



GET IT

*Aligning
Brilliance*

CO-CREATING AN IDEAL FUTURE





CO-CREATE A BETTER, BRIGHTER FUTURE

ALIGNING BRILLIANCE



UP-LEVEL THE CONVERSATION:

- *Where and/or with whom might you use this conversation framework?*



INCREASE BUY-IN & ENGAGEMENT

6 MAGICAL QUESTIONS

Question #1 - Value:

- Forward focus
- Safer to come up with individual strengths
- Easier to generate collective strengths
- Strong messages are conveyed to one another
- Affirmations and respect are established
- Create an “on-a-roll” feeling - creating unity, energy, enthusiasm, openness, and creativity

Question #2 - Value:

- Continues the momentum of Step 1
- Taking an inventory of what is working
- Creating realization that some things are working, not caught in total failure
- Use of “we” creates a togetherness perspective - sitting on the same side of the table
- Will aid them in developing an action plan

Question #3 - Value:

- Focus
- Collective buy-in for vision
- Use of the word “our” puts everyone on same page
- Builds unity
- Use of the word “team” emphasizes a cooperative and collaborative effort



INCREASE BUY-IN & ENGAGEMENT

6 MAGICAL QUESTIONS

Question #4 - Value:

- Forward focus
- Total ownership
- Personalization
- Internal motivation

Question #5 - Value:

- Uncovers perceived roadblocks/barriers
- Reveals “Eeyore” thoughts/assumptions

Question #6 - Value:

- Co-Created forward-focused solutions
- Co-Created ACTION PLAN



WHAT HAPPENS NEXT?

CONVERSATION DEBRIEF

1. What were the highlights & successes of the conversation/meeting?
2. What was the perceived benefit(s) to your team or to the individual for engaging in the structured exercise?
3. What were your team's (or this individual's) reactions and feedback to identifying current strengths? What did this communicate to you about the perceptions and beliefs that currently exist within your team or the individual about the strengths?
4. What did the identified current strengths communicate to you that...
 - a) you didn't already know
 - b) you knew, but for which you now have validation
 - c) you need to do differently, modify, change or build-upon in order to continue leading the team or the individual successfully?
5. What were your team's or the individual's reactions and feedback to identifying future activities (tweaks) and steps for growth toward the objective(s)? What did this communicate to you about the perceptions and beliefs that currently exist within the individuals of the team and the team as a whole with respect to future action steps?
6. What did the identified necessary future steps communicate to you that...
 - a) you didn't already know
 - b) you knew, but for which you now have validation
 - c) you need to do differently, modify, change or build-upon in order to continue leading the team/individual successfully?



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