

# ELEMENTS OF DEMOCRATIC LEADERSHIP

## Knowing how to use the expertise of the team

- Who shall be included in decision-making meetings?
- Which topics enables relevant and high-quality participation?
- Listen to the experts
- Be careful with voting
- Take a step back, speak last

Example: Senior Management Team vs. Fast Food Team

Example: What happens if you speak first?

## Good facilitation

- Get everyone to talk
- Do not let anyone dominate
- Underline relevant options
- Be systematic, avoid dead ends
- Steer the discussions

Example: Sidetracked by definitions, details or visions

Example: People who talk just to be heard

Example: People who only talk when

## Respectful and open-minded

- Always respect the input
- Be curious and ask questions
- Let others ask and discuss

Example: What happens if you mock someone?

Example: What if you misunderstood something?



## Quickly understand and prioritize info

- Gather background information
- Gather ideas
- Know which ideas to pursue
- Discuss the ideas one at a time, in a systematic way
- Document as required
- Know which ideas to abandon

Example: You get stuck on the first idea.

Example: You spent an hour on an unfeasible idea.

## Avoidance of autocratic behaviors

- Democracy needs to be the norm
- Do not let "No!" suffice
- Avoid interrupting, avoid prestige
- Non-verbal communication
- Use the "leader card" with intent, and use it sparingly

Example: What if people don't know why you reject certain ideas?

Example: What happens if you display autocratic behaviors?

# Democratic Learning

**Jessica J Manson**



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