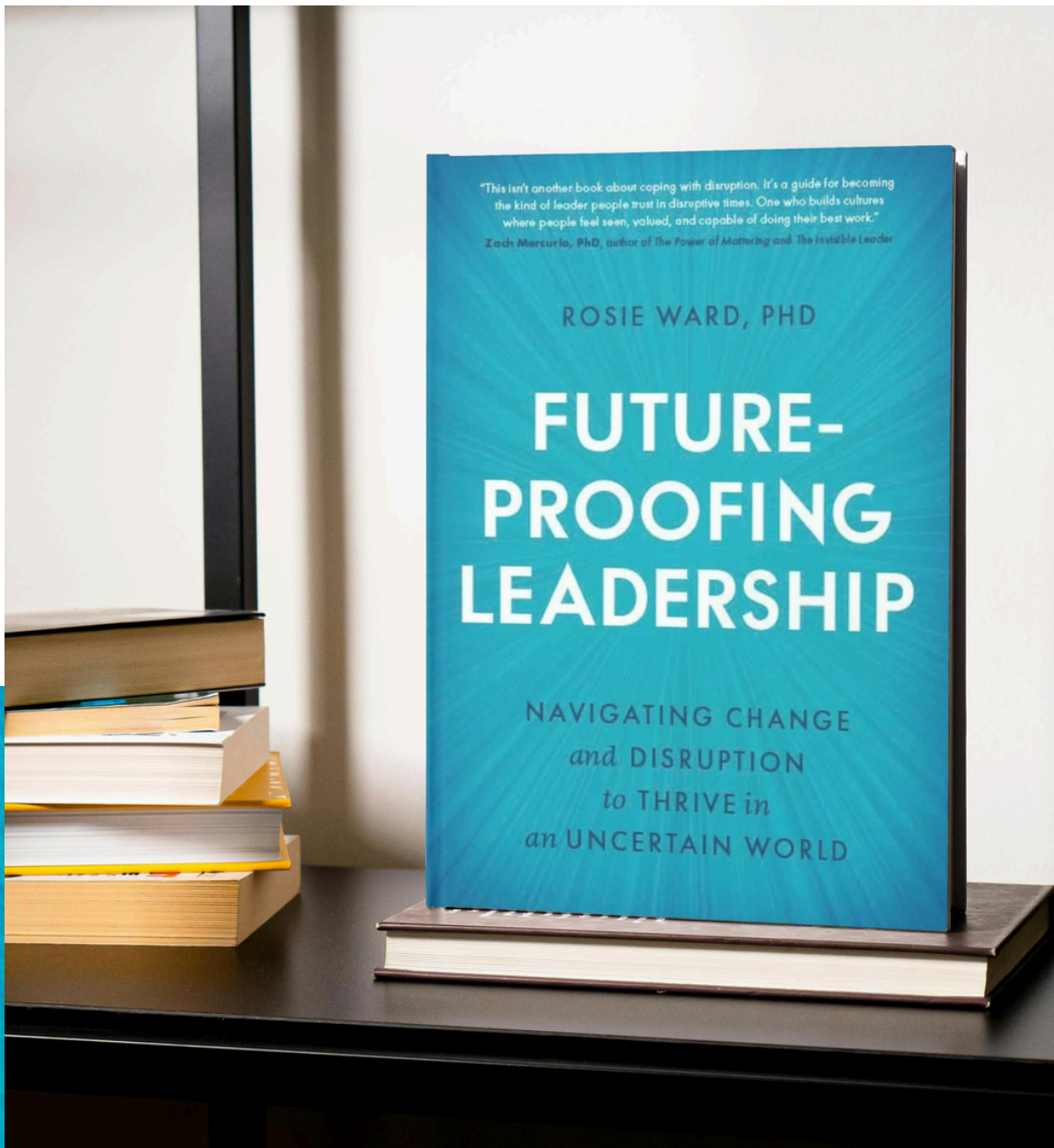


TEAM & BOOK CLUB DISCUSSION GUIDE



SALVEO
PARTNERS
Building Thriving Workplace Cultures



Use this guide together to explore the core concepts of *Future-Proofing Leadership* and translate your insights into action. Each section aligns with the book's structure and key ideas: from the Stuckness Zone™ to Faulty Programs to building future-ready leadership.

How to Use This Guide

- Meet in 60–90 minute sessions
- Assign sections/chapters in advance
- Begin with individual reflection → then group discussion
- End each session with 1–2 shared commitments

WELCOME



PART 1

Understanding Our New Reality

Chapters 1-3

Key Idea

Change is constant, disruption is inevitable, and traditional leadership models are no longer enough.

Discussion Questions

1. Where are you currently experiencing the most disruption or uncertainty in your work?
2. Why do you think change is so difficult for individuals and organizations?
3. How is your organization still relying on outdated leadership approaches?
4. The book emphasizes the need for **human-centric leadership**—what does that mean in practice for your team?

