

Leadership Starts With Listening

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Heidi Helfand

Director, Engineering Excellence

PROCORE[®]



@heidihelfand
heidi.helfand@procore.com

**What kind of leader do
you want to be?**

**What led you to this
event today?**



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DYNAMIC RETEAMING

The Art and Wisdom of Changing Teams

Heidi Shetzer Helfand

@heidihelfand

heidi.helfand@gmail.com

heidihelfand.com

**[leanpub.com/
dynamicreteaming/](http://leanpub.com/dynamicreteaming/)**

**How can
you help
them be
successful?**

**Why don't
you have
lunch with
them?**



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OPENNESS



OWNERSHIP



OPTIMISM



**Why are you
always on
your phone?**





**Everyone seems to
have less time.**

Slow down



**People remember
when you pay
attention to them.**

**How accessible are
you as a leader?**

**We always have
time to be your
rubber duck....**

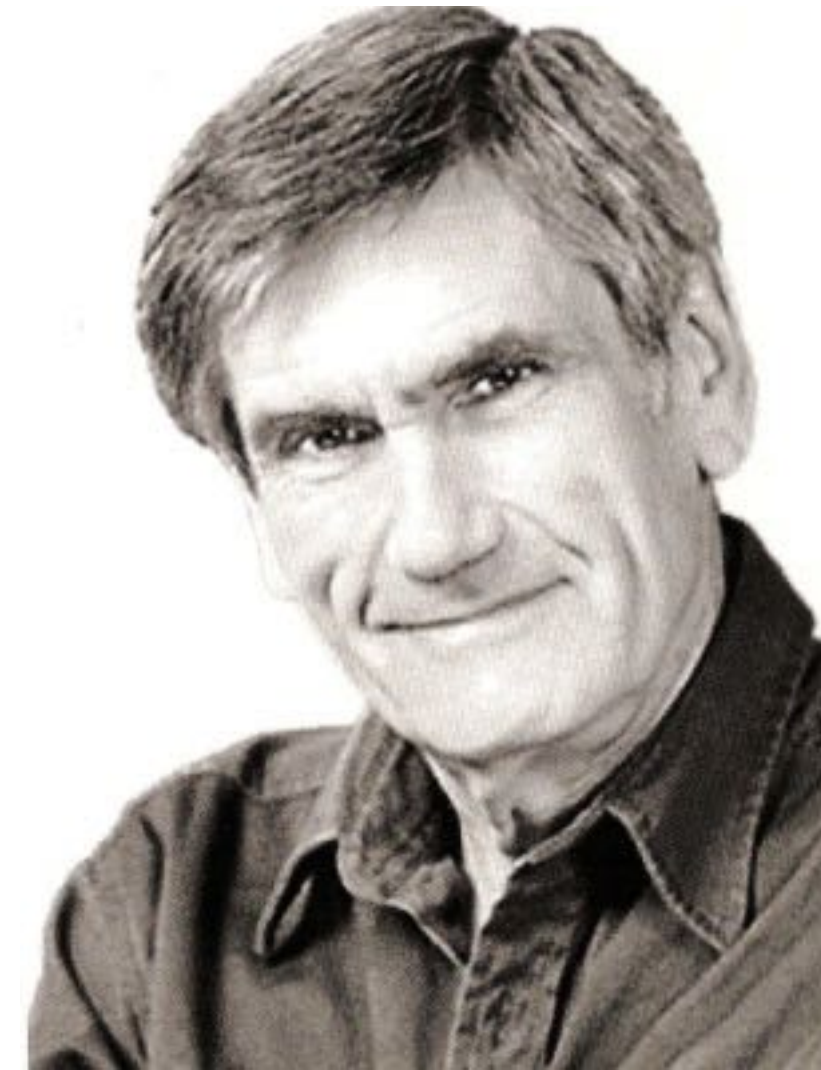
**We may not know
the answer, but by
the time you finish
explaining it to us,
you will!**



