

## CHAPTER 2: SOLOIST TO CONDUCTOR

### *The Focus Shift*

*“One is too small a number to achieve greatness.”  
-The Law of Significance*

*“You can get everything in life you want if you will just  
help enough other people get what they want.”  
-Zig Ziglar*

When did you recognize the need to shift from doing leadership alone to helping others?

What are the challenges you face when you move from “me” to “we?”

*“Ideally a conductor is a catalyst for mutual understanding, with the  
orchestra becoming greater than the sum of its parts.”  
— Eric Jacobsen*

How can you leadership shift to more of a conductor role?”

## CHALLENGES OF LEADERSHIFTING FROM SOLOIST TO CONDUCTOR

Describe a time when as a part of a team you exceeded expectations.

### 1. Going \_\_\_\_\_ So You Can Go \_\_\_\_\_.

How does John describe the “leadership dance?”

Leadership is \_\_\_\_\_.

- Step *ahead* of people, staying close enough for them to see you,
- Step *beside* people, listening to them and talking about the journey, and
- Step *behind* people, sharing words of encouragement to keep them going.

### 2. Recognizing That You Need \_\_\_\_\_.

How would you describe your team environment?

COMPETING	COMPLETING
Has a Scarcity Mind-set	Has an Abundance Mind-set
Thinks Win-Lose	Thinks Win-Win
Practices Single Thinking	Practices Shared Thinking
Excludes Others	Includes Others

**3. Making The \_\_\_\_\_ to Understand Others.**

Which teammate (customer) do you struggle to understand? Why?

How can you use the analogy of the “tango” to improve your leadership?

**4. Wanting Others To \_\_\_\_\_ More Than You Do.**

How would your teammates respond to the question: Does \_\_\_\_\_ (you) position you to win with your role?

**5. Helping Others To Become \_\_\_\_\_ Every Day.**

How are you helping your teammates grow in your organization?

**CHANGE YOUR FOCUS FROM RECEIVING TO GIVING**

How are you intentionally adding value to those around you?

What are the seeds you are planting today for tomorrow?

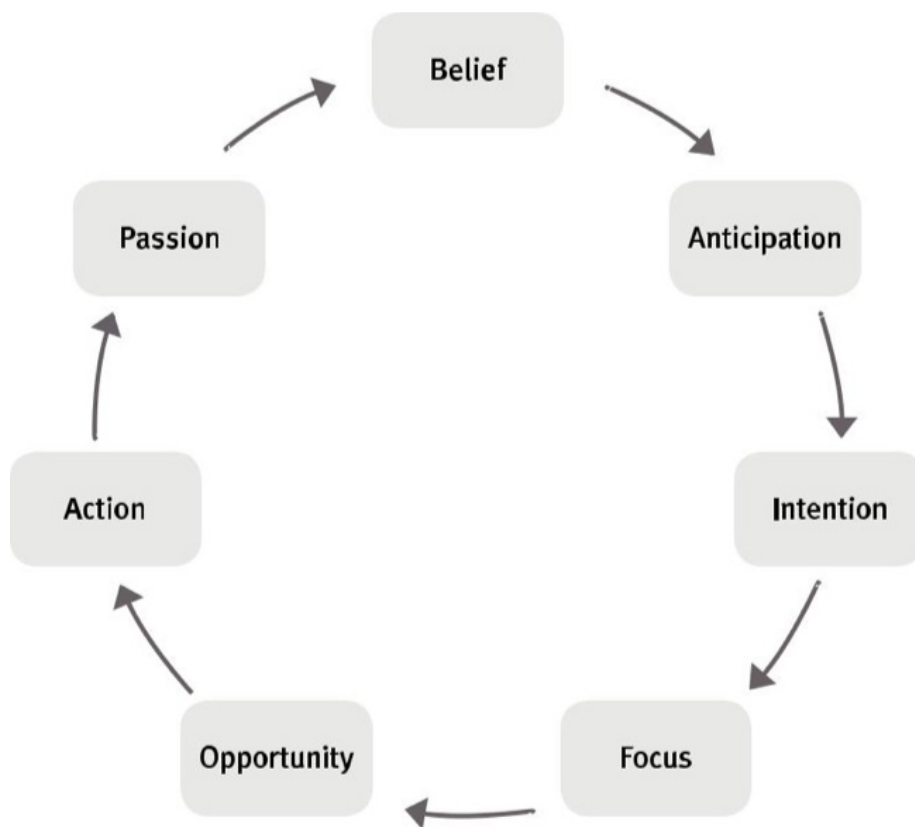
## 1. Focus On Adding \_\_\_\_\_ Daily.

Where can you add value today? – Review your calendar

What additional opportunities to help others will you be given today?

If it is true you receive what you believe, what are you believing will happen with the rest of your day, week, month?

Discuss the cycle:



**2. Add As Much \_\_\_\_\_ As Possible As \_\_\_\_\_ As Possible .**

Do so many people sow so few seeds?

How are you looking for the “secret sauce” or intentionally “sowing seeds?”

What new level of awareness came as you read the “lobster story?”

**3. Never \_\_\_\_\_ To Add Value.**

When were you the first one to give?

**4. Give Without Keeping Score So Motives Stay \_\_\_\_\_.**

How does not keeping score purify your motives for leading?

**5. Welcome Any \_\_\_\_\_ As An Unexpected Blessing.**

Discuss your “unexpected blessing” story.

## APPLICATION: Soloist to Conductor

What intentional steps are you going to take to help your team members reach success?

*“In a land where there are no musicians;  
In a land where there are no storytellers, teachers, and poets;  
In a land where there are no men and women of vision and leadership;  
In a land where there are no legends, saints and champions;  
In a land where there are no dreamers,  
The people will most certainly perish.  
But you and I, we are the music makers;  
We are the storytellers, teachers, and poets;  
We are the men and women of vision and leadership;  
We are the legends, the saints and the champions;  
And we are the dreamers of the dreams”*

*- Matthew Kelly*

Discuss this with the Mastermind next week.

Read Chapter 3 for the next meeting.