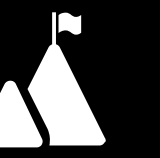
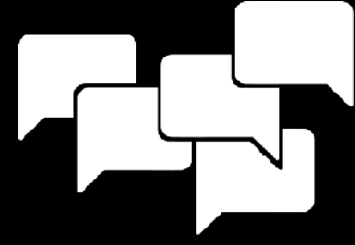




Welcome to the  
Leaders Forum Worcestershire

drp<sup>G</sup> | 40  
Y E A R S

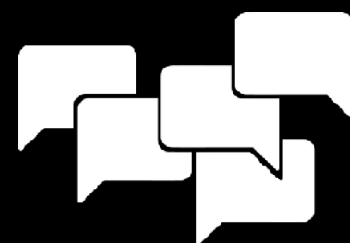
# THE POWER OF YOUR VOICE



Russell Soden



Everyone speaks.  
Not everyone is heard.



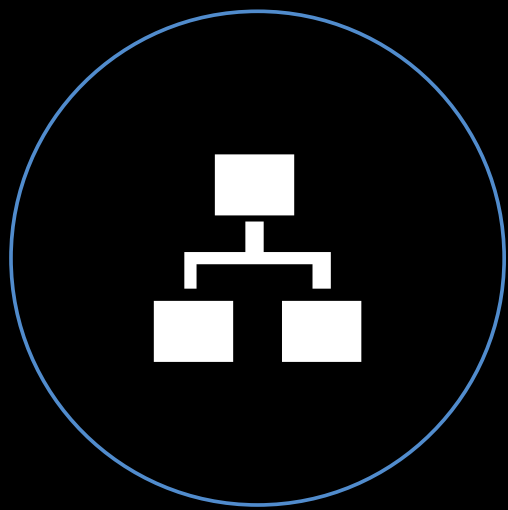
# Consequently...



Teams function at less than 60% of their true potential.



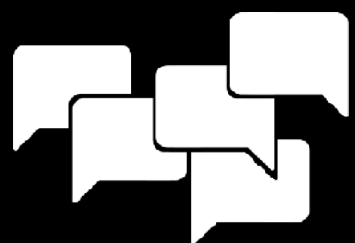
82% of Team members feel misunderstood and undervalued.



Team leaders rarely if ever hear the truth from their people.

