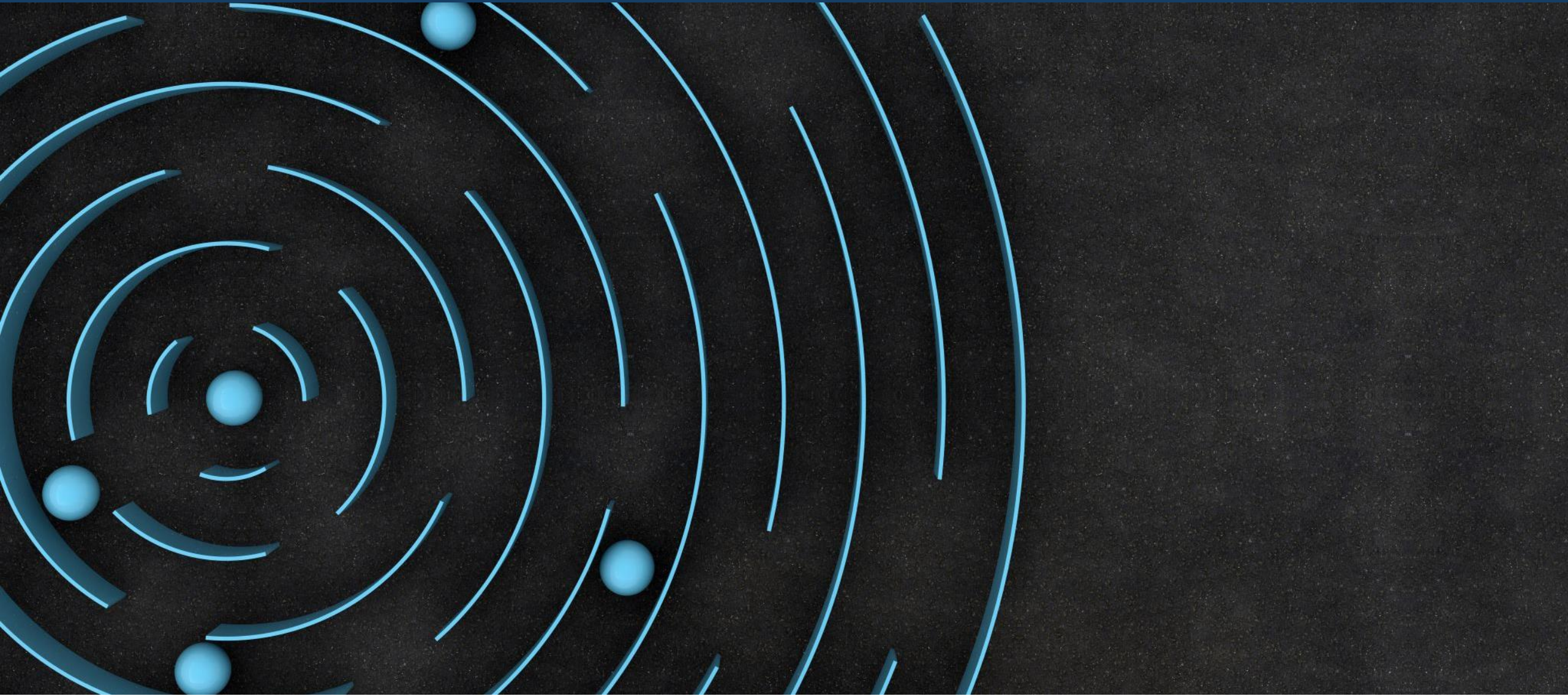




AUDREY GEORGE CONSULTING

The Five Misunderstood Truths about Leadership

Discovering the Truths



Misunderstood Truth #1

**You don't want
everyone to
agree with you.**

Proven Value of Diverse Perspectives



The Power of Alternative Perspectives



Debate Opportunity: Building Teams



01 Tenure

02 Project Experience

03 Cross functionality

04 Demographics

05 Strategy & Operations

06 Existing Buy-In

Misunderstood Truth #2

**The higher your role,
the less people are
telling you the full truth.**

The Perception Gap: Expectations vs. Reality

68% of leaders believe they create workplaces where employees feel safe to raise concerns and innovate without fear of failure



36% of employees agree they feel comfortable raising concerns and sharing new ideas

Barrier to Quality Decision Making: Human Nature



Why Feedback Skews Positive

Informational Conformity

Adopting views of those with more perceived knowledge

Fear of Retaliation

What could happen to me if I speak up and they disagree?

Lack of Action

Nothing is going to happen anyway, so why risk it?

Common Feedback Collection Practices and Their Challenges



LEARN Model for Receiving Feedback



How you receive feedback **sets the tone** for your entire team.

