Leadership Vision?
7. When you find yourself on the back side of the Energy Map, what Forward-Focus Questions can you ask yourself to move you to the front side?





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Elephant-Stomping Group Closers

Elephant-Stomping Groups either conclude the group with this meeting or continue to meet regularly.

If your group is concluding, please take a few minutes to share your thoughts to the following questions:

1. What did you gain from being a part of this Elephant-Stomping Group?

2. What will support you in continuing to become an effective Wellness Culture Leader? In continuing to stomp elephants in your work and home life?

3. What ideas do you have to continue to support each other in stomping elephants at work and at home and for growing the Wellness Culture around you?

Send Us Your Comments!

We are very interested to hear from Elephant-Stomping Groups about how effective you have found this book and your group meetings. You can share this by going to <http://www.stomptheelephant.com/readersroom/thoughts.php> and filling out the three questions in our survey. Thanks for being an elephant buster!

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