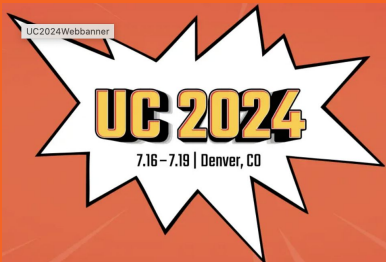


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# Improve Your Leadership Through Active Curiosity

Presented by Tim Rushford



# The Power of Huh!?

A practical guide for harnessing curiosity to foster strong leadership, creative solutions, cohesive teams and operational excellence.

Based on information from leaders in business, social science, sports, health/well being.



Resource List  
Attached

# Why be curious about curiosity?

How & when did science start?

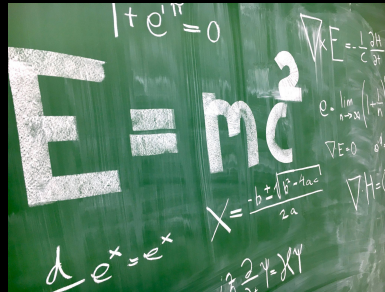


The greatest scientific discovery?



***“The big revolution that launched modern science was the discovery of Ignorance.”*** Yuval Noah Harari

When humans admitted “We don’t know everything”, it opened up the scientific road to progress.



# Strengthening your curiosity will help you:

Be a more effective, respected leader with intellectual humility.

Develop a culture that triggers creative solutions.

Move from knowledge of one to knowledge of many.



# Strengthening your curiosity will help you:

Better manage conflict by seeking to understand.

Enhance operations by catching staff doing it right and replicating it.

Improve the quality of group interactions.

# Barriers to Curiosity

Leaders lead, workers work culture.

Petrified profile of “leader”.

Misplaced productivity concerns.

Fear of the messy.



# Barriers to Curiosity

We grow up.

Achievement leads to  
complacency.

Fear that others will judge us  
incompetent.





# Ways to Enhance Curiosity



A muscle that needs active attention.

Starts a default setting of curiosity..

Commit to it, become an expert.

# Ways to Enhance Curiosity

Upgrade your leadership style.

Research shows more trust,  
respect, confidence from staff &  
colleagues...

...effective outcomes that are more  
efficient.

# Ways to Enhance Curiosity



Be an illuminator to others.

Show intellectual humility.

Break boundaries & be a lifelong learner, explorer.

Create a culture that is safe & welcoming to curiosity.

*“It ain’t what you don’t know that gets you into trouble. It’s what you know for sure that just ain’t so.”*

Mark Twain

# Ways to Enhance Curiosity

Surround yourself with others who are different.

Emphasize learning goals.

Recognize it publicly.

Become an inquisitive professional.

*“It is better to know some of the questions than all of the answers”*

James Thurber

# Ask Good Questions



**Investigative:** What is known? What happened? What is/isn't working? How feasible is the option?



**Speculative:** What if? What can we simply, modify, combine, reverse, eliminate? What is not considered?

# Ask Good Questions

**Productive:** Now what? Next step? Have the resources to move ahead? Are we ready to decide?

**Interpretive:** So what? What did we learn from new information? What is our overarching goal?



# Healthier Conflict, Improved Ops.

*"Be curious,  
not  
judgmental"*  
Walt Whitman

When something goes wrong, first seek to understand.

Be a learner, not a judge.

Catch them doing it right, recognize, replicate.

Amplify the positive deviants.



# More Cohesive, Productive Teams

Value of healthy debate, meaningful discourse.

Instead of: What you already know, rush to judge/fault, certain with all the answers.

Try: What is left to learn, remain open for deeper understanding, invite a diversity of ideas.

# More Cohesive, Productive Teams

“I wonder why...what would happen if we...help me understand”

Foster an open minded atmosphere. Set aside personal agendas/gripes.

Focus on common good. Debate vigorously so the best ideas win.

# Shaping Your Leadership, Culture



Time Teller?

Clockmaker?



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# Thank you.

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PedsOne   
Pediatric Business Specialists



NASA's Mars Rover *Curiosity*

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# Resource List

Rebel Talent: Why It Pays to Break The Rules at Work and Life, (2018), by Francesca Gino  
Sapiens: A Brief History of Humankind, (2015), by Yuval Noah Harari  
The Age of Grievance, (2024), by Frank Bruni  
Moneyball: The Art of Winning an Unfair Game, (2004), Michael Lewis  
Choices, Values, and Frames, (1982) by Daniel Kahneman and Amos Tversky,  
Steve Jobs, (2011) by Walter Isaacson  
The One Minute Manager, (1985) by Ken Blanchard  
I Never Thought of it That Way, (2022) by Monica Guzman  
Think Again, The Power of Knowing What You Don't Know, (2021), by Adam Grant  
Built to Last: Successful Habits of Visionary Companies (1994), by Jim Collins and Jerry Porras  
Good to Great: Why Some Companies Make the Leap ... and Others Don't (2001), by Jim Collins  
The 7 Habits of Highly Effective People (1989), by Stephen R. Covey  
The Five Dysfunctions of a Team, Patrick Lencioni  
Emotional Intelligence (1995), by Daniel Goleman  
Wooden: A Lifetime of Observations and Reflections On and Off The Court, (1997) by John Wooden  
How to Know a Person: The Art of Seeing Others Deeply and Being Deeply Seen, (2023) by David Brooks  
Skepticism Is Healthy, but In Medicine, It Can Be Dangerous, New York Times, (2024) Dr. Daniela Lamas