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# Multipliers **Among Us**

# *Multiplier Practices for Leading in Uncertain Times*

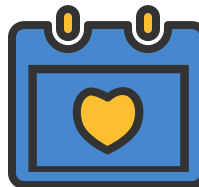
CORONAVIRUS CRISIS EDITION

Webinar **highlights** & **takeaways**

Presented **07.30.20** by Advantage Performance Group



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# A tale of **2 managers**

We've all had experience with 2 dramatically  
different types of leaders ...



The first drains intelligence, energy, and capability from the people around them.

### **Manager 1: The Diminisher**

This is a manager who squashes innovation and talent by doing all the thinking themselves. They have to put their mark on everything.

Usually, these people have good intentions and are not aware they are having this effect.

< 50%  
Of The Team's Intelligence



#### **Results**

Growth suffers.  
Team members quit.  
Organizations scramble.



The other makes lightbulbs go off over people's heads; ideas flow and problems get solved.

### **Manager 2: The Multiplier**

This is a leader who grows intelligence by engaging it. They don't need the credit, and they don't need to be the smartest in the room.

Which one **are you?**








# optimism

BEHOLD  
& I SHALL



optimism

## TEMPORARILY CLOSED

Although optimism is a beautiful, joyful and an essential virtue  
for the world, we have made the difficult decision to temporarily  
close our optimismnyc.com website and all of our optimismnyc.com  
events for the spread of COVID-19. We cannot thank you enough for your  
support and the love and wisdom you have brought to our community.  
We are grateful for your understanding and support. We will be back  
open and online as soon as it is safe to do so. We will be back  
open and online as soon as it is safe to do so.

To keep up to date with us follow  
us on Instagram: @optimismnyc  
optimismnyc.com

# The world needs more Multipliers, **especially now!**

*Today's challenges* have amplified the differences between leaders who can **inspire** their people's best work and those who unintentionally reduce productivity or make stressful situations **worse**.

6 types of Accidental Diminishers typically **showing up now:**



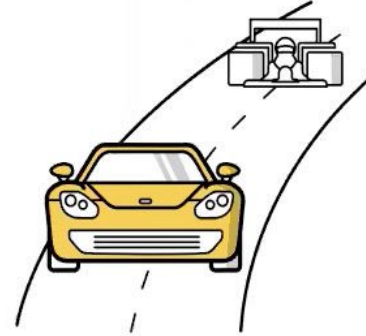
## IDEA FOUNTAIN



## RESCUER



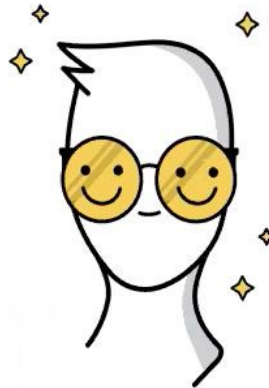
## PACESETTER



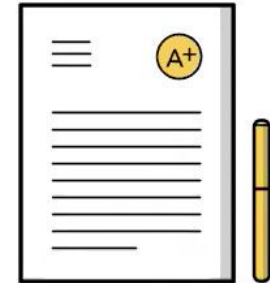
## RAPID RESPONDER



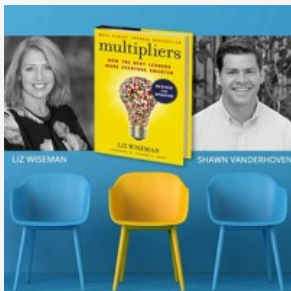
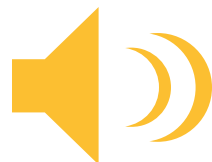
## OPTIMIST



## PERFECTIONIST



# Audio highlights



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Multipliers Among Us Webinar Highlights [07.30] - 01



