

Foreword by Tom Ziglar

**LITTLE
BOOK OF**

BIG

**LEADING WITH QUESTIONS
QUOTES**

Bob Tiede

LeadingWithQuestions.com

*Foreword by Tom Ziglar
CEO of Zig Ziglar*

**Little Book of Big
Leading With Questions
Quotes**

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This book is dedicated to three dear friends, each of whom has significantly touched my life:

My lifelong mentor, Bobb Biehl, who was the very first person to ever share with me the value of collecting and asking questions!

Dr. Michael Marquardt, author of "Leading With Questions." Reading Mike's book in 2006 forever changed my leadership paradigm and started me on this journey!

Andrew Sobel, author of "Power Questions" was the first author to give me permission to "excerpt" from his book.

Thank you Bobb, Mike and Andrew for being my friends, mentors, and cheerleaders! I will be forever grateful for each of you!

Thank you also for YOUR incredible quotes which are included in this book!

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FOREWORD

by Tom Ziglar, CEO of Zig Ziglar



I will never forget the question. I was speaking at an event and during the Q & A someone asked me, "What was the one thing that Zig Ziglar did that made him who we know him as today?" I could tell by the expression on their face they really wanted to know the one game-changing, life-enhancing, action that Dad did that changed him and allowed him to impact so many.

I had never been asked that question. The answer I gave was one I had never given. Meditating on that answer changed my life. Here is the answer:

For more than five decades Zig Ziglar started his day the same way. For two to three hours each morning he would read and study God's Word and other books for the sole purpose of learning something new, internalizing it, and simplifying it, so that he could share it with someone else for their benefit.

The key to Zig Ziglar's impact was his motive—to help other people and be the difference maker in their life. It was his sole purpose.

So here is a question for you. Would it change your life if you invested just five minutes a day learning something new, internalizing it, simplifying it, and then sharing it with someone you love for their benefit? Of course, it would!

LITTLE BOOK OF **BIG** LEADING WITH QUESTIONS QUOTES

You hold in your hand the *Little Book of Big Leading With Questions Quotes* that has the power to transform your life as you seek to make a difference in the lives of others. Imagine if you took a quote like this one, “The important thing is to never stop questioning!” (Albert Einstein)—and you sent a text message like this to someone you love and care about—“Hey, I read this Einstein quote: ‘The important thing is to never stop questioning!’ and I thought of you. How are you doing today?” (Hint: most people will like being in the same sentence as Einstein!)

Bob Tiede is a good friend and mentor to me. He has compiled a great book of thought-provoking quotes and I encourage you to learn from them and share them. If you do, it will change your life!

INTRODUCTION

Do you love quotes?

Do you love learning from the well-expressed wisdom of others?

Do great quotes inspire you?

Do great quotes give you instant insight into things that might otherwise be oblique?

Are you intrigued by those that can “turn a phrase” in a way that their thought might become one of your mantras for the rest of your life?

If your answer was “YES!” to every question above, then this little book is for you!

LITTLE BOOK OF **BIG** LEADING WITH QUESTIONS QUOTES

If your answer was, "NO!" to every question above, then please pass this little book on to someone who will likely answer, "YES!"

My personal most favorite *Leading With Questions* quote comes from King Solomon, who wrote in *Proverbs 20:5*, "A person's thoughts are like water in a deep well, but someone with insight can draw them out."

Helping you increase your Leadership Effectiveness $\times 10$ by moving from "Leading by Telling" to "Leading With Questions" is my only goal!

Hearing your increased Leadership Effectiveness Story, as you "Ask More" and "Tell Less" is the only payment I seek!

QUOTES BY BOB TIEDE

"Leadership is not as much about knowing the right answers, as it is about asking the right questions."

"A leader who 'Leads With Questions' will often be 10 times more effective than a leader who only 'Leads by Telling!'"

"Have you ever experienced silence when you asked someone a question? Were you uncomfortable with their silence? What did you do? The average person only waits two seconds before rephrasing the question, answering the question themselves, or just moving on. Strange as it may sound, the average person has no idea that they do this!"

"Don't ask me a question if you aren't going to listen to my answer!"

"Don't waste a great question by jumping on their silence with your words, preventing them from having the time they need to thoughtfully respond."

ASKING

"Ask and it will be given to you."

—Jesus

"Asking and hearing people's opinions has a greater effect on them than telling them, 'good job.'"

—Sam Walton

"The leader of the past was a person who knew how to tell. The leader of the future will be a person who knows how to ask."

—Peter Drucker

"A fool finds no pleasure in understanding, but delights in sharing his own opinions."

—King Solomon

"If you ask profound questions, you get profound answers. If you ask shallow questions, you get shallow answers. If you ask no questions, you get no answers at all."

