

Greenwood Village South Leadership Team

Discussion Guide: Lean In When Others Dig In

This discussion guide is designed to help the leadership team reflect on workshop insights, apply concepts from the recommended resources, and align on consistent leadership behaviors that strengthen communication and relationships across GVS.

Reflection Questions:

1. Think about a recent disagreement—either within the leadership team or with a team member.
 - a. How did you instinctively respond in that moment?
2. When you feel strongly about a position, what is your default tendency: to push harder, step back, avoid, or something else?
3. When leaders at GVS “dig in” during disagreement, how do others tend to respond?
4. Where do you see conversations breaking down today—not because of lack of logic or facts, but because of how people are reacting to one another?
5. In your experience, what happens when someone feels truly understood—even if you still disagree?
6. Where might we, as a leadership team, unintentionally contribute to defensiveness in others?
7. What would change across GVS if leaders consistently approached disagreement with curiosity instead of persuasion?
8. Which of these is hardest in practice:
 - a. Asking without steering
 - b. Reflecting in a way that builds understanding
 - c. Holding back from persuading- Why?
9. What signals do leaders send—intentionally or unintentionally—about whether disagreement is safe or risky in this organization?
10. What is one leadership behavior we want to be consistently known for when navigating disagreement at GVS?