

# Leadership Power Questions to Engage Your Employees



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Great leaders ask great questions. They know that if they come up with all the answers, the chances of having anyone else buy into the solution are next to zero. But if their employees come up with the answer—if they feel ownership of it—there is a good chance it will bear fruit.

Telling, commanding, and stating the truth as you see it will not engage or empower. Answers make you feel like a leader, but questions create real followers.

1. Are we doing anything that is no longer important or effective and that we should stop?
2. What ideas do you have to help grow our organization?
3. How can we improve this?
4. What do you think is the single most important action we can take to make our organization more successful?
5. Do you know why we do it this way?
6. What do you think is the real problem at the bottom of this issue?
7. Is there anything getting in the way of your performing your job effectively?
8. What ideas can you suggest for . . .? (Reducing costs, growing revenues, improving productivity, improving innovation, etc.)

9. What would make your job more interesting and exciting?
10. Where would you like to go in our organization?
11. What additional information or resources would allow you to be more effective?
12. Where do you see me being the most effective and having the most impact?
13. What do you love most about your job?
14. What are the most challenging parts of your job?
15. Based on your experience, how would you describe the culture of this organization?
16. What makes you proud to work here?
17. Can you point to a recent management decision you didn't understand or wish you knew more about?
18. What could leadership do to communicate more effectively to the organization?
19. Who in our organization do you wish you knew better?
20. What are we hearing from our customers lately?

From the Book: Power Questions by Andrew Sobel and Jerold Panas

Would you like to become a more effective leader? We offer Marshall Goldsmith Stakeholder Centered leadership development coaching.

Here are some of the features of the process.

- Guaranteed, measurable leadership growth as assessed – not by us – but by the leader’s own stakeholders
- Unlike training or executive education programs, the entire team will be involved in doing their day to day work
- The leader becomes the coach and it has a cascading effect on the team
- It is a system for continuous improvement for leaders themselves and their teams
- In a study of 11,000 leaders on 4 continents – 95% of the leaders using this process improved!
- This is the exact same process that has been used by 150 of the Fortune 500 companies to grow their leaders
- We are so confident of the process that we work on a no-growth no pay basis

Schedule an exploratory 15-minute conversation with our leadership adviser today

[SCHEDULE NOW!](#)

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