—Bobb Biehl

"Telling creates resistance. Asking creates relationships."

—Andrew Sobel

"After three days they found him (Jesus) in the temple courts, sitting among the teachers, listening to them and asking them questions."

—Luke 2:46

"The greatest compliment that was ever paid me was when one asked me what I thought, and attended to my answer."

—Henry David Thoreau

"When you are an individual contributor, you try to have all the answers. When you are a leader, your job is to have all the questions."

—Jack Welch

"I started my career as a communications consultant working with managers. Most were intelligent, motivated individuals who were having problems communicating with their team. I kept asking myself, 'Why aren't they as effective as they want to be?' The answer came back loud and clear—they were telling, not asking."

—Dorothy Leeds

"The best leaders don't engage in monologues; they stimulate conversations."

—Mike Myatt

"An effective leader will ask questions instead of giving direct orders."

—Dale Carnegie

"Great leaders don't have all the answers but they know how to ask the right questions."

—Georgina Theodora Woode

"Ignorance is a temporary affliction, remedied only by asking the right questions."

—Colin Wright

"If you want someone to ask you a question, ask them the same question first!"

—Professor Ian Cooper

"Let's be leaders who ask great questions instead of leaders who think we have all the answers."

—Dan T. Cathy

"Asking questions is more than a grudging prerequisite to gaining information. Asking questions, in the right way and at the right time, may well prove to be the most effective tool you have when it comes to moving someone closer to understanding your position or simply moving others closer to one another."

—Trey Gowdy

"You can identify good leaders by their answers to your questions. You can identify great leaders by the questions they ask of you."

—Iain Hall

"The important thing is to never stop questioning!"

—Albert Einstein

"The most common source of mistakes in management decisions is the emphasis on finding the right answer rather than the right question."

—Peter Drucker

"In school we study math and science, literature and history. But never do we study how to ask questions strategically or how to use questions as a powerful tool toward accomplishing what we really want to achieve."

—Frank Sesno

"Great questions are a much better indicator of future success than great answers."

—Ray Dalio

"Life's most persistent and urgent question is, 'What are you doing for others?'"

—Martin Luther King, Jr.

"I have tried raising money by asking for it and by not asking for it. I always got more by asking for it."

—Millard Fuller

"Double your questions to statements ratio!"

—Jim Collins

Four-star General Jack Chain is a true leader. When he served as a staff officer in the Pentagon, his 10-year-old daughter asked him, "What do you do?" He thought for a minute and said, "I answer questions." Later, when he made commander, his daughter asked how his new role would be different. His response: "Now I ask the questions."

—Jack Chain

"Changing your life begins not with answers but with questions."

—Julie Thomas

"The most successful people in life are the ones who ask questions. They're always learning. They're always growing. They're always pushing."

—Robert Kiyosaki

"Knowledge is having the right answer. Intelligence is asking the right question."

—David Buley

"It is not the answer that enlightens, but the question."

—Eugene Ionesco

"People who ask the wrong questions get more answers than the ones who don't ask any."

—Author unknown

"Older people sit down and ask, 'What is it?' but the child asks, 'What can I do with it?'"

—Steve Jobs

"Don't ask kids, 'What do you want to be when you grow up?' Ask them, 'What problem do you want to solve?' This changes the conversation from 'Who do you want to work for?' to 'What do you need to learn to be able to do that?'"

—Jaime Casap

"The most Effective Communication is about 20% telling and 80% asking. Most of us have turned this around—80% telling and 20% asking."

—Marilee Adams

"The average four-year-old asks 300 questions a day! The average college graduate asks twenty!"

—Larry Wilson

"When you say, 'Tell me about you,' you invite people to talk about whatever is most important to them—what they care about, what they dream about, what they hope for, what they fear. It's a brilliant question. It's the key that unlocks another's soul."

—Dan DeVos

"The one who asks questions doesn't lose his way."

—African proverb

"It doesn't make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do."

—Steve Jobs

"When you give advice, the brain is basically asleep. If you engage them and ask questions that help them come to their own insights, it comes alive."

—Dr. Henry Cloud

"The one who never asks either knows everything or nothing."

—Malcolm Forbes

"Successful people ask better questions, and as a result, they get better answers."

—Tony Robbins

"The art of asking questions is the source of all business success."

—Lolly Daskal

"Every wise man started out by asking many questions."

—Chinese fortune cookie

"We (Southwest Airlines) bought Morris Air. They were a Salt Lake City carrier with only about 14 or 16 airplanes. We were much larger. When we paid a visit to their headquarters, I told our people, 'When you get there, shut up. You can ask questions. But you cannot lecture. You cannot tell people the way they ought to do things. You know why? Because we're on a learning expedition. Let the Morris Air people tell us. They're new, they're young, they're fresh, they're untrammelled. Let them tell us the ideas that they have.' And we got some fabulous ideas as a consequence of it."