**-Vietor Davis,
Procore**

**Don't just do
something, stand there.**

-Marshall B. Rosenberg



**People think
communication is saying
the words out loud. But it's
actually mostly about
listening while caring.**



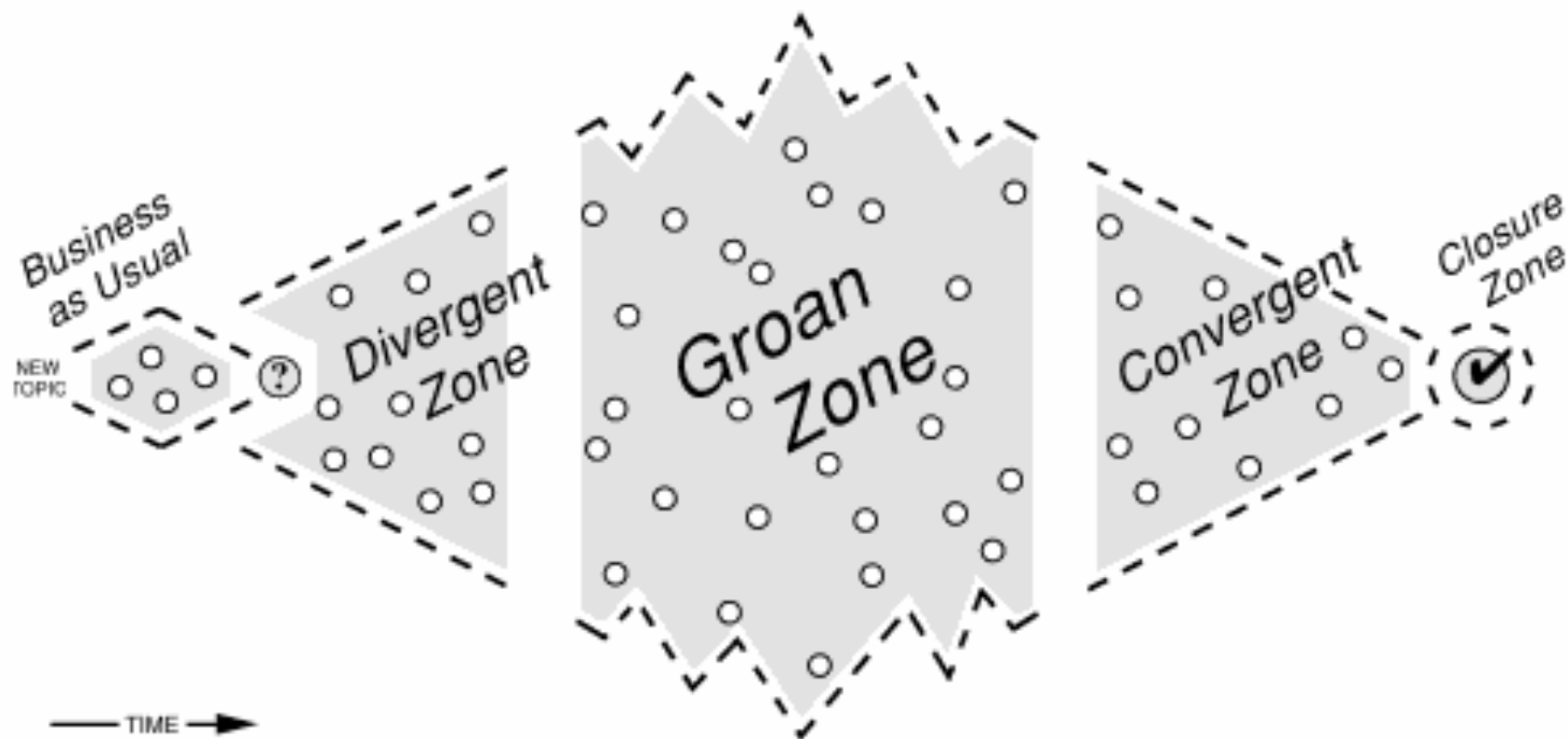
-Maaret Pyhäjärvi

3 before me.

-Paul Tevis



Allow space for the groan zone.



-Sam Kaner

Watch your boomerangs



**Coaching is another
way to show
leadership with
listening.**

**When you coach
someone, they own their
solutions. It's stronger
than just “telling them
what to do.”**

**In this workshop
today I will teach you
some basic listening
& coaching skills**

**Would you be willing
to experiment today?**

Coaching Skill: **Levels of Listening**

LEVEL 1



LEVEL 2



LEVEL 3



Teachback: Levels of Listening

Stand up with a partner. Tell each other what the 3 levels of listening are.

Recap: Levels of Listening

**Level 1 - Focus on yourself,
distracted listening**

Level 2 - Attention out

**Level 3 - Attention out, plus body
language, emotional field**

**Think of a challenge you are facing
that you would be willing to
share with a few people tonight.**

Coaching Skill: **Levels of Listening**

ROUND 1

Find a partner

Someone you don't know!

