Lead like a Multiplier: a Play&Learn Workshop
Hello!

I am Mariya Breyter

I am here because I think that everyone deserves to be multiplied
What to expect

- We will identify two types of leaders – multipliers and diminishers and their role in Agile culture
- We will identify qualities that define these two types
- We will play re-usable games to build multiplier qualities
- We will self-assess ourselves and commit to an individual improvement to increase our multiplier qualities
- We will have fun!

You will leave this session with a few creative ideas to start multiplying right away!
Introductions

✗ Please put your name on the card,
✗ Pick an animal that represents your leadership style
✗ And introduce yourself at your table:

*My name is <> and I chose <the animal> because < >.*
Why do we need multipliers?

1. Start with Why

Why do we need multipliers?
GAME 1.

What is leadership to you?
What are the leadership behaviors?

1. Scrum Master from each table comes over for supplies and serves as a scribe
2. The team sequences the pictures from most to least leadership personas while talking about the reason
3. Debrief
The World is Changing

How come some leaders manage to make everyone around them smarter, yet other leaders seem to drain intelligence and capability out of people?

<table>
<thead>
<tr>
<th>How would you:</th>
<th>Diminisher (&quot;They will never figure this out without me.&quot;)</th>
<th>Multiplier (&quot;People are smart and will figure this out.&quot;)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manage talents?</td>
<td>Use</td>
<td>Develop</td>
</tr>
<tr>
<td>Approach mistakes?</td>
<td>Blame</td>
<td>Explore</td>
</tr>
<tr>
<td>Set direction?</td>
<td>Tell</td>
<td>Challenge</td>
</tr>
<tr>
<td>Make decisions?</td>
<td>Decide</td>
<td>Consult</td>
</tr>
<tr>
<td>Get things done?</td>
<td>Control</td>
<td>Support</td>
</tr>
</tbody>
</table>
Whose behavior is that (Diminisher or Multiplier?)

- Defines an opportunity that causes people to stretch
- Protects employees from distraction and negative influences from people in the broader organization
- When this person needs to staff a project, they generally turn to the people who work directly for them or the people with the most seniority
- Drives great results through their personal involvement and contribution
- Drives sound decisions through rigorous debate
1. LEADERSHIP BEHAVIORS

How to enhance multiplication skills?
Game 3.

Imagination Game
Do not Believe What You See
Do not Believe What You See

"My drawing was not a picture of a hat. It was a picture of a boa constrictor digesting an elephant."
GAME 4.
The Mindset Game
Let’s Plan for Agile Conference 2025!

Round 1: … – No, let’s do something else instead.

Round 2: … – Yes, and…

Share your ideas.
2. DIMINISHING BEHAVIORS

Are you an accidental diminisher?
Are you an accidental diminisher?

http://multipliersbooks.com/multipliers/take-the-quiz/#.Wz-vM9JKhPY
MINI-QUIZ: ARE YOU AN ACCIDENTAL DIMINISHER?

You always have a compelling vision and share it with people around you showing them the future and getting them excited about the opportunities.

To what extent does this describe you:
1. Never
2. Sometimes
3. Always

Challenger
When you see people making mistakes, you jump in to help them and support their work – this helps them prevent errors and avoid failure and sets them up for success.

To what extent does this describe you:
1. Never
2. Sometimes
3. Always

Investor
You are a “can-do” manager, you believe that the team can overcome any challenges with hard work and positive mindset, if they stop bringing problems and start suggesting solutions.

To what extent does this describe you:
1. Never
2. Sometimes
3. Always
DEBRIEF

What did we learn?
### The 5 Disciplines of the Multipliers

<table>
<thead>
<tr>
<th>Diminisher</th>
<th>Multiplier</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Empire Builder</td>
<td>The Talent Magnet</td>
</tr>
<tr>
<td>The Tyrant</td>
<td>The Liberator</td>
</tr>
<tr>
<td>The Know-It-All</td>
<td>The Challenger</td>
</tr>
<tr>
<td>The Decision Maker</td>
<td>The Debate Maker</td>
</tr>
<tr>
<td>The Micro Manager</td>
<td>The Investor</td>
</tr>
</tbody>
</table>
PRACTICAL ADVICE

How do I build multiplier qualities?
GAME 6.
The Mood Elevator
What do you think about a new concept of a wheelbarrow?

Lead from the Top of the Mood Elevator

• Become aware of your state of mind and use your feelings as your guide to the quality of your thinking.
• Take better care of yourself.
• Know your thoughts are unreliable when your mood drops.
• Maintain your perspective through gratitude and a sense of humor.
• Be aware of your leadership shadow. Moods are contagious!

Take the Mood Elevator Quiz on www.themoodelevator.com

GAME 7.
Commitment Game
Share one take away/one commitment from this session

“As a Leader, I want to <> by <timeline> so that <>.”
“Fist of Five”

Poll: was it helpful?
(0 – not at all, 5 – fully agree)

Poll: was it fun?
(0 – not at all, 5 – fully agree)

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