

# Stosh D. Walsh – Presentation Overview

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## Presentation title:

**5 Questions You Must Ask Your Team-A Template for Creating Shared Purpose**

## Brief description:

If most managers are good people with good intentions, why do so many associates say such terrible things about their jobs? This empowering talk based on a popular article written by Stosh D. Walsh gives managers and leaders the tools they need to reconnect with their people, establish a shared purpose and create real meaning in their work environment. Far from being a one-dimensional application to employee engagement, however, these questions can be applied to conflict resolution, team-based problem solving, shared accountability and a host of other real-world situations.

## Learning objectives:

1. Learn how to conduct individual and team conversations that result in agreement, action and accountability
2. Understand techniques to create common understanding of issues and potential solutions, soliciting input from associates
3. Gain awareness of how to frame conversations around ideal outcomes
4. Know how to solicit involvement and provide accountability
5. Apply a template to various workplace situations that require shared purpose
6. Comprehend introductory design thinking principles and how they apply to the workplace

## Anticipated actions and benefits:

1. Enable each member of the team to contribute to direction and goals
2. Identify shortcomings in alignment and commitment and remedy them
3. Create common vocabulary and understanding for team and organizational initiatives
4. Invite accountability and measurement
5. Understand the views of individual team members and the workgroup more quickly and more thoroughly
6. Eliminate “Us vs. Them” dynamics in the workplace, especially between management and front-line associates
7. Create a cooperative culture based on the principle of “5 people thinking about an issue for 1 hour is better than 1 person thinking about an issue for 5 hours”

## Presentation format:

1. Guided questions for response and reflection
2. Active polls
3. Connection and interaction via mobile technology
4. Confer with other attendees and presenter in dyads or small groups
5. Lecture and slides
6. Participation in illustrative activities to emphasize learning objectives
7. Handouts with outline, key points and fill in the blanks for participants to complete and retain