



A DISCUSSION GUIDE

SUPER CHARGED TEAMS:

HOW EVERY MANAGER
CAN CREATE A CULTURE
OF EXCELLENCE

BY NETTA JENKINS



Spark transformation with just one conversation.

*These questions are crafted to fuel reflection,
real talk, and powerful next steps, no matter your
level of leadership.*

THE ROOKIE'S RISE

FIRST-TIME MANAGERS

1. Think of a leader you deeply trusted, what earned your trust, and how can you lead in that way?
2. What's the danger of continuing to act like an individual contributor after becoming a manager?
3. When have you hesitated to delegate and what did it cost you or your team?

ASCENDING THE RANKS

EMERGING LEADERS

1. How has your leadership approach evolved since you first managed a team?
2. What are the biggest risks you face in your current role, and how do you stay ahead of them?
3. Are you measuring success by output alone or also by growth, alignment, and sustainability?

THE MIDDLE MAZE

NAVIGATING MIDDLE MANAGEMENT

1. How do you balance being a voice for your team while meeting senior leadership's demands?
2. When transparency is lacking from above, how do you keep your team informed and engaged?
3. How do you decide when to push back on leadership and when to drive forward under pressure?

PINNACLE PLAYERS

SENIOR MANAGERS

1. How do you translate big-picture vision into clear, motivating action for your teams?
2. What do you look for when evaluating whether your managers are actually leading well?
3. Beyond results, what legacy do you want your leadership to leave behind?

TALENT ARCHITECTS

CULTIVATING FUTURE LEADERS

1. How do you identify real leadership potential beyond who's the loudest or most visible?
2. Who once took a chance on you and how does that influence how you champion others today?
3. What systems or habits help you foster psychological safety within your team?

HEART VS. HUSTLE

COMPASSIONATE PRODUCTIVITY

1. When have you prioritized results over people and how did it affect your culture?
2. What signals help you catch burnout early, and how do you respond with care?
3. How do you ensure fairness and empathy guide tough decisions like time off or recognition?

POLICY IN ACTION

NAVIGATING FIRM-WIDE POLICIES

1. Do you treat company policies as rigid rules or strategic tools? How does your mindset impact your team?
2. Think of a policy your team resisted. How did you approach it and what would you do differently now?
3. What's one company-wide policy you believe needs a revamp and why?

BREAKING THE MOLD

MANAGING EXPERIENCED MANAGERS

1. How do you challenge seasoned managers without undermining their experience?
2. What's one moment when feedback (given or received) truly shifted someone's behavior?
3. How could you better use your HR Business Partner to spark leadership growth?

BUSINESS TITANS

LEADING AS HEADS OF BUSINESS

1. How do you make sure your inner circle gives real feedback, not just agreement?
2. What legacy do you want to leave as a leader and are your current actions aligned with it?
3. How do you stay connected to employees and customers before decisions hit the top?

STAYING CONNECTED

FROM COMPANY-WIDE MEETINGS TO DAILY GRIND

1. If someone analyzed your calendar, would it reflect your commitment to team engagement?
2. When did you last hear and act on honest employee feedback? Write down three actions you took, (these can't be actions your Head of People took).
3. Are you showing up as your authentic self, or only the polished version? List examples.

EMBRACING THE BEAST

THRIVING IN THE GLOBAL COMPLEX WORLD OF MANAGEMENT

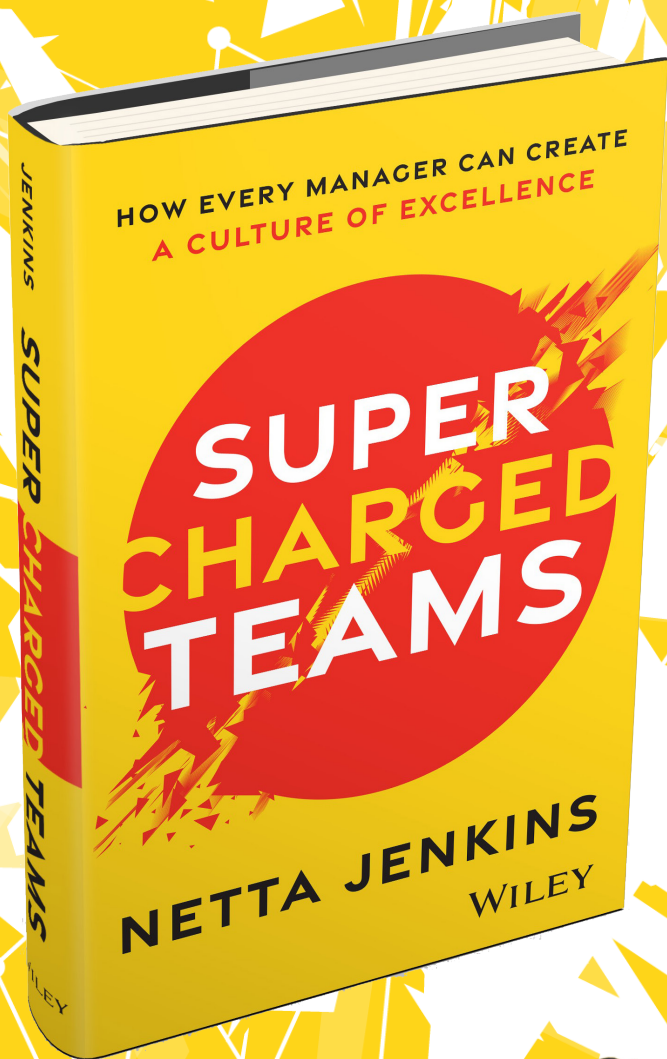
1. Of the different learning styles mentioned – experiential, social, reflective, instructional, and unlearning – which one resonates most with how you develop as a leader? Which one do you struggle with the most, and how could you integrate it more effectively into your growth?
2. Have you ever encountered cultural misunderstandings in your workplace, either in communication style, decision-making, or work expectations? How did you navigate the situation, and what lessons did you take from it?
3. Given the unpredictability of today's business landscape, how do you personally stay ahead of industry changes, workplace dynamics, and global challenges?

THE FUTURE OF LEADERSHIP AND THE CULTURE OF EXCELLENCE

1. Reflecting on the three core competencies of excellence; respect, solution-oriented thinking, and agility, which area do you feel strongest in as a leader? Which one do you need to develop further, and what specific actions can you take to improve?
2. Respect can take many forms in the workplace, from fair compensation to active listening. What does respect mean to you as a leader, and how do you ensure that your team members feel valued in ways that matter to them personally?
3. Using the impact measurement charts as a reference, how would you assess your team's engagement and alignment with the core principles of respect, solution-oriented thinking, and agility? What steps could you take to strengthen performance in one or more of these areas?

LET THIS GUIDE *SPARK*
THE CONVERSATIONS
THAT *SHIFT* CULTURE.

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