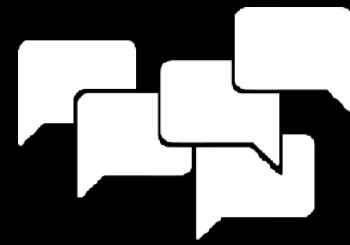


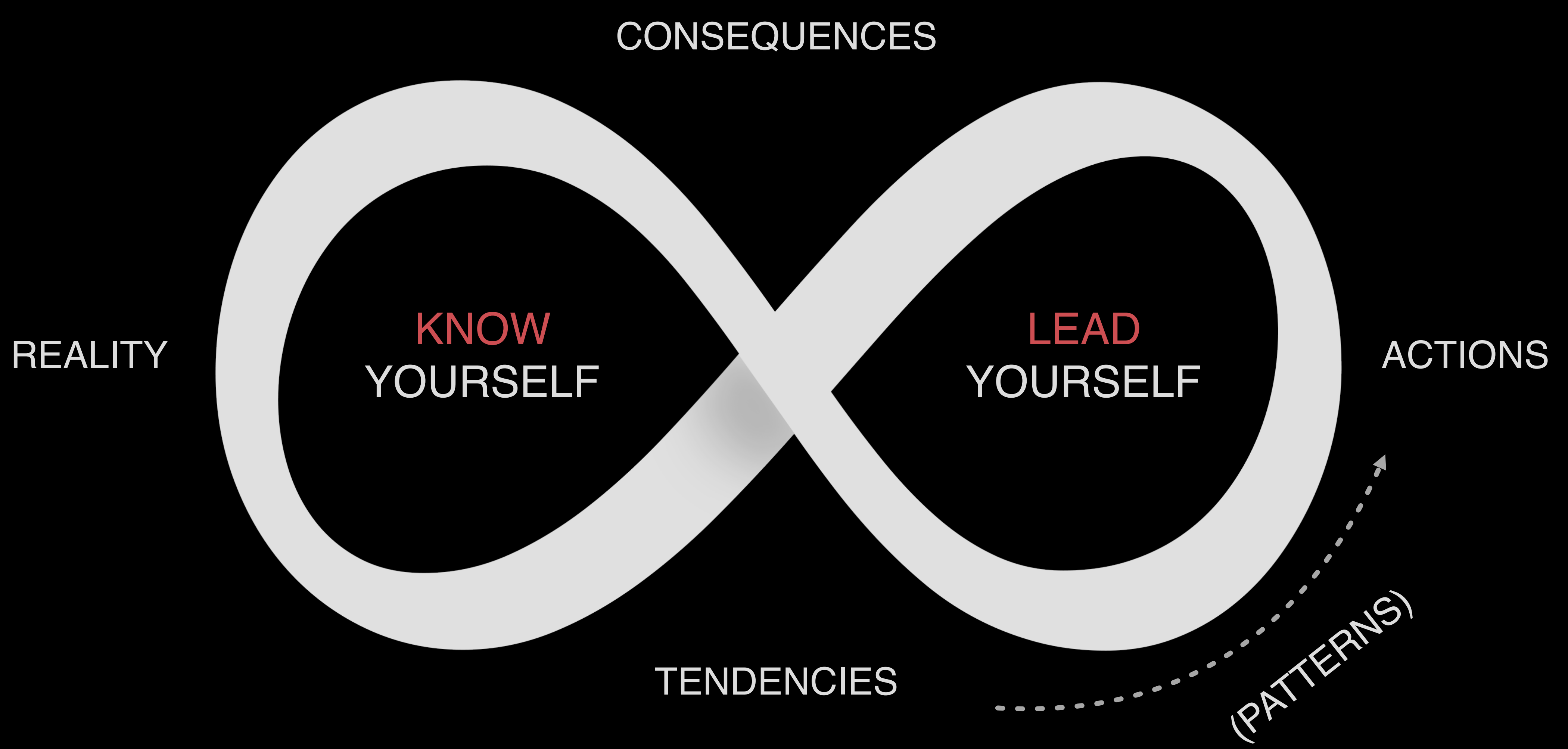
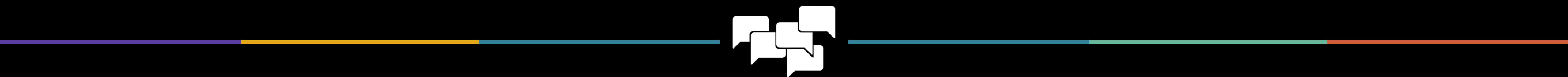
Leaders undermine their influence every