

# Leadership Teams That Are Actually Teams

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Leadership teams are both individuals and team. Breaking the team down to the individuals and putting together as a team is the deep experience of Dr. Merlin Switzer. Use this discussion guide to foster additional insight beyond the podcast.

## For Deeper Conversation

1. What have you done to:
  - a. understand the individuals of your leadership team as individuals?
  - b. to match them well to specific job descriptions, performance measures, performance reviews, learning plans, and compensation systems?
  - c. set benchmarks and to make sure everything is up to date?
2. What are the obstacles that need to be removed for you to build a leadership team to what you consider the optimal level? Who has the responsibility to make this a clean process? How empowered are they?
3. The discussion about the whole-life development of an executive leader is the earnestness to love God and neighbor, including a love that involves emotional maturity, eternal perspective, as well as good stewardship of intellectual capacity and physical stamina. How is that showing up in your personal development, the development of the individuals of your team and the team overall?
4. What is the next effort you intend for your senior team's development? And what is the next effort for their teams? How do those efforts match up with what this podcast asks you to consider?
5. Look at your personal learning plan (if you have one). Is it touching on heart, soul, mind and strength? Is it purely individualized or does it connect you back to your team and your team contribution? What might you adjust to strengthen it?

## Going Deeper Still

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