TEN-MINUTE TEAM DISCUSSION

Leading Former Peers

Use this at a meeting or practice when someone in the group has just stepped into a leadership role.

The situation: last month you were one of the group. Now you're the team lead, the captain or the project coordinator. A deadline is close, and nobody is quite sure who gets to make the call.

LEADER OPENS WITH

Work: "I'm coordinating this project now. You all know this work well, and I'm going to need that. Which decisions do we need to make together today?"

Team or club: "This is a bit weird for all of us. I'm still the same person. As captain, I'll make some calls, but I want to hear from you first."

Run it

1. 2 min Read the situation aloud. Ask: "Where might someone have to guess what's expected of them now?"
2. 5 min Pick one decision the group faces this week. Ask each person who they think owns it. Compare answers, then fill in the table below.
3. 3 min Agree on one thing to try, and choose someone to ask how it went at the next meeting.

Decision	Gathers input	Makes the call	By when

We'll try: _____ **Check-in owner:** _____

Full guide with more scripts: untitledleader.com/situations/leading-former-peers