

Be a Great Orchestra Conductor



Peter Drucker, the father of modern management, once said, “Leading people is like conducting an orchestra. There are many different players and instruments that the conductor must know thoroughly.”

Drucker’s words challenge us in Life Care and Century Park to really know the key players on our teams. Asking a good question is essential to discovering the keys to a person’s

heart. John C. Maxwell, author and expert on leadership development, prepared a list of questions “that have helped me in this endeavor time and time again,” he said. Here they are:

- *What do you dream about?* You can learn about people’s minds by looking at what they have already achieved, but to understand their hearts, look at what they dream of becoming.
- *What do you cry about?* When you understand people’s pain, you can’t help but understand their hearts.
- *What do you sing about?* What brings joy is often a source of their strength.
- *What are your values?* When people give you access to their values, know that you have entered the most sacred chambers of their hearts.
- *What are your strengths?* Whatever people perceive as their strengths make their hearts proud.
- *What is your temperament?* Learn that, and you often discover the way to their hearts.

Maxwell’s questions – or ones he may have inspired us to put on our lists – can help us improve the relationships with members of our teams, and how best to lead them.

Obviously, you don’t want your questions to feel like an interview, and you don’t need to find out all of the answers in one sitting. The process can unfold in various conversations and can be natural while being intentional.

You can become a great conductor of your orchestra, Maestro!

– Beecher Hunter