



# True North Groups

Bill George and Doug Baker

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1. The interview begins with a discussion relating high IQ to effective leadership. Bill suggests that this is a myth and that high IQ may be a detriment to effective leadership. Do you ever feel you have to be the smartest person in the room to be an effective leader? Where does that need come from? What does it cost you?
2. The author quotes William James and suggests that knowing “the real me” is essential in being an effective leader. Share your experiences of feeling “this is the real me” and discuss how this concept has played out in your leadership.
3. Bill’s experiences with authentic leaders suggest a need to talk about their story; to share events that shaped them, and how they were able to “reframe” what he calls “crucible events”. Take some time to share a personal story as well as your ability to reframe a crucible event in your life.
4. The author shares a personal story from his life when he was focused on winning and getting ahead. He received important feedback and found that slowing down, taking time to truly understand other people, and learning how to be who he really was would make a difference in his life. Is this good advice for you? Why?
5. True North Groups are designed for deep sharing, honest conversations and a place to be yourself. Do you have such a community in your life? If not, can you find one?
6. Diversity is also a key to an effective True North Group. Discuss the level of diversity in your peer group. How can you increase it? How would that help you?
7. Group norms are important. What has been your experience in being intentional about putting norms in writing within groups you are a part of?
8. What was the most significant idea you gained from this book or the interview with the author?

To listen to the Bookends interview go to: <http://www.bookendsbookclub.net>