Silence Can Speak Volumes



Misunderstood Truth #3

**Communication may be
your most powerful
leadership skill.**

The Cost of Poor Communication

Effective Communication Essential **96%**

2/3 Managers Uncomfortable Communicating

Communication is Two-Sided



IMPACT Messaging Model

I

INTENTION

Desired
outcome

M

MESSAGE

One clear
sentence

P

PERSONALIZATION

Know your
audience

A

ACTION

Specific
next steps

C

CONTEXT

Bigger
picture

T

TIMING

Delivery
strategy

Communication Frequency



When to Lead from the Front and When to Step Back



Misunderstood Truth #4

**Managers will make or
break your company.**

Management Matters

Of survey participants

75%

Immediate boss causes stress

Impact on productivity

66%

Feel unmotivated

Effect on retention

50%

Plan to leave within a year

Impact of Engaged Teams



23%

Higher profitability



18%

Higher productivity

70% of the variance in team engagement is determined by the manager

Impact of Strong Managers



Skill Gaps for Managers



56% Receive No Training
58% Want Training on People Management

Beyond Technical Skills



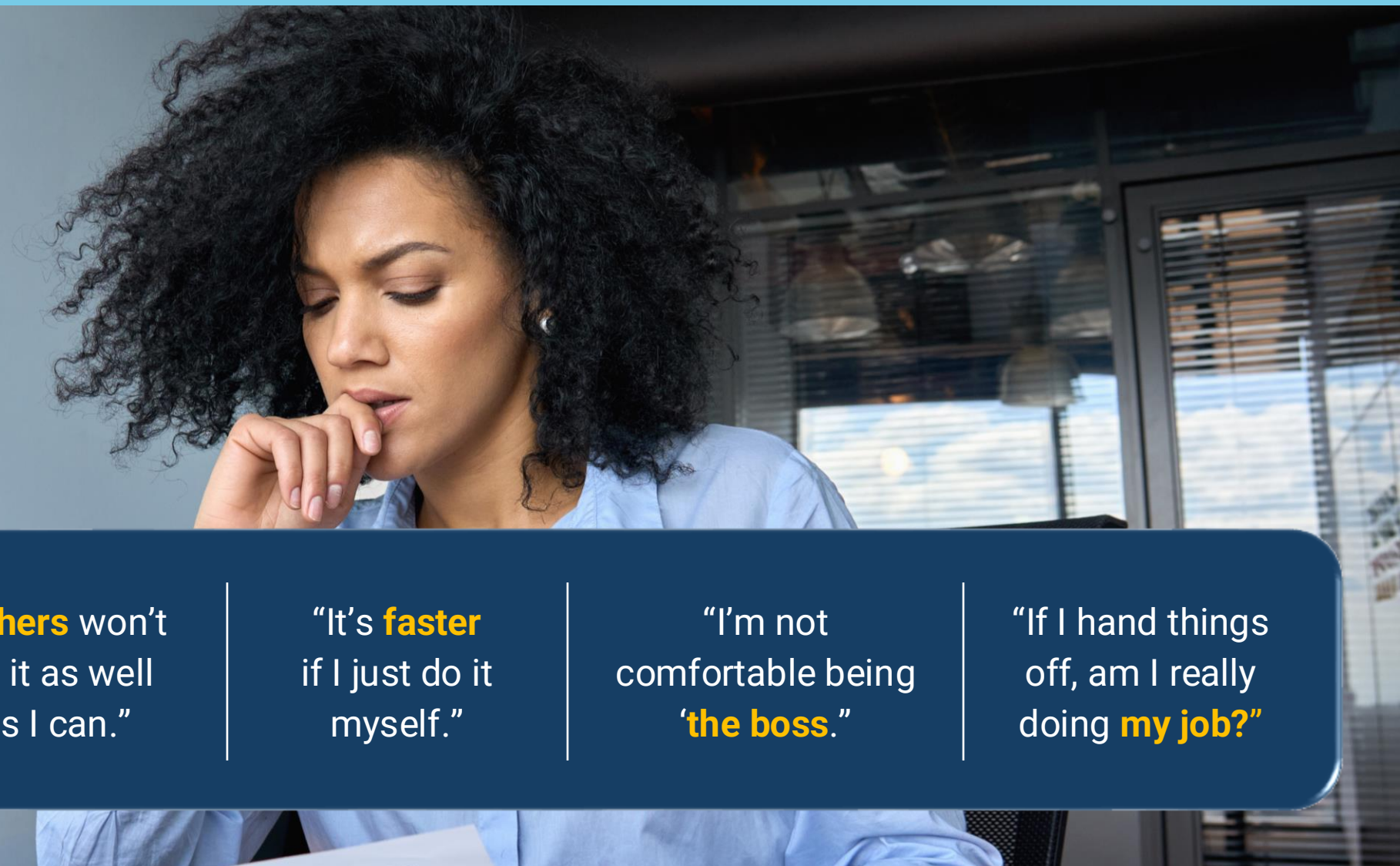
Misunderstood Truth #5

**You can't -
and shouldn't -
do it alone.**

Superhero Mentality



Why is Delegation So Hard?



