

The following are experiment ideas to practice shifting from an individual to a strategic leader mindset. The concepts are taken from Scott Eblin's book, *The Next Level*, but the experiments are intended for participants enrolled in the Leadership CORE program.

- **Confidence in your presence:**
  - Notice your body language (adjust to a more confident stance (even via Zoom) when you're feeling unsure)
  - Speak with confidence and humility. Make a statement and invite others in to comment. E.g. "Based on what I'm hearing, I feel we should do \_\_\_\_, what are your thoughts?"
- **Renew your energy**
  - Establish boundaries for yourself (no phones at the table, no emails after 6pm, etc.) and
  - Select a meditation practice (walking, sitting, listening to music, breathing, singing, painting) and try it for 2-3 days this week
- **Custom-fit Communications**
  - Think about your audience when writing email communications. Start the email off by referencing something that person has been involved with.
  - When presenting to senior level audience, think about how to get the message across succinctly and then respond with details when asked.
- **Team Reliance**
  - During team meetings, listen for related items that may impact each other's projects/tasks and follow up with questions to the group.
  - Redirect a person's request to the right SME instead of immediately responding and helping. Or, if leading others, ask the other person their thoughts on a solution first before jumping in to provide your solution.
- **Defining what to do**
  - If you already manage projects, check in with your staff members and ask about their progress and ideas to overcome challenges. Clarify the objectives as needed and build off of their ideas.
  - When delegating tasks to others, share the "why" behind the request and invite them to ask questions.

- **Accountability**
  - Notice systems or processes that would improve overall effectiveness on a project team. Work with the team to enhance these systems.
  - Offer “shoutouts” (written or verbal) when appropriate to team members for their contributions and impact on the project.
  
- **Looking left, right, and diagonally**
  - Who in your peer group, outside of your immediate team, might be interested in your project or project goals? Reach out and share highlights about your team’s work.
  - What other people in industry groups or associations that you may be involved with could also assist you on your project?
  
- **Outside-in view**
  - Think about your client’s viewpoint; what do they struggle with? Where do they need your support? Chart your activities on a matrix of LOE and level of importance from client’s perspective. What activities might you want to reconsider or re-set expectations around?
  - Benchmark with colleagues in other organizations in your area of expertise. What are the latest trends and technologies? What challenges are they facing? What’s new strategies have they adopted?
  
- **Big-footprint view of your role**
  - Talk to your clients or research stories on your client’s customers; understand the impact your team makes on their work
  - Revisit your team and/or your client’s vision/mission and goal statements. What do you now notice that you didn’t see before?