



Leaders Who Ask The Fearless Culture Starter Kit

Taking action TODAY will consolidate your *Leaders Who Ask* capabilities AND move you towards a Fearless Culture.

1. Shift your default

Next time a team member asks for your input, pause before responding. Ask one powerful question before offering advice.

2. Coach in the corridor

Seize informal moments - hallways, coffee catch-ups, Zoom small talk - to ask a development question instead of giving a directive.

3. Catch yourself telling

Notice when you slip into 'telling' mode. Reflect: Was there an opportunity to ask instead?

4. Ask and wait

After asking a question, stay silent longer than feels comfortable. Trust that your team can (and will) think for themselves.

5. Turn one meeting into a workshop

At your next team meeting, ask a question around culture or strategy. Facilitate discussion rather than presenting a solution.

6. Upgrade a performance conversation

Prepare for your next performance conversation with three open questions, not three pieces of advice.

7. Celebrate insight - not answers

When someone on your team has an 'aha moment' - acknowledge the insight, not the speed of delivery or correctness.

8. Test your 'ask/tell' ratio

At the end of the day, quickly estimate: How many times did I ask versus how many times did I tell?

9. Check your 'leader state'

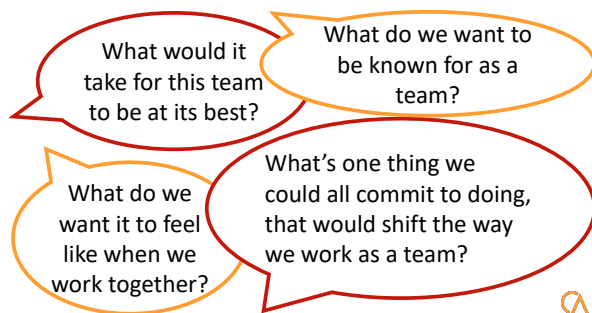
Before a key conversation, check your mindset. Centre yourself: show up open, curious, and present - not rushed or defensive.

10. Build a peer coaching habit

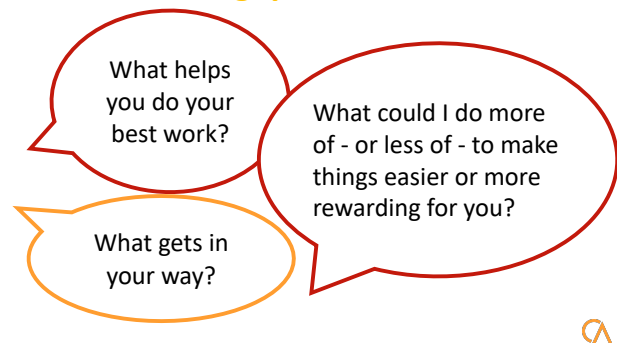
Pair up with a colleague. Take five minutes once a week to ask each other *What's one leadership challenge you're working on?*

Which challenge will you take on today?

Culture defining questions: Team



Culture defining questions: One:one



The Ask More. Lead Better. Challenge for this week:

At the end of the day, ask yourself:

Did I ask at least one question today that helped shape the culture I want in my team?

If the answer is yes, take a moment to notice the impact — what shifted in tone, trust, or energy?

If the answer is no, simply plan the question you'll ask tomorrow.

Leaders Who Ask – Develop the Skills

The **Leaders Who Ask** program equips leaders with practical coaching skills and questioning techniques to enhance their leadership. Leaders learn to tell less and ask more—unlocking engagement, building accountability, and sparking stronger results.

By telling less and asking more, leaders empower their teams to:

- Build engagement, boost productivity, and lead engaged teams achieving KPIs
- Hold outcome-focused, empathetic performance conversations
- Create Fearless Cultures where people are connected, accountable, and inspired

Leaders Who Ask is available as modularised, realtime, learning online, or delivered face-to-face. Online delivery works especially well—it mirrors how the brain learns best: short, spaced sessions that maximise retention and give leaders time to practice between modules.

Leaders Who Ask Keynote – Inspire the Shift

Creating Fearless Cultures: Lead with curiosity. Influence with questions. Spark performance.

In today's fast-paced world, leaders often feel the pressure to have all the answers. Yet the most powerful leaders don't tell more—they ask more.

When leaders shift from telling to asking, they unlock engagement, accountability, and creativity. This keynote inspires leaders to adopt curiosity, embrace fearless conversations, and elevate performance.

About Corrinne Armour CSP

Corrinne is recognised as Australia's leading thinker in Fearless Leadership®. A Certified Speaking Professional (CSP), she draws on corporate leadership experience, teaching in a jungle refugee camp, and two decades developing senior leaders to equip people to build trust, engage their teams, and achieve results that matter. Author of *Leaders Who Ask* and *Developing Direct Reports*, she inspires leaders to connect deeply, lead fearlessly, and spark performance.

Get in Touch

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