Team Reflection

- Where are we treating adaptive challenges like technical problems?
- What are we avoiding because it feels messy or uncomfortable?

PART 2

The Stuckness Zone & Faulty Programs

Chapters 4-12

Key Idea

Leaders get stuck because of subconscious “faulty programs” (e.g., Overachiever, People-Pleaser, Control Freak) that drive self-protective behaviors under stress.

Discussion Questions

1. Which faulty program showed up most strongly for you? Why?
2. How does that program impact your leadership behaviors, especially under stress?
3. Where do you see these patterns showing up across the team?
4. How do these programs limit:
 - a. Courage?
 - b. Honest communication?
 - c. Accountability?

Deep Team Exercise

- Each person shares:
 - Their top 1–2 faulty programs.
 - What it looks like when it’s “running the show.”
- As a group, discuss:
 - How do we respond when one another is triggered?
 - How can we support each other in “resetting”?

Critical Reflection

- What keeps our team in the **Stuckness Zone**TM?
- What are we protecting (ego, control, approval, certainty)?



PART 3

The Inner Game of Leadership

Self-Leadership Focus

Key Idea

Future-ready leadership starts with self-awareness, emotional regulation, and upgrading internal programming.

Discussion Questions

1. How aware are you of your triggers in real time?
2. Do you tend to **react** or **respond** when under pressure?
3. Where could you practice more:
 - a. Self-compassion?
 - b. Emotional regulation?
 - c. Curiosity instead of judgment?

Practice Conversation

- Share a recent moment where you were triggered
- Reflect:
 - What faulty program was activated?
 - What would a more intentional response look like?



PART 4

The Outer Game of Leadership

Relational & Team Leadership

Key Idea

Future-ready leaders actively practice empathy, feedback, conflict navigation, and alignment.

Discussion Questions

1. How well do we **listen to understand** vs. listen to respond?
2. Where are we avoiding difficult conversations?
3. How effectively do we give and receive feedback?
4. Do we leverage conflict as a creative opportunity—or avoid it?

Team Reflection

- What behaviors would make our team more:
 - Trusting?
 - Honest?
 - Accountable?



PART 5

Building Future-Ready Teams

Team Courage and Culture

Key Idea

Teams need shared language, psychological safety, and courage to move beyond reactivity.

Discussion Questions

1. Do people on this team feel safe to speak up honestly?
2. How well do we understand each other's strengths and working styles?
3. What are our **unwritten rules** (good or bad)?
4. How do we handle mistakes, tension, or failure?

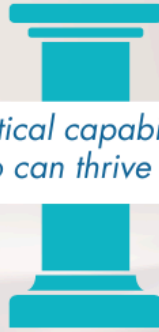
Team Exercise: Reset the Team

- Define 3–5 **team norms**:
 - How we communicate
 - How we handle conflict
 - How we support each other when triggered

**Individual
Development**



**Team-Based
Courage Building**



**Systems for
Sustained Impact**



Each pillar represents a critical capability organizations must build to develop leaders who can thrive amidst ongoing change.

PART 6

Future-Proofing Leadership (The System)

Three-Pronged Approach

Key Idea

Sustainable leadership requires:

1. Individual development
2. Team-based courage-building
3. Systems for reinforcement

Discussion Questions

1. Where are we strong today: individual, team, or system level?
2. Where are we over-relying on “one-and-done” training?
3. What systems reinforce (or undermine) the behaviors we want?

Strategic Conversation

- What would it take to truly embed this work into:
 - Our culture?
 - Our leadership expectations?
 - Our daily habits?



PART 7

From Insight to Action

Individual Commitments

- What is one faulty program you will actively work to “upgrade”?
- What is one behavior you will practice differently this week?

Team Commitments

- What is one way we will:
 - Increase courage?
 - Strengthen connection?
 - Improve how we handle challenges?

Closing Reflection

The book makes it clear:

Future-ready leadership isn't about having all the answers; it's about doing the inner work required to show up differently.

- Where are you still leading from self-protection rather than from courage?
- And what would change if you, and this team, fully stepped out of the Stuckness Zone™?



NEXT STEPS



Thank you!

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Thank you for committing to this work—because future-ready leadership doesn't happen by accident. It takes intention, practice, and the courage to keep showing up differently, together. As you continue this journey, know that you don't have to do it alone.

At Salveo Partners, we partner with leaders and organizations to bring this work to life through coaching, workshops, presentations, and integrated leadership development experiences that strengthen individuals, teams, and systems.

If you're ready to deepen the impact and embed these practices into how you lead and work every day, we'd love to partner with you. Because the future demands a different kind of leader—and it's built through the work you're choosing to do right now.