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# RESCUER

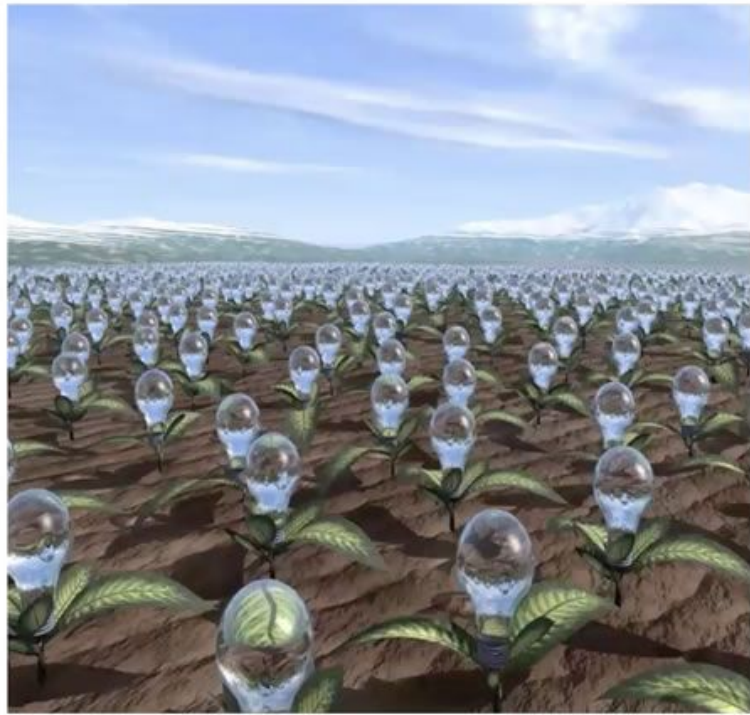


*Your Intention*



*Their Experience*

# IDEA FOUNTAIN



*Your Intention*



*Their Experience*





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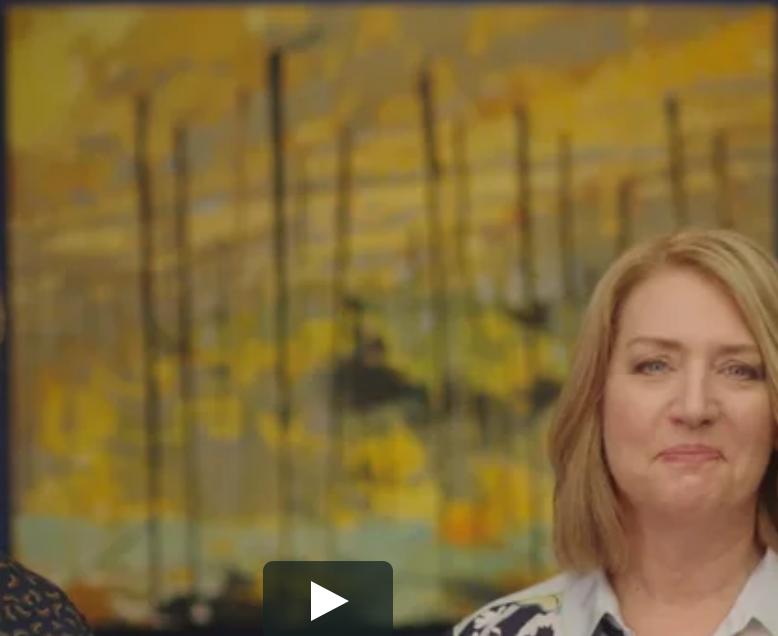
# TAKEAWAY TOOLS

## CELEBRATING 10 YEARS



To celebrate the 10-year anniversary of *Multipliers*, The Wiseman Group is sharing 10 Multipliers Tools to help you apply new practices to your most pressing challenges. We've got one of their favorites for you now called Back Pocket Questions.

[Get more here.](#)





# BACK POCKET QUESTIONS

Play the video:



Asking questions is a bedrock skill of a *Multiplier* leader. Smart leaders keep a set of questions in their back pocket to quickly shift into coaching mode.

