



Discussion Questions

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Additional insights and opportunities for learning can be achieved by discussing themes from the book in work groups, career book clubs, or professional development groups.

If you're interested in having me participate as the author, contact info@nanrussell.com with your request or more information.

Below are a few questions to get your discussion started. Of course, you can also use this as a self-reflective exercise by working through the questions on your own.

1. Which of the outer work behaviors (Chapter 1-8) are most needed in organizations today? Why do you think that is?
2. Which outer work behaviors will be most challenging for you to achieve as an individual? Specifically in your organization?
3. Why do you think title and authority no longer have the same relevancy for getting results as they did in decades past?
4. What are some of the biggest challenges blocking you getting the results you want? What are your take-aways from *The Titleless Leader* that can help?
5. Operating with trust is a foundation element of titleless leadership. In a world filled with distrust do you think this is possible? Why or why not?
6. When you consider the cornerstone behaviors in Chapter 8 – which stand out to you?
7. The concept of being the message is grounded in cornerstone behaviors. How does being the message differ from being the messenger?
8. For titleless leaders, the concept of walk-the-talk is replaced with *being* the message. What are the implications of that change?

9. Do you think being *for* something or being *against* something makes a difference with the cornerstone of soul courage? Why or why not?
10. Work change is constant. Being an effective new era leader means helping others transition after change. How can you apply Chapter 13 information to yourself and others?
11. Inner work to get to outer work is a book theme. But workplaces have traditionally focused on developing outer skills and the knowledge to do a job. Should inner work become part of training and development offerings? Why or why not?
12. You can't motivate other people, except incidentally for fleeting periods. However you can create environments where people are self-appointed, self-motivated, self-directed leaders. What does that environment look like?
13. Do you agree with the concept of aligned initiative (Chapter 14)? Do you think that's available to you where you work? If not, why not and what can you do?
14. What challenges do those who lead without title or authority face? How can these challenges be overcome?
15. What additional information or resources would be helpful to you as a titleless leader?
16. What fears do you have about stepping up and choosing to be a titleless leader?
17. What tips can you use to get better results from the position you're in immediately?
18. When you look at the chapters on inner work (Chapter 9-14), which one is easier for you? Why? Most challenging? Why?
19. How might the ideas and how-tos in *The Titleless Leader* be incorporated into your every day work?
20. What limiting beliefs might get in the way of becoming a self-appointed leader?
21. Why did you read this book? Would you recommend it? Why or why not?
22. Which chapter was most beneficial to you? Why?
23. Company politics is a challenge in many organizations. What from Chapter 6 can help you maneuver toward more dependable politics in your work group?

24. Taking small nibbles and not choking on the elephant seems common sense, but think of a large project or goal you have. How can you nibble it? Be specific.
25. What does it look like is a theme in *The Titleless Leader*. What would it look like to you to be a titleless leader where you work? What would you be doing you're not doing now?
26. Why do you follow others? What characteristics or behaviors associated with them cause you to lend your help and support when they're not your boss or superior?
27. What generational stereotypes are common where you work? How can you change them?
28. Who inspires you to be better? Why? Is it someone you know or don't know?
29. Lifelong learning is important for titleless leaders. What will that look like for you?
30. If you were coaching or mentoring others to get results without title or authority, what would you tell them?

Additional resources

- More information and resources are available at www.nanrussell.com and www.thetitlelessleader.com
- Nan S. Russell's other books:
Hitting Your Stride: Your Work, Your Way
Nibble Your Way to Success: 56 Winning Tips for Taking Charge of Your Career