

Thrive in spite of 'em or Report 'em?

Fellow learning leaders,

This Lean On Navy Session is a GREAT one for you to share with your teams to inspire your own conversations!

It started out by being about how to "thrive in spite" of Toxic Leaders, and it ended up being so much more than that.

We acknowledged some historic examples, and we identified common characteristics of toxic leaders.

A huge thank you to Rear Adm (ret) Sinclair Harris, President of NNOA (National Naval Officers Association) who teed up for us some great examples of toxic leaders and even offered some helpful sea stories.

He kicked us off with this short Simon Sinek video about where toxic leaders fall on the performance versus trust spectrum.

. . .and then. . and then. . YOU happened, our audience!

We learned that EVERY leader on the call answered "Yes" that you had indeed worked in a hostile leader environment. We learned that some had even been accused of being hostile leaders ourselves.

When we came back from our breakout sessions, the conversation shifted. We asked, When do we go outside the lifelines when dealing with a toxic leader? And, What are the stressors that compel leaders to become toxic?

I stopped the recording at the one hour point, so that participants could share more freely. I encourage YOU to ask your team to share their reflections with you and with each other on this video, or this topic.

How do YOU ask for feedback from your team?

Lean On, friends!