SPEAK-UP CULTURE

When Leaders Truly Listen, People Step Up



SHEDINSPIRES.COM

WHERE WE'RE GOING...

- Defining a Speak-Up Culture and why it matters
- How to contribute toward the development of a Speak-Up Culture
- Interactive and Q&A throughout


TRÈS



WHAT IS A SPEAK-UP CULTURE ?

An environment in which people feel it is psychologically safe & worth it to share:

- **Ideas, even if they're half-baked**
- **Feedback, to help one another grow**
- **Concerns, even if they're unpopular or personal**
- **Disagreements, especially with senior leaders**
- **Mistakes, believing it will lead to improvements**

Is It Safe? Is It Worth It?



Is It Safe? Is It Worth It?



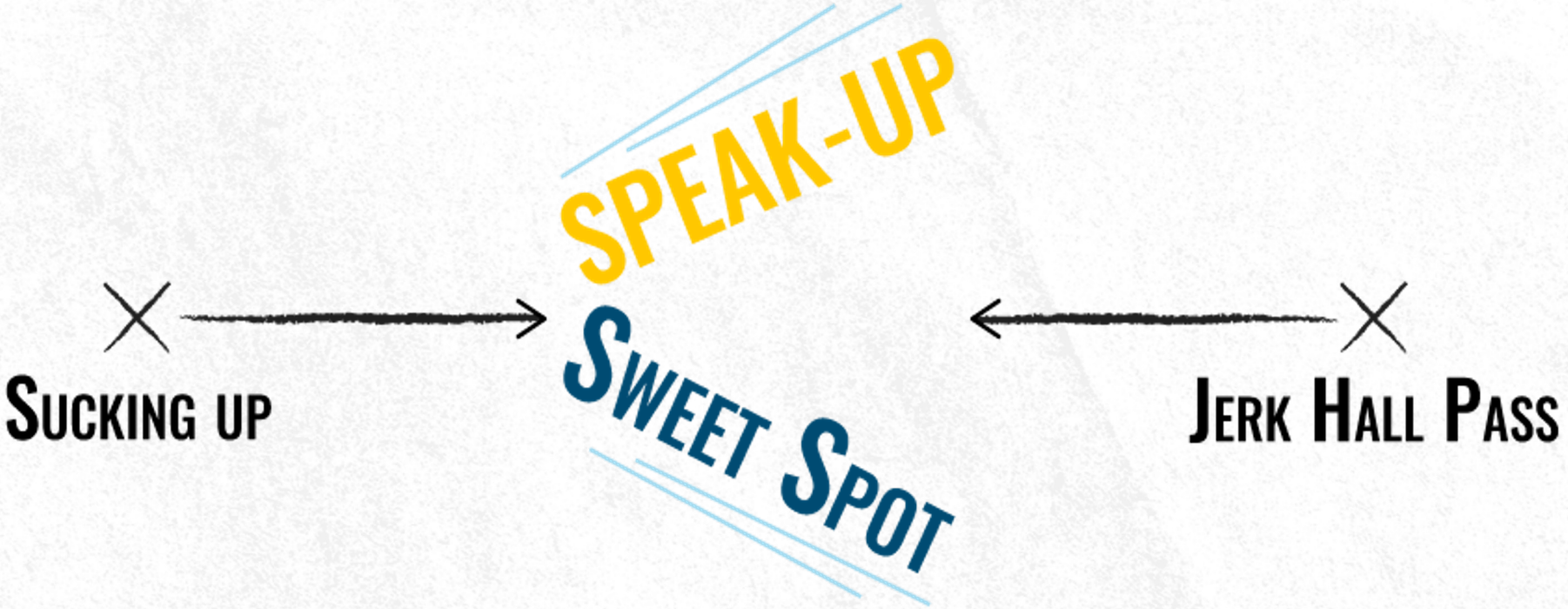
OH, BEHAVE!

- Identify a leader or person in your life who has made it both safe & worth it for you to speak up.

- How did they behave? What were the specific behaviors they displayed that made it safe and worth it for you, and others around you, to speak up with ideas, feedback, concerns, disagreements and mistakes?

