

# Leading Without Authority

## Roleplay 1 – Peer Conversation

### **Person A – Feedback giver**

One of your peers behaves in a very “silo-ed” way. At meetings they seem to contribute little to discussions that involve other functions (e.g Service; Solutions; Marketing etc). They appear to switch off during discussions they are not directly involved in and even checks their emails and messages.

This behaviour happened again at yesterday’s meeting.

You are meeting to give feedback on this to your peer based on your observations.

You will need to use ESHI to give feedback to your peer.

Spend a few minutes in preparation time before the roleplay thinking of what kind of **Impact** this kind of behaviour has so that you can be very clear in your **Impact** statements.

### **Your goals for this conversation**

- To practice delivering feedback using ESHI to a peer (where you don’t have any direct control over them)
- Get some level of commitment that they have heard your feedback and that they will consider changing their behaviour
- Maintain a good relationship
- Discover what the other person’s behavioural preferences are