



# Inspirational Conversations

## What's the secret behind inspirational conversations?

**It seems to be the holy grail of leadership - to be an inspiration to others so that amazing things happen!**

Being an inspirational leader involves more than just having a title or position of authority. It's about being able to motivate, guide and influence others towards achieving a common goal or vision. Inspirational leaders articulate the way forward, show team members 'how' and are supportive. But how do you do it?

One of the key tools leaders can use to inspire are conversations. Knowing when, who and how to have conversations separates ordinary leaders and inspirational leaders.

Here is one of our favourite conversation structures. Preparing conversations and knowing how to structure a conversation is a

technique of great leaders. You can use this framework in many situations, big or small. Try it for strategy planning, crisis situations, day to day task management or for performance conversations or to start to mend relationships that have deteriorated.

In summary the framework goes like this:

**Stage 1: "This is where we are"** the leader calmly, factually and transparently talks through the situation/challenge/problem. There is no blame, panic or denial of facts.

**Stage 2: "This is where we need to be"** the leader articulates the vision/goal.

**Stage 3: "This is what I need from you"** the leader clearly sets expectations and what they need the team member to do.

**Stage 4: "This is what I am going to do"** the leader explains how they are going to support the team members. Ask them what else you can do to support them.

So next time you identify a situation where you need to have a conversation, don't shy away from it. Think about what you need and then use this structure to plan what you need to say. You will go into the conversation feeling confident and get better outcomes.

**Why not try it out today?**

➔ [Luemo members can read the full article on the exclusive Luemo Member Resource Portal.](#)

## Other interesting secrets about inspirational leadership...

- ✓ *You can learn it, you don't have to be born with it!*
- ✓ *You don't need to be all things to all people – know your strengths*
- ✓ *Great leaders have their own 'brand' or style based on their strengths*
- ✓ *Effective inspirational style aligns with organisational goals, so they really shine in that context*
- ✓ *Inspirational leaders surround themselves with the right people*
- ✓ *Inspirational leaders lead by example, change and disrupt where it's needed*

## Caring for the carers

Did you know there are over 2.65 million carers in Australia\*?

Carers are people who provide unpaid care and support to family members and friends who have a disability, mental illness, chronic condition, terminal illness, an alcohol or other drug issue or who are frail aged. Sometimes the caring arrangement is formal and sometimes it is informal, and it can evolve over time.

*Do you know someone in your workplace who is also a carer?*

Being a carer can be tough – they need care too!

Workplaces can be a valuable place of support for all of us, including employees who may also be carers. Flexible work arrangements, leave and kindly listening are a good start. What else could you do to support carers that you know?

\*Stats from Carers Australia



## Would you like to be an inspirational leader?

Learn how to connect and have inspiring conversations with your team. Our **Luemo GLO Leadership** program provides personalised leadership coaching sessions that heighten insight and develop practical leadership skills that make an immediate difference. Choose a program format that suits you, including in-person and online sessions, one-on-one coaching, and small group workshops. We can also incorporate the best in behavioural analytics utilising **Harrison Assessments International**.

**Get in touch now to secure the dates you need.**