day without even knowing it.





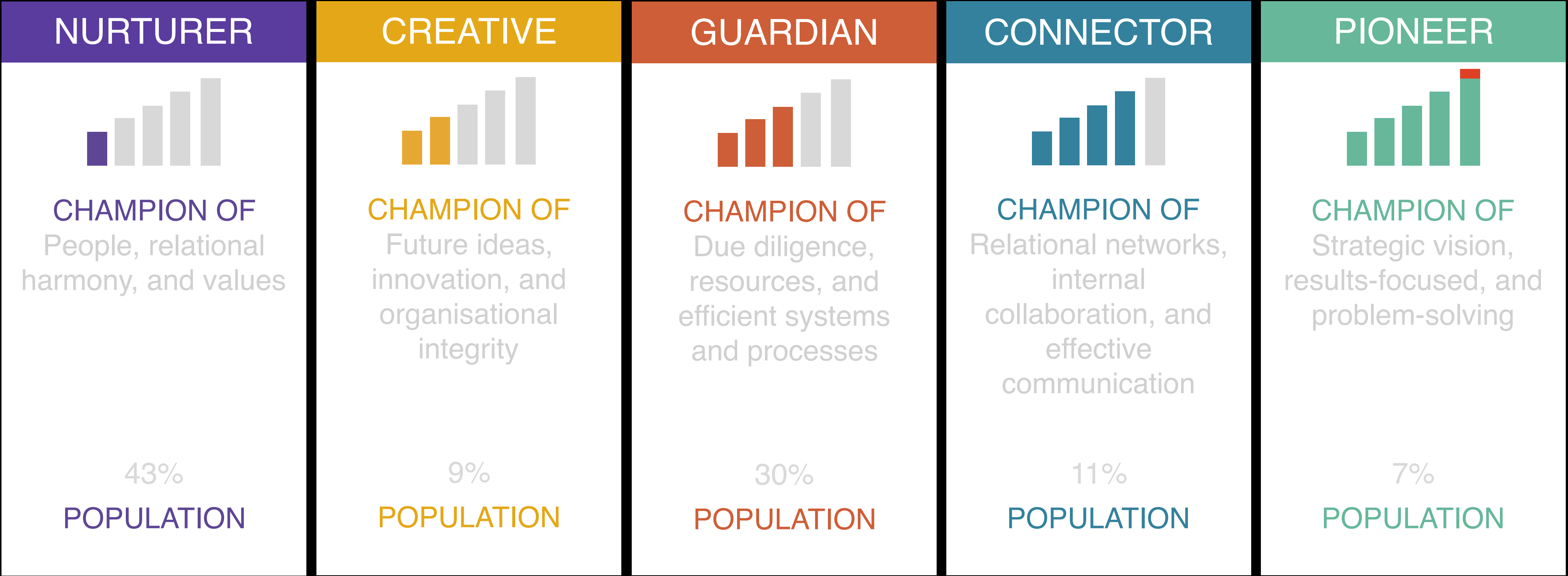
What if every voice around  
your table was truly heard,  
valued and appreciated?





