

Question of the Week – May 12, 2019



What can we learn from moms on Mother's Day?

In 1914, Mother's Day was designated as a national holiday to pay tribute to mothers on the 2nd Sunday in May. But mothers before and after have displayed unselfish devotion to raise their kids to be successful and happy adults. For example, on discipline they act as HR, on financial resources much like a CFO, on homework they emulate Organizational Development, on vision as a CEO and continuous wisdom much like a mentor. So, what can we learn from them? At a minimum, they are great at multitasking and role clarity as they never lose sight of their role as a mom. Happy Mother's Day! A. Corral

Leader Talking Points

Opportunity: Team-Building Activity

- a. Ask team members for examples of what mothers do on a daily basis.
 - 1) Protector: Think of a time when a mom says not to hang around with some kids as they may be a bad influence .
 - 2) Pep Talks: They don't hesitate to say what needs to be said regardless of your feelings.
 - 3) B-Day Parties: They organize them and make sure you have a great time.
 - 4) Other.

Discussion Points

- a. Ask your team for examples of someone who displays "motherly" behaviors at work.
 - 1) Relentless Support: The individual who is always there for others when situations get tough.
 - 2) Unofficial Disciplinarian: The person who posts a sign in the kitchen area which says "Your Mother Does Not Work Here" to encourage others to be accountable for the mess they create.
 - 3) Other.
- b. Ask your team for ideas on how to develop more "motherly" behaviors at work.
 - 1) Conflict: Encourage teamwork and collaboration and that it is ok not to be in agreement 100% of the time.
 - 2) Holding a Grudge: In order to forgive, anger and resentment need to be addressed and resolve what caused the grudge to begin with.
 - 3) Other?

Team Challenge Activity

- a. Ask the team to offer one or two areas where lack of motherly behaviors have been an issue.
 - 1) Example: Identify a situation where team harmony and spirit was lost.
 - 2) Solicit ideas on how to address this issue on a team level.
 - 3) Ask for a volunteer to take the lead to work with the manager and team on the selected opportunity and report back to team on next steps.