Listed below are some discussion topics and/or questions that you can use to initiate conversation with team members or stakeholders if you want to explore this idea further in your organization.

**Discussion Questions**

1. How would you suggest maintaining this within a department?
   
   *Being such a different concept, this change in leadership behavior doesn’t happen immediately. The transformation to intentional leadership can happen organically by opening up conversations around training and workplace behavior, but the end result will only be as sustainable as you invest in it being. If there is an area where it is not working well, then build around it instead of pointing fingers. If something doesn’t coincide with operations then install a buffer document implementing the same process with softer methods.*

2. What has been the biggest impediment with your organization embracing this philosophy?
   
   *Sometimes people become paralyzed by the freedom of discussing and strategizing the tasks associated with the outcomes. When you give instructions but leave latitude for creativity you empower people to think about solutions in new ways.*

3. Have you seen other organizations implement these philosophies?
   
   *This leadership approach was presented to an audience at the Transforming Local Government Conference, and since then there has been numerous inquiries about it. Organizations are interested in transforming their culture of leadership to be more innovative and solutions based. Growth happens where conversations start.*

**Next Steps to intentional leadership**

1. Partnerships are an asset! Connect with organizations like the Alliance for Innovation to begin developing an innovative leadership culture.

2. Connect peer to peer- Open up the dialogue in your workspace around what intentional and holistic leadership approach can look like in your organization.

3. Use resources like the Knowledge Network to get information on what is innovative things other organizations may be doing.


Contact your Regional Director for more information or support: [http://transformgov.org/en/about/staff_directory](http://transformgov.org/en/about/staff_directory)