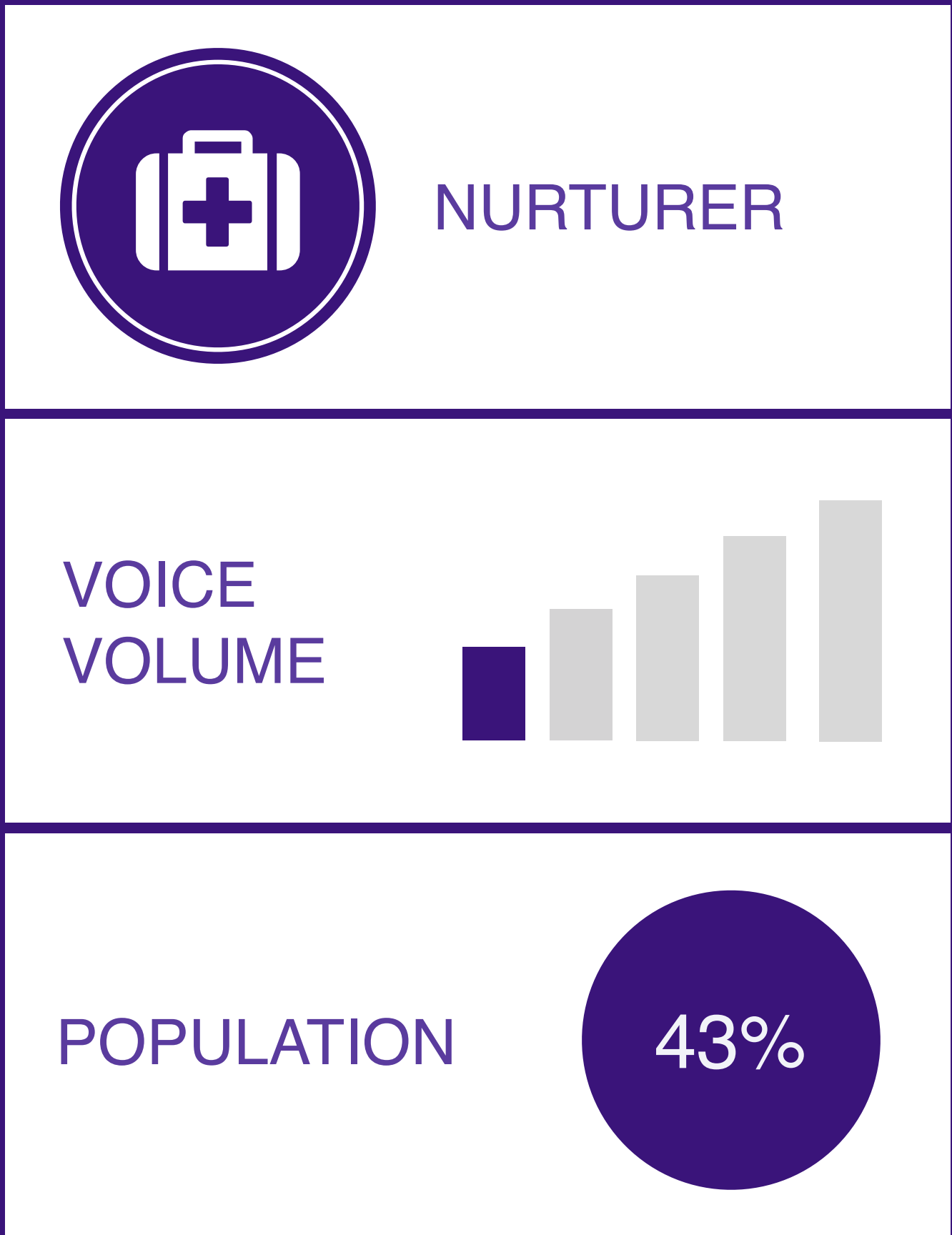


WE ARE A COMPLEX MIX OF ALL THE VOICES



5 Voices 





CHAMPION OF  
People, relational harmony, and values



WATCH OUT FOR  
Nurturers have a fear of conflict and often won't speak out;  
beware of silence

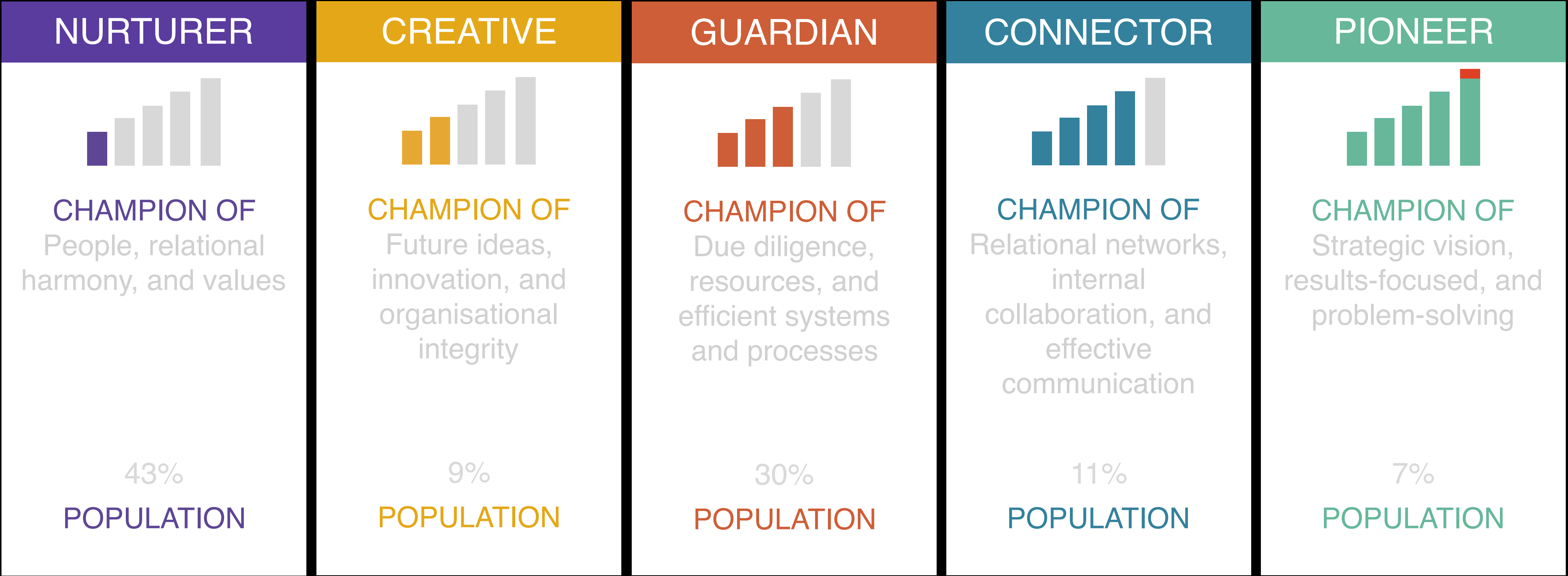


HOW TO EMPOWER THEM  
Let them speak first, affirm their competence and the  
genuine value of their contribution