**Get yours here:** [apg1.us/questions](https://apg1.us/questions)





*"Are there any reasons we shouldn't proceed?"*



*"What am I not seeing that's important for me to understand?"*



*"If you are saying yes to this, what are you saying no to?"*



*"What do you think we should do?"*

*"What are you assuming that might not be true?"*



*"What has to be true for success to happen?"*



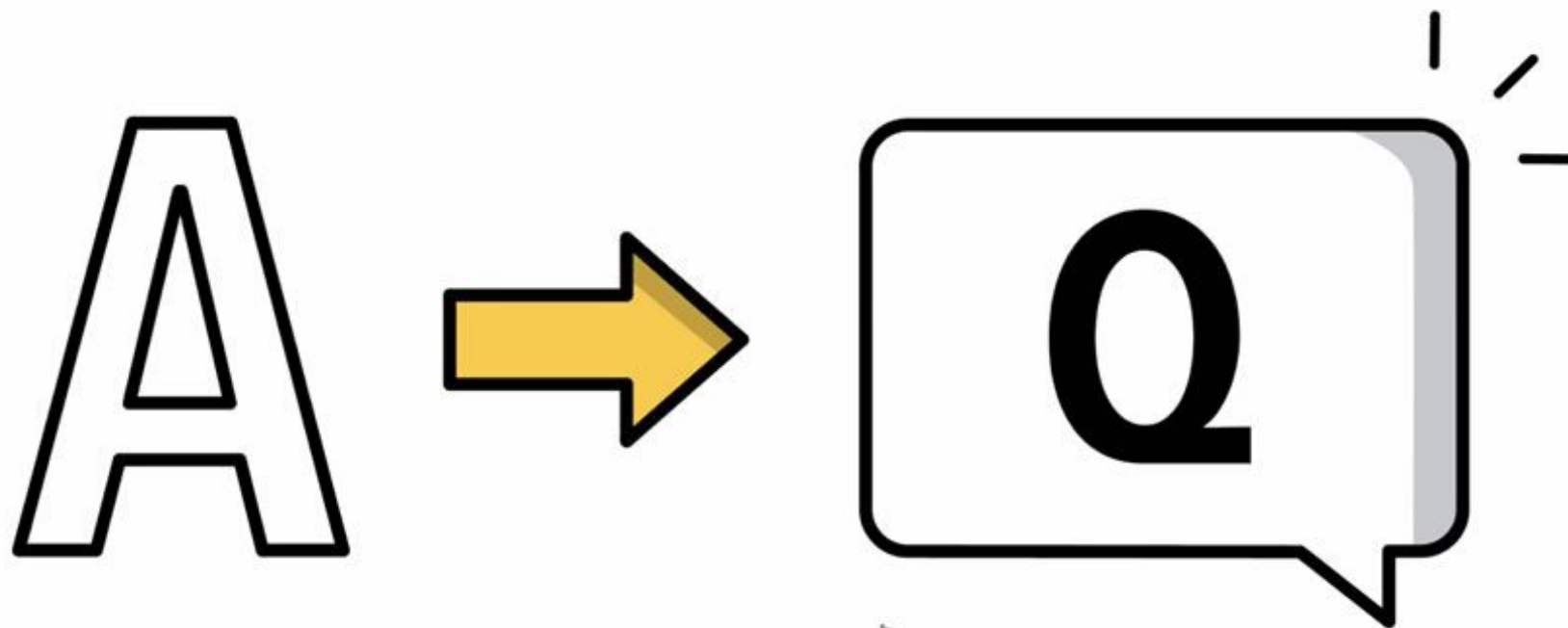
# MULTIPLIER PRACTICES

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*6 Practices for Leading In  
Uncertain Times*