- Capture themes and behaviors in your breakout to bring back to our main discussion.

WHAT A SPEAK-UP CULTURE IS AND ISN'T

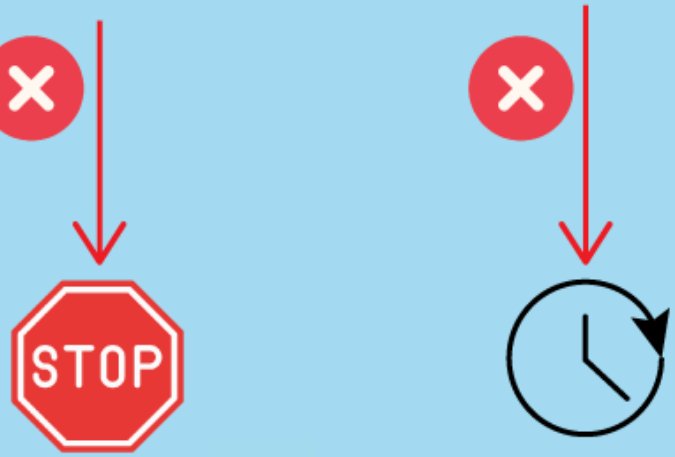


WHY AM I TALKING?



Does this need to be...

Said? → **Now?** → **By me?** → **Speak up!**



Scenario A
Zip it

Scenario B
Let's take this offline


Speak up
in a way
so that those
who need
to hear you will

Does this need to be...

Said? → **Now?** → **By me?** → **Speak up!**



Scenario A
Zip it



Scenario B
Let's take this offline



Scenario C
Pave the way for others

HOW DO WE BUILD A SPEAK-UP CULTURE?

