Fierce Conversations
The Fierce Leader
Improving Leadership and Results Through Conversation
Business is...
Our careers, our companies, our relationships, and our very lives succeed or fail gradually, then suddenly, one conversation at a time.
Definition of a Fierce Conversation

A Fierce Conversation is one in which we come out from behind ourselves, into the conversation, and make it real.
The 4 Objectives

1. Interrogate Reality
2. Provoke Learning
3. Tackle Tough Challenges
4. Enrich Relationships
Transformational Idea 1

Where do you need to do a better job in tracking “gradually” to avoid a negative or hasten a positive “suddenly”?

With whom do you need to have a conversation with to assess where you really are?
2 The conversation is the relationship.
2 The relationships *are* the culture.
Transformational Idea 2

The conversation *is* the relationship.

So what do you need to start doing, stop doing, and continue doing to improve, repair, or enhance the relationships integral to your success?
Transformational Idea 3

3 All conversations are with myself, and sometimes they involve other people.
Context
The Results Cycle

- Results
- Behavior
- Beliefs
Any context can be justified. The question is, “Is my context working for me?” What context is no longer working for you?

What beliefs about your team, your organization, and people’s capabilities get in your way of happiness and success?
The 7 Principles

1. Master the Courage to Interrogate Reality®
2. Come Out From Behind Yourself, Into the Conversation, and Make it Real®
3. Be Here, Prepared to Be Nowhere Else®
4. Tackle Your Toughest Challenge Today®
5. Obey Your Instincts®
6. Take Responsibility For Your Emotional Wake®
7. Let Silence Do the Heavy Lifting®
The 7 Principles

? Which Principle would most improve your relationships if you were to focus on it for the next 30 days?

? Which Principle does your organization most need to focus on?
“While no single conversation is guaranteed to change the trajectory of a career, a business, a relationship, or a life – any single conversation can.”
Thank You!

- The recording of today’s presentation, along with the PowerPoint slides, will be available on our Career Resources web page by early next week:

  http://www.mccombs.utexas.edu/Alumni/Career.aspx
thank you.

www.fierceinc.com