# 1: GIVE ANSWERS → ASK BETTER QUESTIONS



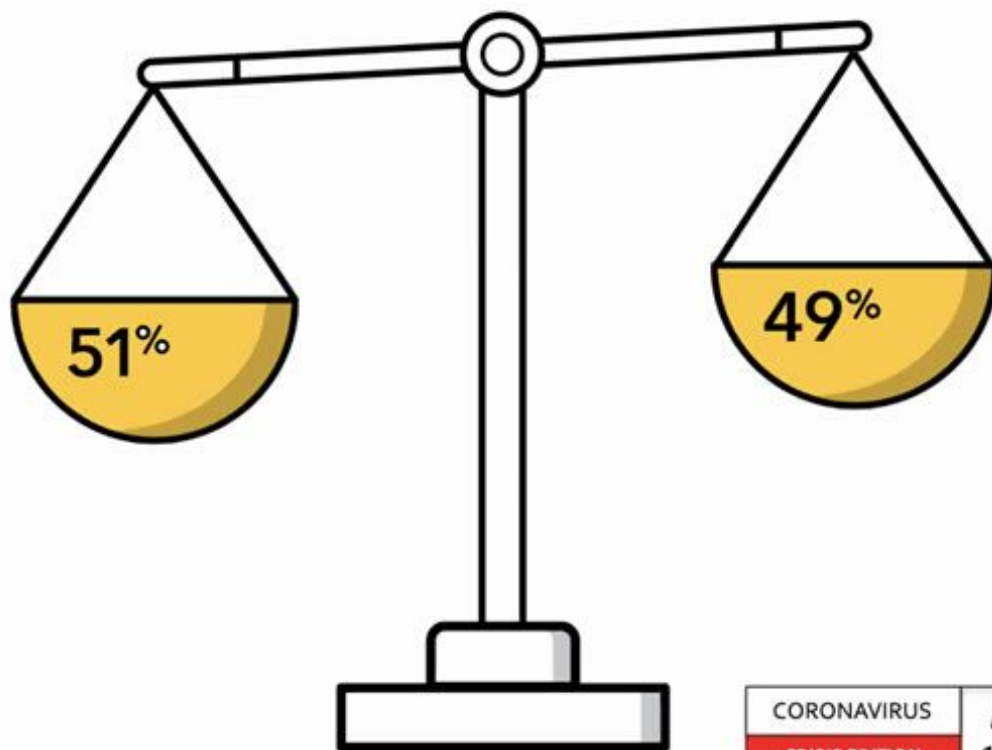
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CRISIS EDITION

*Have a set of back-pocket questions  
Follow the 5-second rule*



## 2: TAKE RESPONSIBILITY → GIVE 51% OF THE VOTE



CORONAVIRUS

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*Increase clarity with the 3 Whats:  
1. great? 2. done? 3. Out of bounds*



### 3: TAKE OVER → GIVE THE PEN BACK



CORONAVIRUS

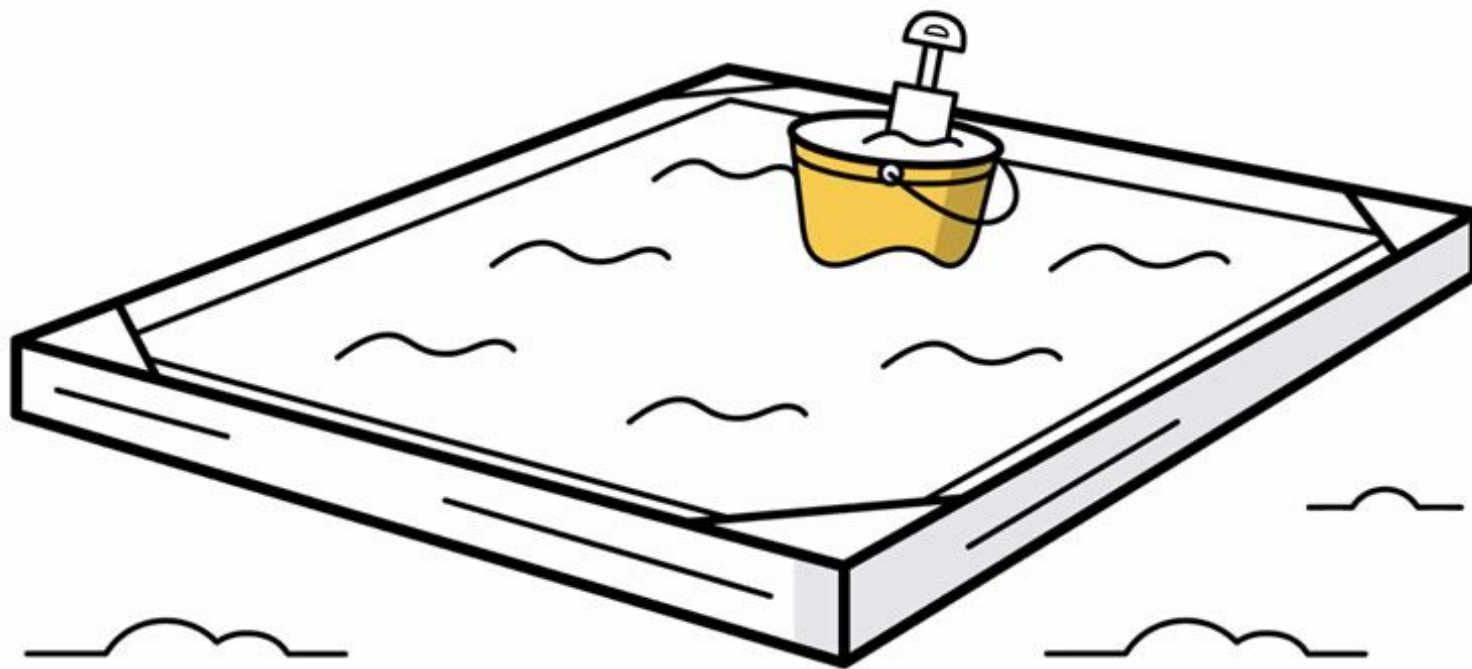
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*Name a buddy*





