

MULTIPLIERS COACHING

Multipliers lead with an assumption that people are smart, and that by deliberately moderating their own contributions, the intelligence of others can be drawn out. They recognize and utilize the Native Genius that everyone has, inspiring people to grow and develop in their presence, because learning beats knowing any day. Their leadership qualities and principles help to multiply and amplify the intelligence of those around them, making everyone smarter.

This coaching curriculum has been developed by The Wiseman Group, based on the book: *Multipliers: How The Best Leaders Make Everyone Smarter*. The program is 10-weeks in length but can be reduced to a shorter, focused workshop. It's delivered either one-on-one or as a team / cohort.

We'll meet together as a cohort every week for 1 hour to review the Multipliers skill conversation scheduled that week. A second optional 1 hour session is scheduled for the person or cohort the same week, where we can bring in things that we're observing while we're practicing new "multiplying moves", or challenges that are presenting themselves.

Each person enrolled in this coaching program receives:

- a full Multipliers Coaching Participant Kit, including an author-signed copy of the book
- a course Journal
- Accidental Diminisher discussion cards
- Back Pocket Questions card deck
- Native Genius label kit
- Depending on delivery of the program 1:1 or as a cohort, an optional online self-assessment tool to understand the person's Multiplier vs. Diminisher tendencies is used.

WEEK 1: THE MULTIPLIER EFFECT

We discuss the effect that Multipliers have on those around them, the people they lead, and the companies they work for.

WEEK 2: BUILD MULTIPLIER HABITS

We examine habit chains and how to zoom out to look at why we do the things we do, and how to replace ingrained habits with new leadership moves and practices.

WEEK 3: ASK BETTER QUESTIONS

A Multiplier leads with asking versus telling; we examine how to ask better questions to draw out intelligence, using the right type of question for a certain situation, and what questions might have Diminishing qualities buried in them.

WEEK 4: DISCOVER & UTILIZE GENIUS

Great leaders look for genius everywhere, beyond who directly reports to them - they look for what people do freely and easily, and use that to get more done and build an environment where people can benefit from the genius around them.

WEEK 5: LEARN FROM MISTAKES

We discuss how to create safety within a relationship, a team, a system, and an organization - to create space to talk about mistakes, and make it safe to explore and learn from those mistakes.

WEEK 6: CHALLENGE PEOPLE TO STRETCH

Diminishing leaders often drain us of energy because they're underutilizing natural talent, intelligence, and skill; Multiplier leaders challenge people to stretch their capacity in an energizing, invigorating way.

WEEK 7: PLAY FEWER CHIPS

Great leaders speak less; it's not about them, it's about drawing out the intelligence of everyone else - this week we talk about when to "go big" and when to "go small" with the communication chips we have.

WEEK 8: INVEST IN OTHERS

We all want to be invested in, and this week we discuss how to invest in others with practices that show we fully believe in the intelligence of others.

WEEK 9: DEMAND RIGOR THROUGH DEBATE

Debate gets a bad wrap; in this session, we talk about how to prepare a team for debate so that everyone is ready when decisions are made; we can draw out the best thinking from others in the room about the situation at hand, bringing clarity and alignment.

WEEK 10: DEALING WITH DIMINISHERS

Unfortunately, we sometimes have to work with Diminishers, which can trigger diminishing behavior in us; this week we talk about the hope and influence we bring as Multipliers and the moves that we can utilize when working with them.