—Herb Kelleher

"It's not easy for other people to realize that one of your biggest jobs, in the CEO role, is to ask the questions."

—Mark Weinberger

"What if you could unlock a better answer to your most challenging problem, simply by changing the question?"

—Hal Gregersen

"I don't like to boss people around. I don't get motivated by telling people what to do, I don't take any pleasure in it. So I manage with curiosity by asking questions."

—Brian Grazer

"To develop a great strategy you need to: Ask lots of questions. To solve problems you need to: Ask questions. To build relationships with customers you need to: Ask questions. Asking questions is a multiplier!"

—Dr. Johannes Bayer

"People are tired of being 'sold to'—yet everyone yearns to be 'listened to' more."

—Aileen Gibb

"I haven't talked to my boss in years! I haven't wanted to interrupt him!"

—Author chooses to remain anonymous

"Without asking specific questions to get specific answers they need, leaders can't fully understand the implications of one decision versus another."

—Phil Krone

"It's better to ask and hear 'No' than not to ask and wonder 'What if...?'"

—Mark J. Carter

"No man really becomes a fool until he stops asking questions."

—Charles Steinmetz

"Questions are dangerous to those who think they have the answer."

—S. Steve Snyder

"The power of the answers you receive is directly proportionate to the power of the questions you ask."

—Lee Colan

"Questions exert a greater level of influence than anything else. Ask someone a question and it forces them to focus on that issue."

—Professor Ian Cooper

"Sometimes we get so caught up in appearing smart that we become afraid to ask the question that will actually make us smart."

—John Hawkins

"The world we live in has become so complex that it is simply not possible for anyone to have all the answers."

—Sandy Chernoff

"The more questions you ask, the more you will learn and discover."

—Aileen Gibb

"Some of the most powerful questions I've heard simply begin with the words, 'How could we...?'"

—Simon Hartley

"Instead of a 'to do' list, consider creating a 'to ask' list, to see what questions you really need answers to."

—Andrew Finlayson

"Successful questioning is one of the most powerful skills not just for leaders but for all people."

—Keith Halperin

"Don't be afraid to ask dumb questions! They are easier to handle than dumb mistakes!"

—William Wister Haines

"You can tell whether a man is clever by his answers. You can tell whether a man is wise by his questions."

—Naguib Mahfouz

"When you want to persuade, you'll always get further by asking a question than by making a statement."

—Dorothy Leeds

"Poor leaders rarely ask questions of themselves or others. Good leaders, on the other hand, ask many questions. Great leaders ask the great questions."

—Michael Marquardt

"Organizations and leaders that avoid questions are actually losing opportunities to learn."

—Noel Tichy

"A lot of bad leadership comes from an inability or unwillingness to ask questions."

—Michael Parker

"You don't have to have all the answers. But what's not negotiable is that you have the questions."

—Beverly Kaye and Julie Winkle Giulioni

"If you want to convince, ask questions."

—Jedd Medefind and Erik Lokkesmoe

"It is better to know some of the questions than to know all of the answers."

—James Thurber

"Statements generate resistance, whereas questions generate answers. Questions allow the other side to get their points across and let you understand them. Questions offer them no target to strike at, no position to attack. Questions do not criticize, they educate."

—Roger Fisher

"For most companies, their greatest resource is their people. If leaders don't ask what they know, a valuable corporate resource will have been wasted."

—Steven Segal

"Would you rather be asked for your input or told what to do?"

—Gary B. Cohen

"Questions give you the knowledge you can't learn any other way."

—Sam Albert

"When you are talking, you are only covering what you already know. The only way to learn what the other person needs (and what you don't already know) is to ask questions."

—Tom Hopkins

"I discovered long ago that it is more important to ask the right questions rather than pretend that you have the right answers."

—Harsh Pati Singhania

"Asking lots of questions opens new doors to new ideas, which ultimately contributes to your competitive edge."

—Michael Dell

"When my employees learned that I will not give answers at the beginning, but that I will first ask questions, then they learn to ask questions themselves and find solutions alone."

—Pentti Sydanmaanlakka

"Great leadership is not about having all the answers—it is, more often, about having the courage to ask the critical questions."

—Robert Steven Kaplan

"Sometimes the question is more important than the answer."

—Plato

"I have no special talents. I am only passionately curious."

—Albert Einstein

"Find the right questions. You don't invent the answers. You reveal the answers."

—Dr. Jonas Salk

"Did you ask any good questions today, Isaac?"

—Nobel Prize winning physicist
Isidor Isaac Rabi's mother's daily question
as she greeted him with after school

"We thought that we had the answers, it was the questions we had wrong."