## 4: ENCOURAGE INNOVATION → MAKE SPACE FOR MISTAKES



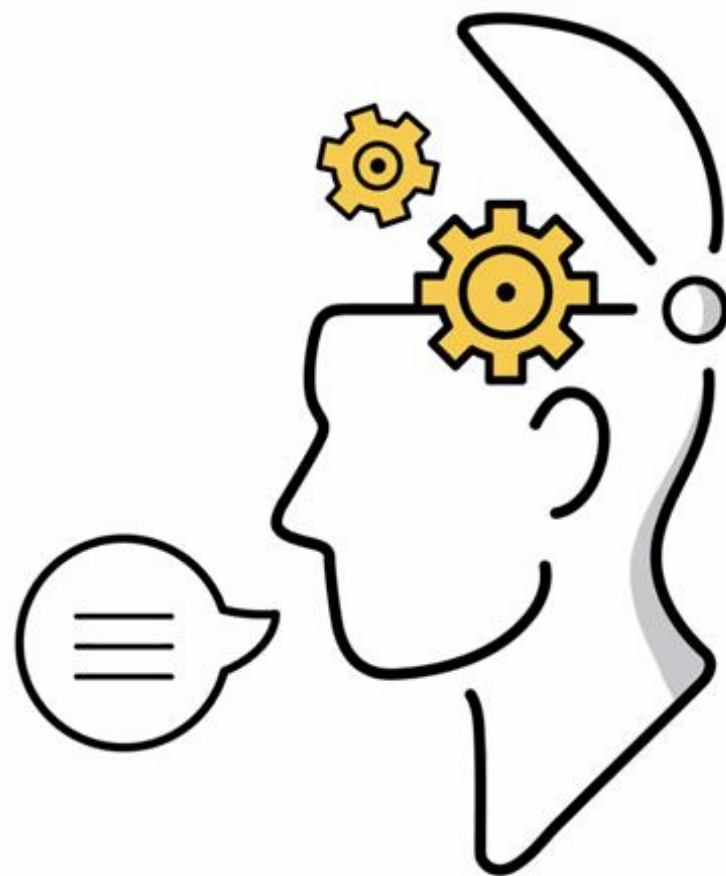
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*Talk up your own mistakes*





