

Leaders Who Ask: Release & Recharge Guide

Part of the Ask More. Lead Better. Webcast Series

Unlock the shift that builds empowerment, accountability, and well-being. This guide distills the key practices from **The Courage to Let Go of Control** webcast. Use it as a quick reminder to release control, recharge your energy, and lead fearlessly.

Fast Intention Tool: Intention → Behaviour → Impact → Shift (IBIS)

When we're busy, it's easy for our good intentions to land as controlling behaviour. Use this micro-reflection to reset in the moment.



Step	Question to Ask Yourself	Purpose
I – Intention	What am I genuinely trying to achieve?	Clarify your positive intent
B – Behaviour	How is my behaviour likely being experienced?	See yourself through others' eyes
I – Impact	What's that behaviour doing to ownership, energy, results?	Notice the ripple effect
S – Shift	What behaviour would realise my intention AND grow others?	Choose an empowering action

Tip: When pressure builds, pause and run the IBIS check before you act. It takes a few minutes and prevents hours of re-work.

Questions That Release (& Questions That Control)

Closed Questions – Control Stays with You

- Start with Do, Did, Have, Is, Can, Will
- Invite short answers (e.g. yes, no) and keep responsibility with the leader
- Examples:
 - 'Have you tried calling the client?'
 - 'Can you finish that by 11 AM Friday?'

Open Questions – Control Shifts to Others

- Start with What, How, When, Where, Who, What if...
- Invite thinking, ownership, and insight
- Examples:
 - 'What options have you considered?'
 - 'How could we make this easier next time?'
 - 'What would success look like?'
 - 'What support do you need from me?'

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Handle 'Why' with Care

- 'Why?' can sound like blame and unintentionally trigger defensiveness.
- Replace it with one of these conversational prompts:
 - 'Help me understand...'
 - 'Talk me through your thinking...'
 - 'What is it about X that's so important to you?'



The Ask More. Lead Better Challenge for this week:
Avoid WHY. Choose another conversational prompt instead.

Anchor Belief

'Letting go isn't abdication - it's influencing direction; not controlling the detail.'

-Corrinne Armour



Use this as your daily reset. Leadership control isn't about doing more — it's about guiding with clarity and trust.

Release & Recharge – The Well-being Link

When we lead through control, our brains work harder and our energy drains faster. When we lead through curiosity and trust, we create breathing space — for others and ourselves. Letting go reduces overwhelm and restores access to the brain's executive centre — the part that enables perspective, creativity, and decision-making.

Think of this image as your reminder:

- ✓ More clarity.
- ✓ More calm.
- ✓ More capacity to think, lead, and breathe.



Additional Resources

Resources from the Ask More. Lead Better. Program:

- Webcast 1: Leaders Who Ask QUESTIONS Quick Reference Guide
- Webcast 1: Leaders Who Ask White Paper
- Webcast 2: Leaders Who Ask Quick Quiz & Implementation Playbook
- Webcast 2: Leaders Who Ask Release & Recharge Guide (this one!)
- Webcast 3: Leaders Who Ask: Fearless Culture Toolkit

Explore more short how-to videos on question (30-90 seconds each) at: corrinnespeaks.com/toolkit



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What's next

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 practise 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 Armour 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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