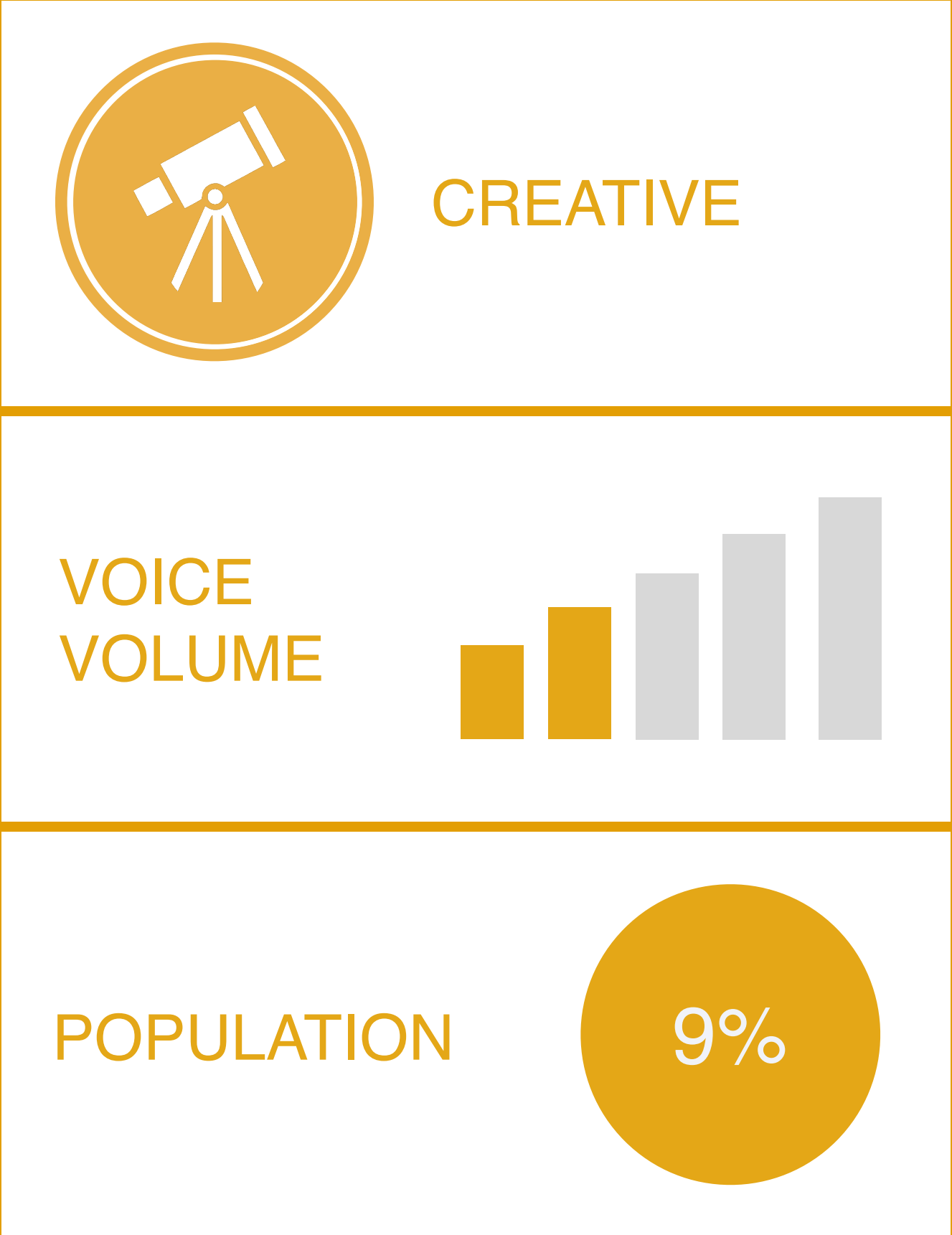


WE ARE A COMPLEX MIX OF ALL THE VOICES



5 Voices 





CHAMPION OF  
Future ideas, innovation, and organisational integrity



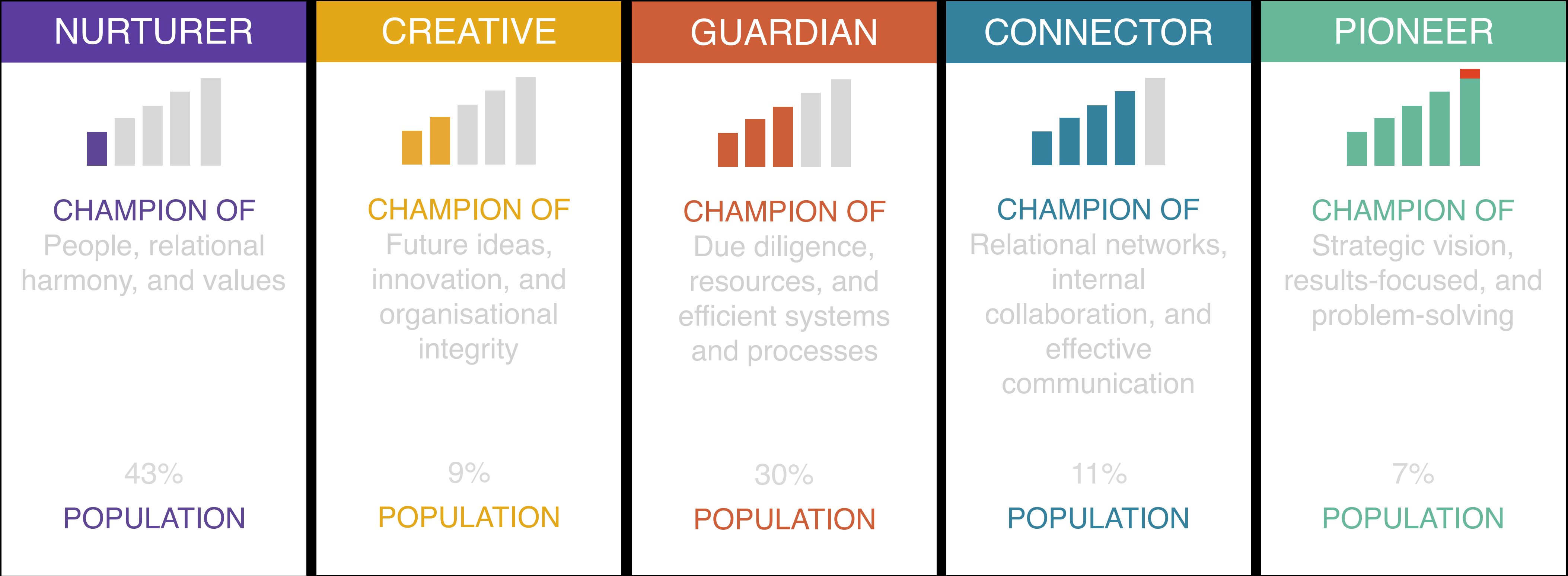
WATCH OUT FOR  
Creatives can struggle to communicate effectively and have idealist perfectionist tendencies



HOW TO EMPOWER THEM  
Don't judge them on what they say first, help them communicate their ideas. Let them know it's ok to be wrong sometimes