## 5: HIRE SMART PEOPLE → USE NATIVE GENIUS

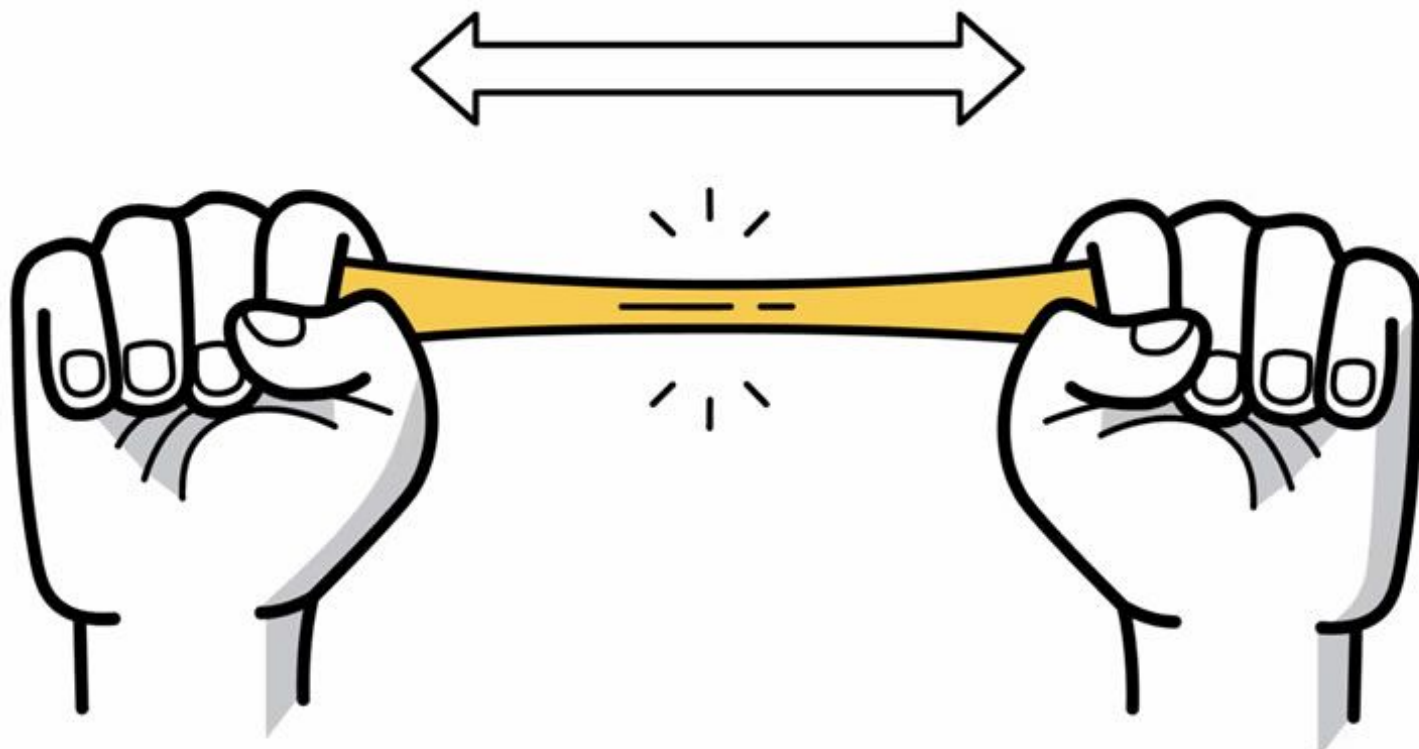


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*Double up on appreciation*



## 6: DELEGATE WORK → OFFER STRETCH CHALLENGES



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*Adjust the tension*



# GET 3 EXPERIMENTS



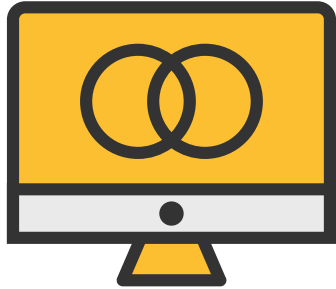
## Calm the Storm & Ignite the Brilliance of Your Team

These 3 *Multipliers* experiments are especially helpful for leading in a crisis:

