

Leadership Lessons Discussion Guide

Turn a leadership infographic into a useful team conversation.

Choose one infographic from Daily Leadership Lessons or The Better Workplace. Read it together, discuss what it means in your setting, and select one action to try. The infographic is a conversation starter, not proof that every situation is the same.

A 20-minute discussion

- 1. Read and reflect (3 minutes):** What is the main message? Which idea is most useful or open to question?
- 2. Connect to experience (7 minutes):** Where do we see this in our work? Discuss processes and patterns rather than naming or blaming individuals.
- 3. Explore a better response (5 minutes):** What could a manager or team member do differently? What constraints should we consider?
- 4. Choose an experiment (5 minutes):** Agree on one action, an owner, a completion date, and a way to review what happened.

Three topics to begin with

Coaching: When does giving an answer help, and when does it prevent someone from developing judgment?

Psychological safety and standards: How can we make it easier to raise concerns while keeping expectations clear?

Culture is created daily: What do our meetings and decisions teach people about what matters?

Facilitator reminders

Allow a moment of quiet thinking before discussion. Invite different viewpoints. Ask for examples and avoid treating disagreement as disloyalty. Close with an achievable commitment.

Find the series at [linkedin.com/in/drpaugerhardt](https://www.linkedin.com/in/drpaugerhardt).

Put it into practice

Discussion and action record

Infographic title: _____

Date and facilitator: _____

The message we want to examine

What we notice in our workplace

A different perspective or constraint to consider

Our experiment: action, owner, and date

How and when we will review the result

Bring the conversation to your team

Interested in a leadership workshop or speaking engagement? [Contact Dr. Paul Gerhardt](#) to discuss your audience and goals. More lessons: [linkedin.com/in/drpaugerhardt](https://www.linkedin.com/in/drpaugerhardt).