WE ARE A COMPLEX MIX OF ALL THE VOICES



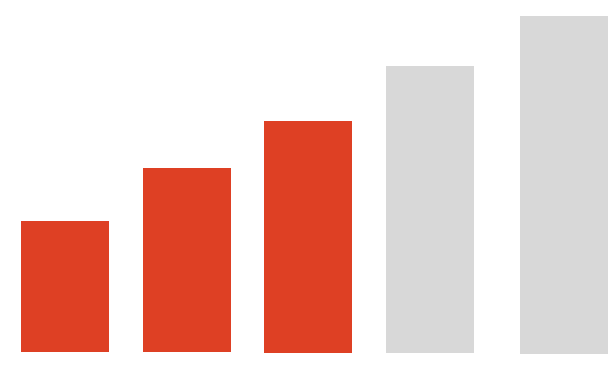
5 Voices 



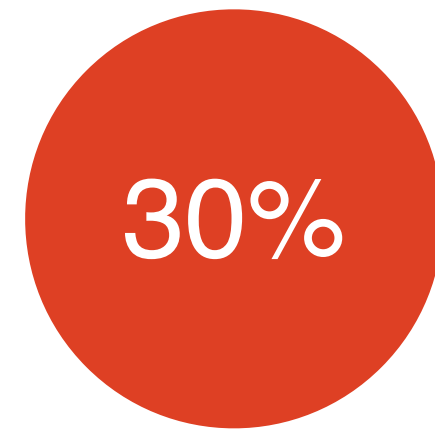


GUARDIAN

VOICE  
VOLUME



POPULATION



#### CHAMPION OF

Due diligence, resources, and efficient systems and processes



#### WATCH OUT FOR

Guardians are risk averse, can be negative and bring excessive critique

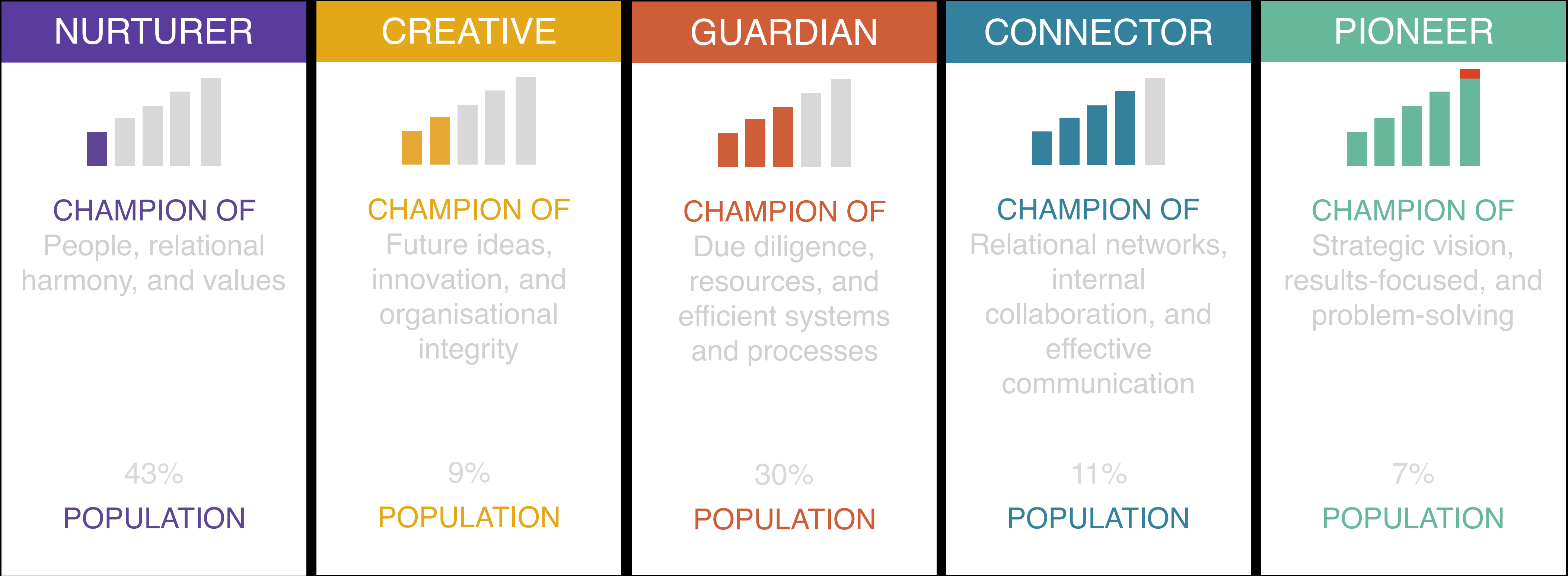


#### HOW TO EMPOWER THEM

Welcome their challenging critique and commitment to due diligence



WE ARE A COMPLEX MIX OF ALL THE VOICES



5 Voices 

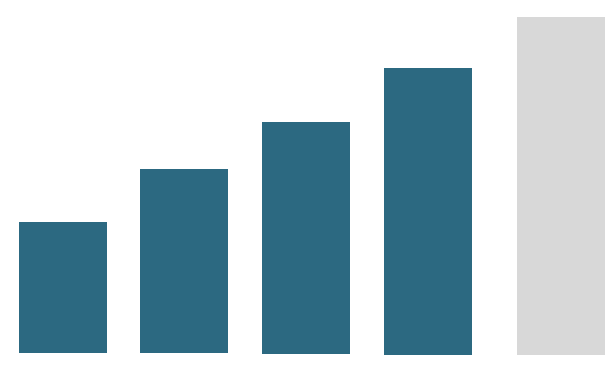






## CONNECTOR

VOICE  
VOLUME



POPULATION

11%



**CHAMPION OF**  
Relational networks, internal collaboration, and effective communication



