**Court Leader’s Advantage Video Podcast Questions**

**Time Marker Sheet**

June 20, 2023, Episode

|  |  |
| --- | --- |
| 2 minutes  8 seconds | Leaders don’t always know how an organization is going to address a challenge, at least not initially.  Some situations call for problem-solving, and leaders must look for solutions.  Have you ever had to facilitate problem-solving without knowing what the solution was going to be before-hand? Can a leader start off a staff problem-solving session with the statement “I don’t know what the answer is” and not look weak? |
| 4 minutes  13 seconds | Can you give an example of time when you did not know what the solution was when you started a problem-solving session? |
| 6 minutes  31 seconds | When asked, many people say that the most important leadership traits are “authenticity and transparency.”  This can be difficult in times of instability such as a crisis (for example, the COVID crisis or the middle of a 10% budget reduction).  Have you ever had to manage staff when you do not have answers and answers were what staff desperately wanted? |
| 9 minutes  8 seconds | Did you have to respond to specific complaints when the new system was being implemented and what did you do? |
| 11 minutes  36 seconds | Have you ever had to coordinate others working to complete a project in a particular way?\* What is the difference between micromanagement and leadership; can you avoid the one if you need things done in a specific way?  Does it stifle innovation? |
| 15 minutes  20 seconds | Can you micromanage but not hurt staff morale? |
| 19 minutes  18 seconds | By a show of hands, who has experienced this staff trend of “quiet quitting”? |
| 20 minutes  48 seconds | Sometimes a leader must advocate for a solution they themselves did not come up with (i.e., their Presiding Judge thought of it?); possibly a solution they don’t even agree with.  What is the role and responsibility of a leader who must advance a project that is not their own?  Is there a concern that it could foster “quiet quitting” amongst staff? |
| 26 minutes  34 seconds | Finally, What is the one piece of advice you would like people tuning into today’s episode to come away with? |