

Level Up

GUIDE

TOOLBOXES

& TOOLBELTS

W/JOHN BARRETT

LEVEL UP
SUPERLEADERSHIP

SESSION SUMMARY:

In this video, John Barrett emphasizes the importance of equipping leaders with the necessary tools for success. He draws an analogy between a leader's skill set and a toolbox, suggesting that just as a handyman requires a variety of tools to complete different tasks, a leader needs a range of skills and frameworks to effectively manage and develop their team. Barrett argues that while natural abilities provide a foundation, growth comes from expanding one's skills through exposure to leadership training, coaching, and learning resources. Barrett then introduces the concept of the "leadership tool belt," a step beyond the toolbox, which represents the ability to access and apply leadership tools in real-time situations. He stresses the importance of not only having a toolbox but also ensuring that these tools are practiced and ready to be used at a moment's notice. The talk concludes with a call to action for leaders to both develop their own tool belts and to help their team members build theirs, ensuring that the entire organization is equipped to handle challenges such as conflict, productivity, and accountability.

GROUP QUESTIONS:

1. What are some natural skills or abilities you bring to your leadership role?
2. How can you actively seek out new tools and resources to enhance your leadership?
3. Can you share an experience where having the right tool at the right time made a difference in a leadership situation?
4. What does having a "leadership tool belt" mean to you, and how does it differ from a toolbox?
5. How can we ensure that the tools we learn are readily accessible and not just theoretical knowledge?
6. What are some strategies or frameworks you've found effective for dealing with conflict or increasing productivity?
7. How can we as a team align our tools and frameworks to work more cohesively?
8. What steps can we take to help each other develop our individual and collective tool belts?

APPLICATION:

This week, identify one area in your leadership where you feel you could improve. Seek out a new tool, whether it's a book, a workshop, or advice from a mentor, and commit to learning and applying this tool in your daily interactions. Share your progress and experiences with the group at our next meeting.