



If you feel your team could benefit from an informal leadership discussion, be the Spark who initiates the conversation. Start by inviting your team/colleagues to coffee or lunch by sharing with them that you're reading a book on leadership and you'd like to discuss some of what you're learning. Plan at least 45–60 minutes for the event and gather 4–6 individuals for your conversation.

When you get your group together, use the following questions to spark a dialogue on leadership. Be sure, too, when you finish the discussion to ask what else you all should be doing to further your understanding of leadership. (Note: check out **SPARK**'s book club outline, which could be a natural next step.)

- 1 When you think of the most significant leaders in your life, who were they and what impact did they make on you?
- 2 What are some of the behaviors they demonstrated to inspire you?
- 3 Did the leaders who inspire you typically hold a title over you — or some sort of positional authority?
- 4 Do you consider yourself a leader — why or why not?
- 5 In the book **SPARK**, the authors share that a leader is someone who influences outcomes and inspires others, and that leadership is about behavior — not title. Does this definition of leadership resonate with you — why or why not?
- 6 By definition, you can be a manager and not a leader — and a leader without being a manager. Can you recall a time when you had to lead, but had no positional authority? Describe the circumstance.
- 7 Complete this sentence: To be an effective leader, someone must....
- 8 If you'd like to continue exploring this topic of leadership further, what ideas do you have to continue the momentum?