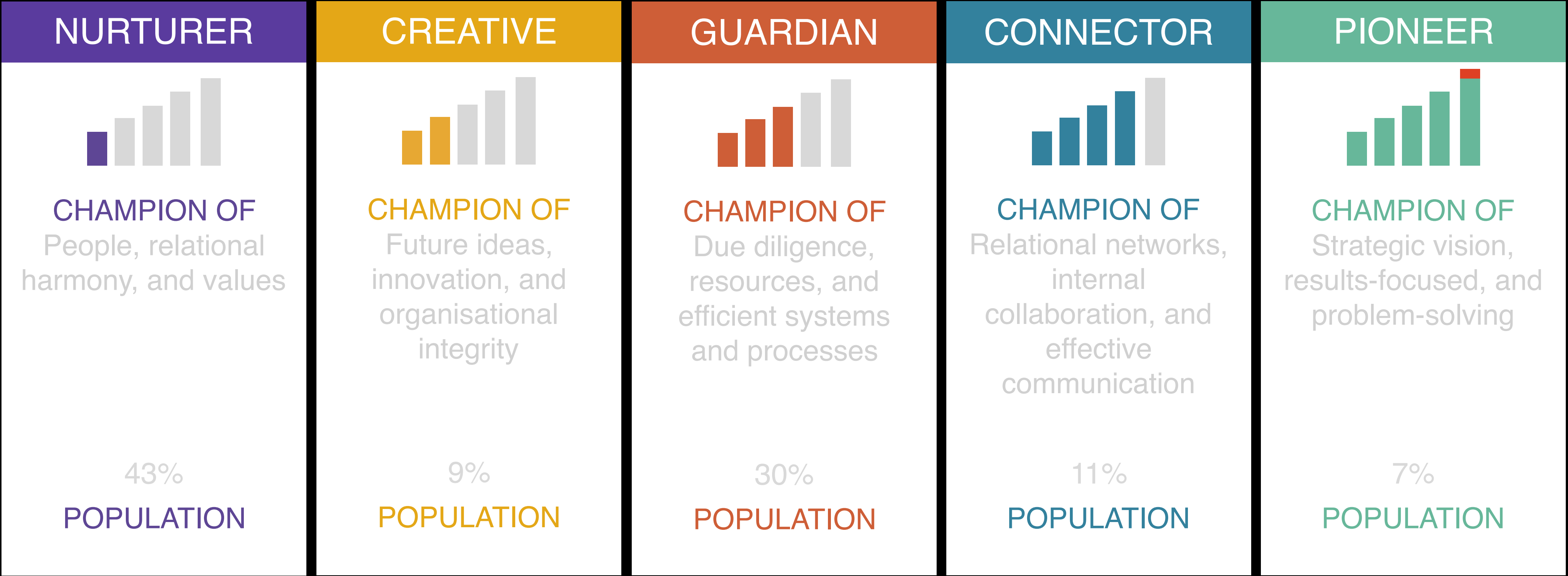
**WATCH OUT FOR**  
Connectors always interpret challenge of their ideas as personal



**HOW TO EMPOWER THEM**  
Give them time to share their ideas and passions, appreciate before you critique



WE ARE A COMPLEX MIX OF ALL THE VOICES



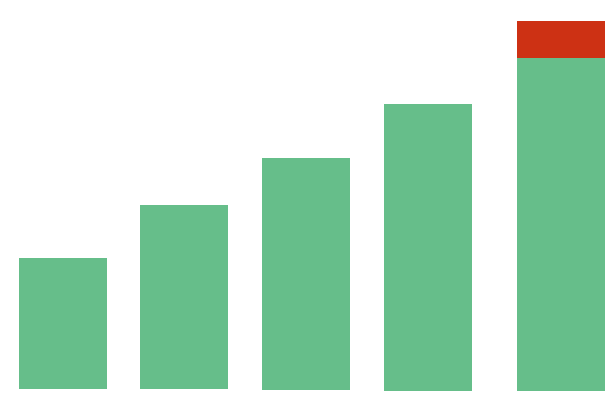
5 Voices 





PIONEER

VOICE  
VOLUME



POPULATION

7%



**CHAMPION OF**  
Strategic vision, results-focused, and problem-solving

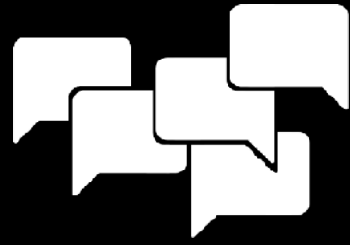


**WATCH OUT FOR**  
Pioneers lack sensitivity, can be unwilling to listen, and perceived as arrogant



**HOW TO EMPOWER THEM**  
Don't worry - they empower themselves, just affirm their competence





# THANK YOU





Leaders Forum Worcestershire



drp<sup>G</sup> | 40  
YEARS