# Coaching Tip: How to Gain Trust and Motivate Through Conversational Leadership

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***"Leaders must be close enough to relate to others, but far ahead to motivate them."-****John Maxwell*   There are many of us in leadership positions and those of us who want to measure up to our leaders' hopes for pursuing their vision.  Leaders must realize that their employees or organizational members must be pulled along NOT pushed into positions that become drudgery.  Through interpersonal conversations based on:" intimacy, interactivity, inclusion and intentionality", a process of information exchange can be established creating trust, effective listening, dialogue, and promotion of spirit. Benefits of conversation using the above mentioned processes: buy in, new ideas, more engagement, desire to promote company or organization's brand, willingness to "go the extra mile". **Activity: How do you relate to your people?**

* Emphasize listening to exchange ideas on a personal not authoritative level.
* Have face to face conversations when possible.
* Allow for active exchange of ideas for a strategic purpose.
* Be clear on your agenda.

Use your conversation to align your committees, teams, work groups, etc. ***"Communication is the real work of leaders."-***Nitin Nohria (Dean of Harvard Business School) I recommend: "*Leadership is a Conversation" in Harvard Business Review June 2012*

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