



# How to Lead, Engage & Influence Wolfpack Members

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ExecutiveBound



# My Story (then... and now)

Founder & CEO of ExecutiveBound®

Creator of the C.A.R.E.S. Leadership Success System™

Lead Trainer of the *Fearless Leadership Mastermind*™

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But it wasn't always this way...



Award-winning speaker & leadership coach

#1 Bestselling author of *Healing Leadership* and *Fearless Women at Work*

Named Top 100 Global Thought Leaders

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McKinsey&Company

Hispanic/Latino Executive Leadership Program Coach



# 3 Effective Strategies to Lead, Engage, and Influence

Wolfpack Members with Group Coaching and Q&A



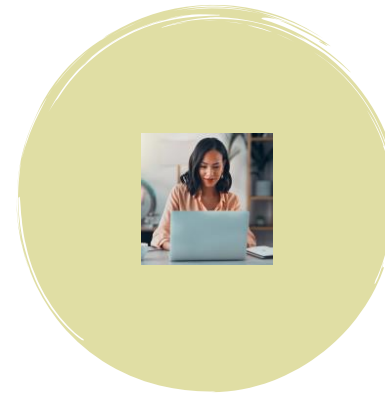
## 1. Lead

Create a safe and inclusive space



## 2. Engage

Leverage empowering questions



## 3. Influence

Understand their "Needs"



# Your Gift!

## ExecutiveBound Private Page:

- ✓ Workbook, PDF presentation
- ✓ Videos: 21 leadership qualities & skills leaders need today
- ✓ Behavioral assessments

And more...

**Stay tuned for the link!**

# Key Benefits!

- ✓ Amplify your impact & influence
- ✓ Enhance communication, teamwork and collaboration
- ✓ Increase productivity & efficiency
- ✓ Strengthen relationships and trust
- ✓ Enhance engagement, decision-making and problem-solving
- ✓ Promote commitment and success



# 1. Lead: Create a Safe & Inclusive Space

**Be vulnerable & thoughtful about the sessions: Prepare**

**Communicate regularly**

- ❑ This is a safe space for everyone:
  - We communicate openly respectfully, and with confidentiality.
  - “What happens in Vegas, stays in Vegas.”
- ❑ What to look forward to in the session:
  - The objectives/goals for today’s session
  - The question we’ll explore in breakouts

**Adopt & share these beliefs...**

- ✓ We are “resourceful” and have the “freedom” to choose how to “be.”
- ✓ We can learn from each other with curiosity, an open mind & active listening.
- ✓ We value others’ perspective and experiences.
- ✓ We welcome and learn from constructive feedback.

## 2. Engage: Leverage Empowering Questions

### Empowering Questions...

1. Are open-ended
2. Carry no judgment in tone or content
3. Elicit curiosity, exploration, and clarity
4. Evoke reflection, insights, and actions
5. Start with words such as “How,” “What,” and sometimes “Who, Where”
6. “Why” questions are not empowering & project judgment  
Except: “Why is that important/meaningful to you/us?”



## 2. Engage: Leverage Empowering Questions

Start sessions by connecting & raising the energy

Help them learn more about each other and lighten the mood:

- What are you celebrating today / What are you grateful for?
- What are you looking forward to in the next month?
- What's a fun fact about yourself?
- Regarding the **“Building Your Personal Brand”** training and others:
  - *What successes are you celebrating from the training?*
  - *How do you plan to use what you learned?*
  - *What were your key takeaways?*





## 2. Engage: Leverage Empowering Questions

### Regarding the “Building Your Personal Brand” training

- Leverage the Workbook: Create 3 “Working Sessions” during Wolfpack gatherings
- Create breakouts with 2 members in each group:
  - Give them 20 mins. total for each training segment
  - Answer the question & coach with your peer
  - Debrief in the “main” room by discussing “what were your key insights from the exercise?”
- Celebrate successes/accomplishments from previous session
- In the final Wolfpack session, ask: What continues to be a challenge re. your personal brand?



### 3 Training segments

1. *Understand your personal brand and UVP*
2. *Connect with Centers of Influence*
3. *Execute with a Growth Mindset*

### 3. Influence: Understand their “needs”



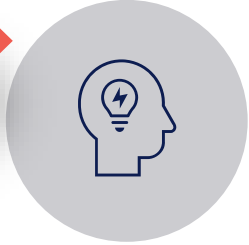
6 Human  
Needs

Preferences

Challenges

# 3. Influence: Understand their “needs”

1



**Certainty:** The need to feel safe, secure. *Let them know what will happen “today,” goals, objectives, benefits of engaging with the Wolfpack regularly.*

4



**Connection:** The need to belong, build relationships. *Provide breakouts with smaller groups to deepen connections & provide clear objectives, i.e., share recent accomplishments.*

2



**Uncertainty/Variety:** The need variety, adventure. *Surprise them! Create peer support or virtual networking opportunities outside of “scheduled” sessions.*

5



**Growth:** The need to learn, develop, make progress. *Highlight what they’ll learn/build/develop in Wolfpack session.*

3



**Significance:** The need to feel important, valued. *Acknowledge and celebrate accomplishments and milestones!*

6



**Contribution:** The need to serve others, help, and improve society. *Create opportunities for peer mentorship, Wolfpack activities that “give back.”*

# 3. Influence: Understand their “needs”

## Elicit proactive feedback regularly

### Assess their PREFERENCES:

1. What’s working well? (they like these)
2. What should we start doing? (new ideas)
3. What should we stop doing?(they dislike these)
4. How should we celebrate accomplishments?
5. What topics should we focus on next?
6. 12 months from now, what would you be most proud of accomplishing and Why is that important to you?

### Assess their CHALLENGES:

1. What are your top 3 challenges now?
2. What are sources of stress at work or pain-points in your career success?
3. What patterns have you noticed re. your challenges?
4. How can the situation improve?
5. What resources do you need?
6. How can the Wolfpack help?

# RECAP: 3 Effective Strategies to Lead, Engage, and Influence

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[ExecutiveBound.com/wolfpackfacilitators23](https://ExecutiveBound.com/wolfpackfacilitators23)



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When you  
get, give.  
When you  
learn, teach.

MAYA ANGELOU



# Thank you!

## Let's Connect , Q&A

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