1. Extreme Questions
2. Make Space for Mistakes
3. Give 51% of the Vote

**[Download them here!](#)**

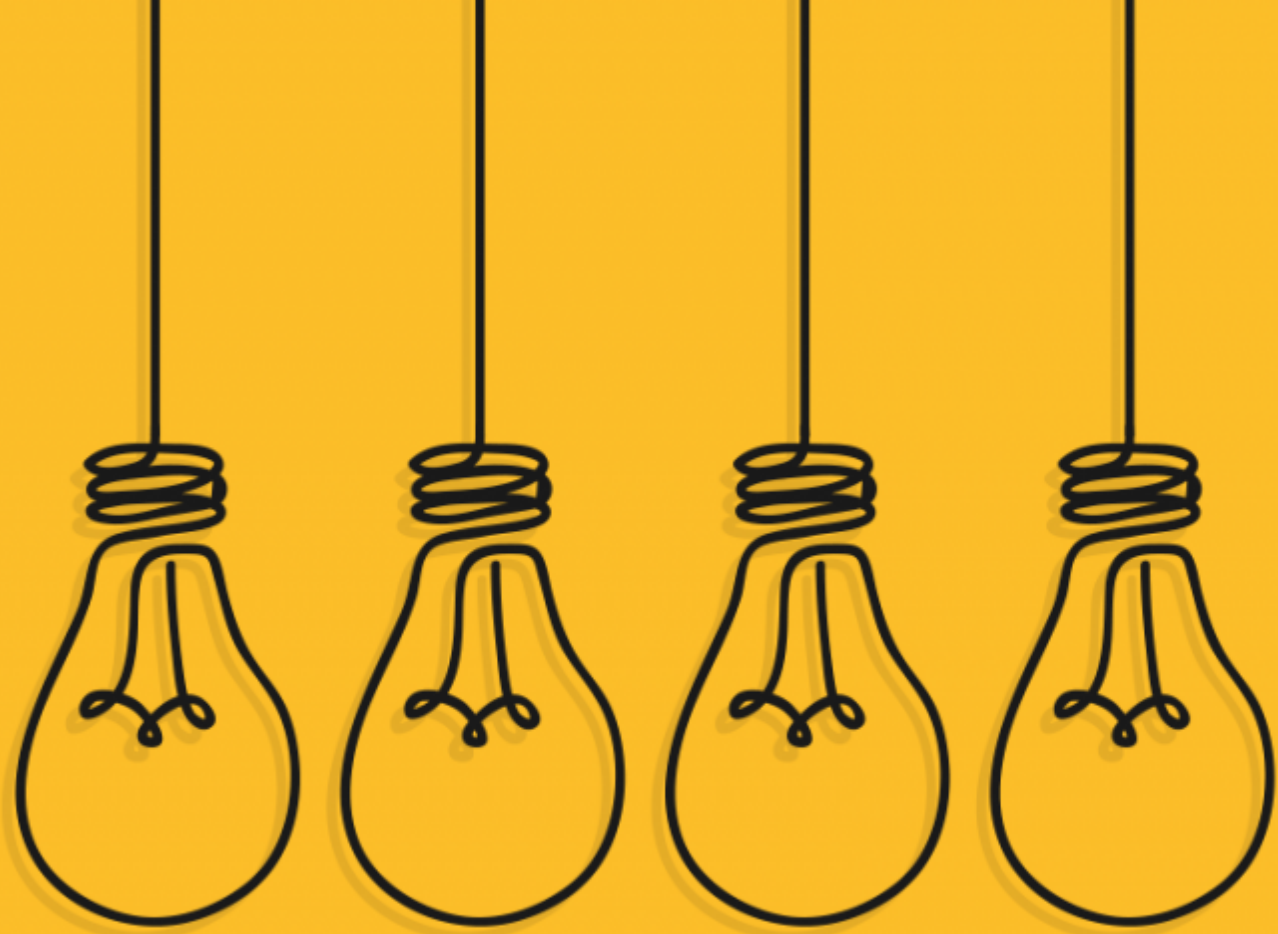
# NEXT STEPS



## **Multipliers *Virtual* Learning Journey**

Experience *Multipliers* virtually via our robust learning lab that combines the interactive features of Zoom with the BTS Pulse platform to closely match the official simulation developed from Liz's book.

**We're putting together some public *Multipliers* sessions this fall**, and we'd like to get a feel for your level of interest so we can best accommodate your needs. **Please sign up [here](#)** if you'd be interested in enrolling, and we'll notify you of upcoming dates and pricing!





## **Multipliers Coaching**

Advantage Performance Group can provide *Multipliers* coaching for individuals and teams via a system designed to help you shift from being an Accidental Diminisher to an intentional Multiplier.

**[Inquire here!](#)**

"We need *more* than  
just geniuses at the top  
of our organizations;  
we need genius  
*makers*."

Liz  
Wiseman



*Advantage*

A webinar **07.30.20** with  
**LIZ WISEMAN** and **SHAWN VANDERHOVEN**  
from THE WISEMAN GROUP  
Webinar schedule: **[www.apg1.us/pivot](http://www.apg1.us/pivot)**

