

LEAD WELL

KNOWLEDGE

ELBOW ROOM

SUMMARY

In some situations, it is very important for everyone to operate under certain strategies and procedures. To agree that the plan needs to be executed a certain way with no flexibility for people to deviate. Yet more often than not, there is space and room for people to have different ideas, opinions, and strategies when working together to execute plans. You can appreciate different perspectives, gifts, and talents, etc. As a wise leader it is a good strategy to consider where you can give everyone some elbow room to maneuver versus tight control (it has to be a very specific way). You can't always provide this space, yet you want to be able to as much as possible. This can help with employee growth, development and engagement.

REFLECTION

When you disagree with someone what is your inclination - Debate and try to convince the other person that your way is better? Captivate them to inspire them and follow your idea? Or do you actually give them some elbow room to disagree - space to think of an even better solution. Or do you simply give them elbow room to have different opinions or beliefs than you while you still work together. How do you show up in these situations?

ACTIONABLE ITEMS

- Describe a time you disagreed with someone - how did you show up? Which of the strategies talked about on the left did you engage? Or something different?
- How do you (or can you) give more elbow room to others in situations where you may disagree?