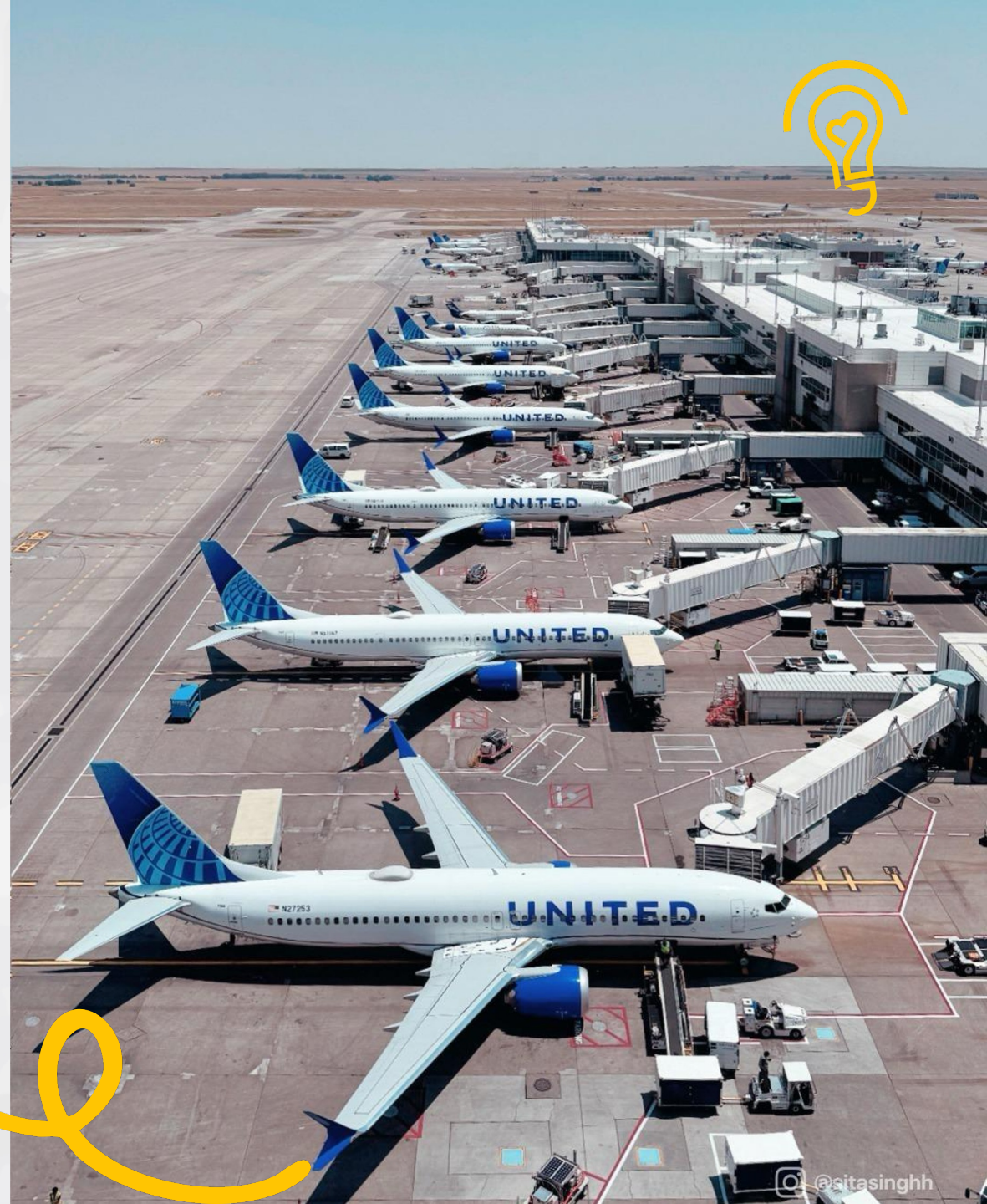


ENCOURAGE & **REWARD**

“I’ve never flown a perfect flight, and today is no exception. I need to know what you see.”

— Ben Berman

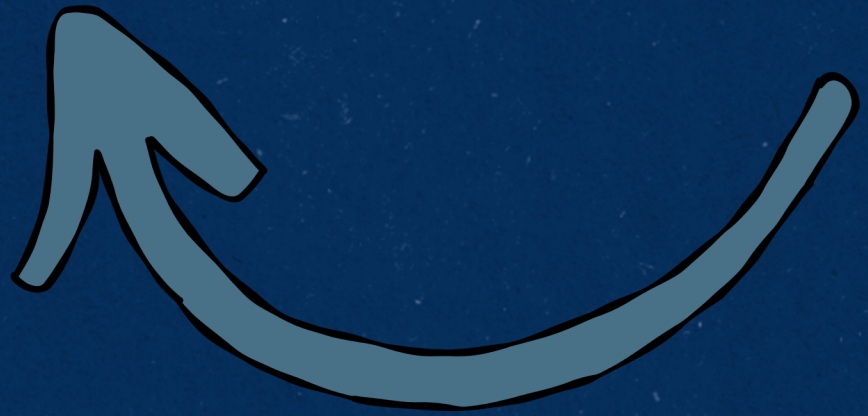




HOW DO WE BUILD A SPEAK-UP CULTURE?



ENCOURAGE & **REWARD**



Virtuous (or Vicious) Cycle


CULTURE MATTERS.



$$\text{Culture} = (\text{Values} \times \text{Behavior})^{\text{Influence}}$$

The goal is to have a
healthy and strong culture.

HOW TO BRING A SPEAK-UP CULTURE TO LIFE

- **Encourage** people to share their ideas, feedback, concerns, disagreements, and mistakes — what they see, feel, know and don't know.
- **Reward** them when they do. In doing so, you'll make it **safe** & **worth it** for people to speak up and use their voice.
- **Enact** your values. The purpose of your values is to live them.
- **Recognize & reward** people when they behave the values. Offer feedback and coaching to those who don't.
- **Mind your influence**. As a leader, your whisper is a shout and tiptoes are stomps.

THANK YOU

Keep making it safe & worth it for the people around you to speak up!

➡️ More at shedinspires.com

in Connect on LinkedIn

& all other socials @shedinspires

🎧 Listen to my podcast *Shed Some Light*