“I only feel in **control** if I do it all myself.”

“**Others** won’t do it as well as I can.”

“It’s **faster** if I just do it myself.”

“I’m not comfortable being **‘the boss.’**”

“If I hand things off, am I really doing **my job?**”

Strategies for High-Control Leaders



Transparency Delegation

Use check-ins & shared tools for visibility.



Scenario Planning & Contingencies

Anticipate issues & set contingency steps.



Breaking the Cycle of Learned Indispensability



Try Micro-Delegations



Document and Celebrate Success

From Peer to Supervisor: The Delegation Challenge



Guilt

“Am I abandoning my teammates?”



Imposter Syndrome

“Am I the right person for this job?”



Acknowledge Changes

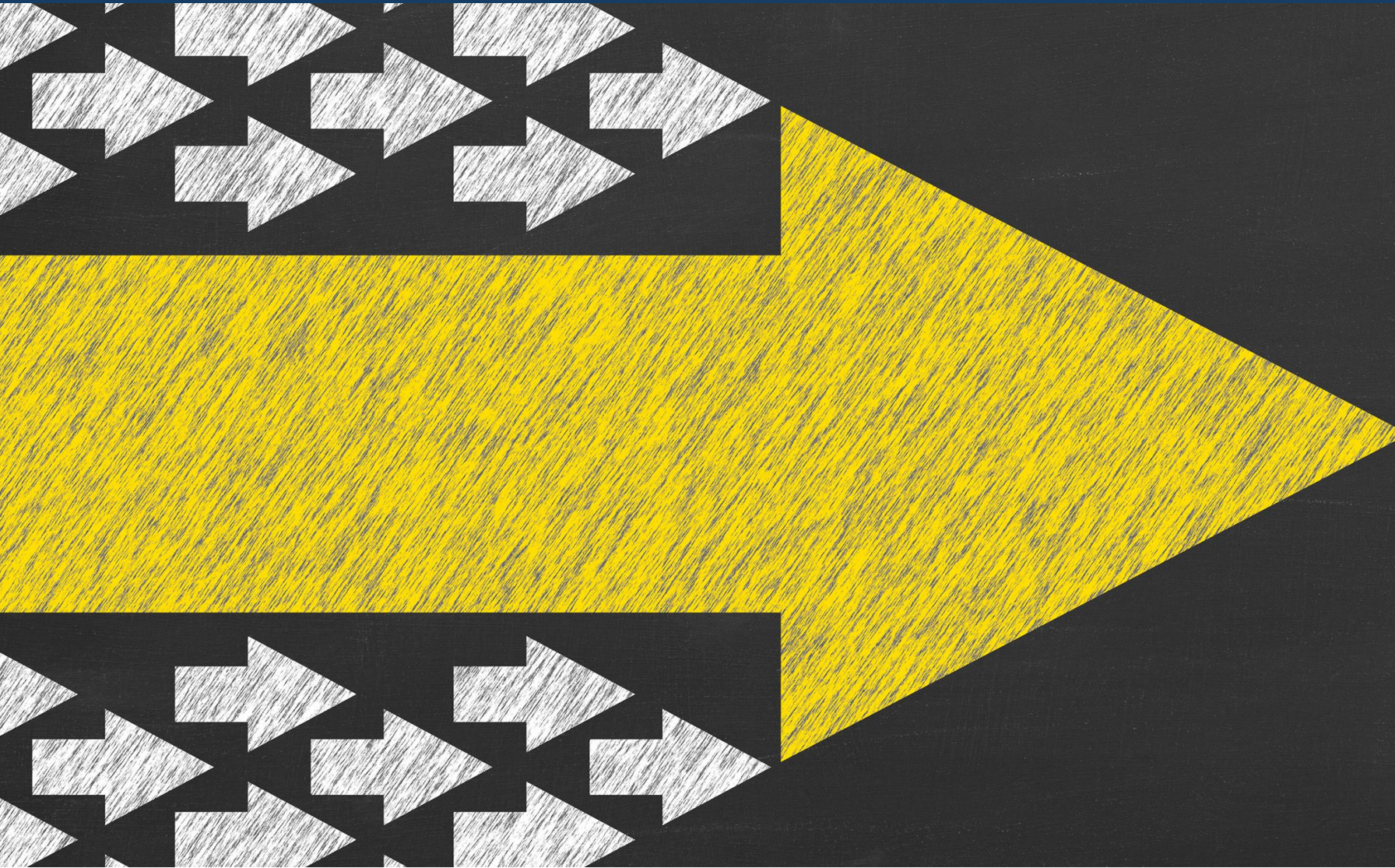
“I know this feels awkward.”



Leverage Inside Knowledge

Start with their strengths

Reframe Delegation: From Loss to Multiplication



The Development Investment Myth



Thank You for Your Time and Attention

Questions
Resources
Stay in Touch

