The Multiplier Effect
TAPPING THE GENIUS INSIDE OUR SCHOOLS

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Leadership Potential Consulting
Co-Author, The Multiplier Effect
“Multipliers recognize the intelligence in others, provoke it, and cultivate it to its fullest. The leader’s own intelligence and curiosity become the catalyst...”

Wiseman, Allen, and Foster
The Multiplier Effect

Where do you see this approach in your school, district, or organization? What is the impact on student learning?
multipliers
HOW THE BEST LEADERS MAKE EVERYONE SMARTER

LIZ WISEMAN
WHIT GREG MCKEOWN
FOREWORD BY STEPHEN R. COVEY

THE
multiplier
EFFECT
TAPPING THE GENIUS INSIDE OUR SCHOOLS

LIZ WISEMAN | LOIS ALLEN | ELISE FOSTER
Foreword by CLAYTON CHRISTENSEN
The Multipliers
Meet the Multipliers

Jim Bauck

Emily Pelino

Alyssa Gallagher

Larry Gelwix
**Diminishers**

- **Gatekeeper**
  Hoard & underutilize talent

- **Tyrant**
  Create stress that stops thinking

- **Know-It-All**
  Tell people what to do

- **Decision Maker**
  Decide (then debate)

- **Micromanager**
  Manage every detail

**Multipliers**

- **Talent Finder**
  Attract and optimize talent

- **Liberator**
  Create space for best thinking

- **Challenger**
  Extend stretch challenges

- **Community Builder**
  Debate (then decide)

- **Investor**
  Instill ownership & accountability

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**See**

*People won’t figure it out without me*

**Do**

*People are smart and will figure it out*

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[@elisefoster](https://twitter.com/elisefoster)  #Multipliers
Idea Guy

Always-On

Rescuer

Pacesetter

Rapid Responder

Optimist
How might you “work-around” your tendency?

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<th>Strategy</th>
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<tbody>
<tr>
<td>Idea Guy</td>
<td>Create a Holding Tank</td>
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<tr>
<td>Always On</td>
<td>Say It Just Once</td>
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<td>Rescuer</td>
<td>Ask for their F-I-X</td>
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<td>Pacesetter</td>
<td>Stay Within Sight</td>
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<td>Rapid Responder</td>
<td>Set a Mandatory Waiting Period</td>
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<td>Signal the Struggle</td>
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The best leaders have the right questions not the right answers.
It has been said that after meeting with the great British Prime Minister William Ewart Gladstone, you left feeling he was the smartest person in the world, but after meeting with his rival Benjamin Disraeli, you left thinking you were the smartest person.

Bono
Genius or Genius Maker?
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