



# A WEEK IN *Learning*

## L&D RECOMMENDATIONS

for TED Talks, podcasts, books, and more!

## HOW TO CLAIM YOUR LEADERSHIP POWER

Ted Talk Recommended by Michael Brocchini, Manager, Leadership Development



The TED Talk "How to Claim Your Leadership Power" by Michael Timms focuses on how leaders can inspire accountability in others by modeling it themselves. Timms highlights how leaders often fall into blaming others, and his personal story about keeping his daughters on schedule resonated deeply with me. It illustrated how even small, everyday challenges can reflect broader leadership patterns.

Timms shares three habits to improve leadership and team performance:

**Don't Blame:** When their leader only plays the "blame game," no one wants to take responsibility for poor results.

**Look in the Mirror:** Reflect on how your actions contribute to problems and take responsibility for resolving them.

**Engineer the Solution:** Instead of blaming individuals, focus on how the situation and processes affect their behavior, allowing us to find long-term solutions and break the cycle of blame.

Authentic leadership starts with self-reflection. By owning our role in any problem, we encourage others to do the same, fostering a culture where people feel safe admitting mistakes and contributing to solutions. This simple shift can improve team performance, relationships, and problem-solving, making it a valuable mindset for any leader.

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