

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

David Baud



Democratic Learning:

Unveiling the Power of Verbal Beauty: An Psychological Sojourn through **Democratic Learning**

In some sort of inundated with screens and the cacophony of immediate transmission, the profound energy and mental resonance of verbal art usually diminish into obscurity, eclipsed by the regular onslaught of noise and distractions. However, located within the musical pages of **Democratic Learning**, a charming perform of fictional beauty that impulses with natural thoughts, lies an memorable journey waiting to be embarked upon. Written with a virtuoso wordsmith, this magical opus instructions readers on a mental odyssey, lightly exposing the latent potential and profound affect stuck within the intricate web of language. Within the heart-wrenching expanse of the evocative analysis, we shall embark upon an introspective exploration of the book is key subjects, dissect its captivating writing type, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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