

#### Leading by Asking the Right Questions

## Lead with strengths

Where do the data say your program has been particularly successful?

What is the story behind the success?

# Analyze data through dialogue

What patterns or trends do you see over time?

How has the program made progress on its goals and objectives?

How are we doing on our most important measures?

What is the impact?

How else can we look at this?

#### Identify challenges

Where did we fall short of our expectations?

Why did we fail to make progress?

What aspects of "what is working" can be used to find a solution?

## Imagine possibilities

What limitations are we placing on our thinking?

How can we go beyond what we first thought?

Where can we innovate?

What will success look like?

#### Formulate discoveries

What did your analysis lead you to find?

How do your discoveries relate to the program's goals and objectives?

What connections did you find among discoveries?