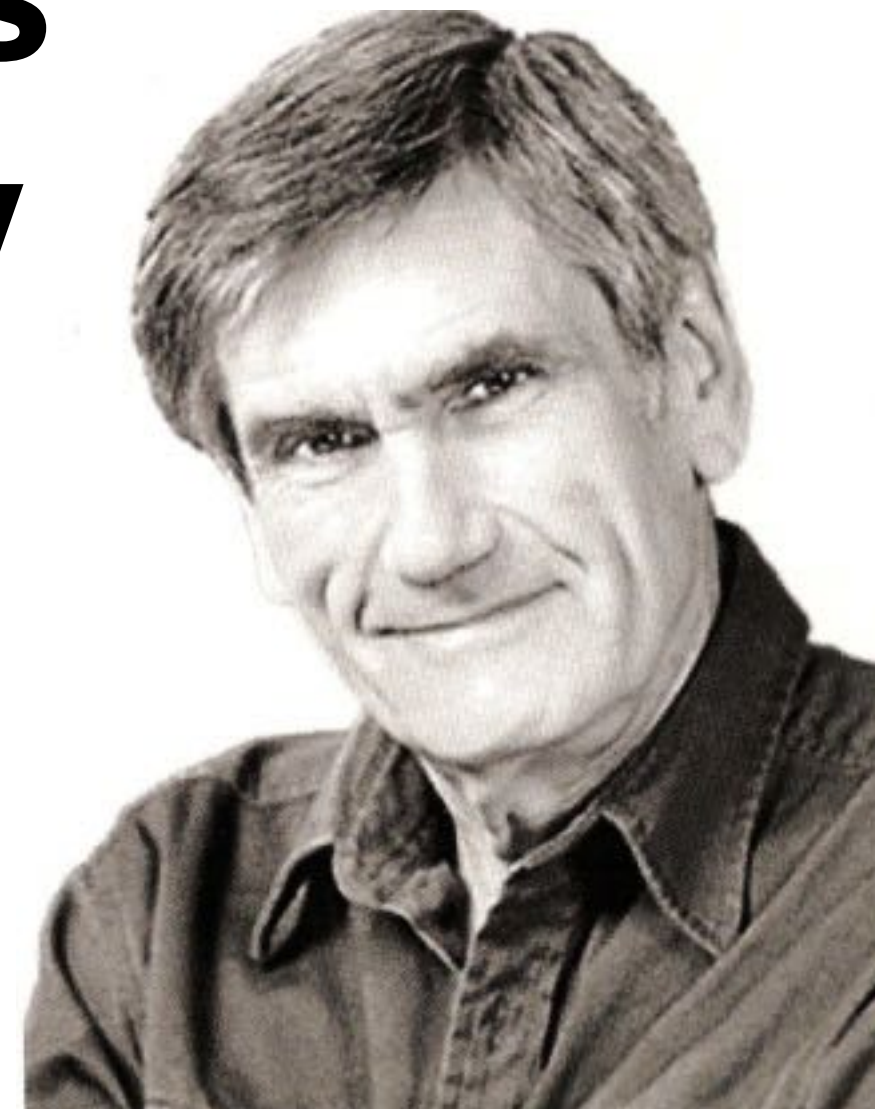
**You are Person A if your
birthday is closest to today**

- **Person A - Share your challenge.**
- **Person B - Be silent. Just listen.**
- **Notice when you are in Level 1, then shift your attention out to levels 2 & 3. Try to cultivate Attention Out.**
- **I will tell you when to switch**

Debrief

**Believing we have
to 'fix' situations
and make others
feel better prevents
us from being fully
present.**

-Marshall B. Rosenberg



**People are naturally
creative,
resourceful &
whole.**

Coaching Skill: **Mirroring & Paraphrasing**

Mirror & Paraphrase

Mirror - repeat exactly what they said

Paraphrase - restate back to them using different words

Active Listening

ROUND 2

**Find a new partner
Someone you don't know!**

**You are Person A if you live the
furthest distance from here.**

- **Person A - Share your challenge.**
- **Person B - Listen. Shift your listening out to Levels 2 & 3.**
Paraphrase & mirror!
- **I will tell you when to switch**

Debrief

**When you listen fully and
strive for mutual
understanding you can
figure out what to do next.**

Coaching Skill: **Powerful Questions**

Open-Ended, Powerful Questions

Get the other person to elaborate & discover

Ask a powerful question for THEIR BENEFIT

Not a Yes/No

Could start with WHAT, HOW...

Some example questions

- **What was that like?**
- **What did you learn?**
- **How did you feel when...**
- **What do you want?**
- **How might you get that?**
- **What's holding you back?**

ROUND 3

**Find a new partner
Someone you don't know!**

**You are Person A if you have
more years of industry experience**

- **Person A - Share your challenge**
- **Person B - Listen. Shift your listening out to Levels 2 & 3. Paraphrase & Mirror. Ask open ended questions. DRAW THEM OUT**
- **I will tell you when to switch**

Debrief

**Access physical
wisdom.**

**Focus on the
whole person.**

Write down for yourself

- **What's one takeaway you have from this workshop?**
- **What are you going to do?**