—Bono

"When I ask questions I make fewer bad decisions."

—Lee Cockerell

"Questions help me gain understanding of a situation."

—Cheryl Bachelder

"A bad leader will tell people what to do. A good leader will ask questions and let his or her people figure out the answers. A great leader asks the questions that focus the intelligence of their team on the right problems."

—Liz Wiseman

"Questions are like the hood release latch on my car. I use it to get under the hood of things to get a view of how things are running."

—Terrence Donahue

"A boss knows all. A leader asks questions."

—Russell H. Ewing

"The regular practice of asking carefully formulated questions has opened the door to all kinds of relationships for me."

—Kent Stroman

"I can always tell how experienced and insightful a prospective consultant, banker, or lawyer is by the quality of their questions and how intently they listen. That's how simple it is."

—Andrew Sobel and Jerold Panas

"Questions are like intricate brass keys which unlock the lock boxes of people's minds, hearts, hopes, and dreams."

—Bobb Biehl

"Organizations gravitate toward the questions they ask."

—David Cooperrider

"Knowledge is having the right answer. Intelligence is asking the right question."

—Unknown

"A person's thoughts are like water in a deep well, but someone with insight can draw them out."

—King Solomon, *Proverbs* 20:5

"Leaders who think entrepreneurially tend to ask, 'Why not?' and 'How can we?' rather than 'Why should we bother?' or 'What if it fails?'"

—Robyn T. Braley

The wisdom of the wise lies not in the high-minded answers that flow from the lips, but from the simple questions that come from a curious mind and a caring heart.

—Jim Morud

LISTENING

Listen and Silent are spelled with the same letters—coincidence?

“Being heard is so close to being loved that for the average person, they are almost indistinguishable.”

—David Augsburger

“When I ask people to talk about the best boss they ever had, they always mention one quality: Listening!”

—Ken Blanchard

“There’s a difference between hearing people and listening to them.”

—John C. Maxwell

"Listening and letting people talk is key to winning them over in life, in business, and in all human relationships."

—Dave Kerpen

"Leaders who refuse to listen will eventually be surrounded by people who have nothing to say."

—Andy Stanley

"Silence adds value to the questions you ask."

—Dan Rockwell

"I remind myself every morning: Nothing I say this day will teach me anything. So, if I'm going to learn, I must do it by listening."

—Larry King

"One of the most sincere forms of respect is actually listening to what another has to say."

—Bryant H. McGill

"I never learn anything talking. I only learn things when I ask questions!"

—Lou Holtz

"Most of the successful people I've known are the ones who do more listening than talking."

—Bernard M. Baruch

"Give every man thine ear, but few thy voice."

—William Shakespeare

"The biggest communication problem is we do not listen to understand. We listen to reply."

—Nishan Panwar

"Read any book on great leaders and you will find that those who are successful agree that being an effective listener was key to their success."

—Dr. Kina Mallard

"Listen long enough and the person will generally come up with an adequate solution."

—Mary Kay Ash

"When you ask, look the other person in the eye. And—this is the most important part—then stay quiet. Ask, simply, and then wait. The waiting part—that silence—is deafening, but critical."

—Sarah K. Peck

"No one ever listened himself out of a job."

—President Calvin Coolidge

"Questioning—and then listening deeply to the answer—is the most important pivot-point in my life and leadership."

—Mark Goulston

"Debating is for the best talker. Persuasion is for the better listener."

—Trey Gowdy

"The single most interesting thing you can do is ask a good question and then let the answer hang there for two or three or four seconds as though you're expecting more. You know what? They get a little embarrassed and they give you more."

—Mike Wallace

“Excellent leaders not only know the right questions to ask, but they also know how to patiently wait for an answer. They are comfortable with silence.”

—Lee J. Colan and Julie David-Cola

BOB'S 10 MOST FAVORITE QUESTIONS

1. What do you think?

If you want to learn to lead with questions, you simply need to begin asking others—your staff, your clients/customers/prospects, family, etc., “What do you think?”

2. Can you please tell me more?

You can use this question whenever someone asks you a question to make sure you clearly understand what they are asking, or whenever someone answers a question you have asked.

3. Can you please tell me your story?

This is my favorite question to ask whenever I connect with someone for the first time. Everyone has a story to tell! And every story is interesting! And the truth is that people love to tell you their story!

4. What are 3–4 events that have shaped who you are today?

This question comes from my friend Cheryl Bachelder—former CEO of Popeyes—in her book, *Dare to Serve*. Ask this question and then listen. When he/she finishes answering, you will know more about him/her than many friends you have known for years! And the person you have asked will feel known and cared for!

5. What are you doing when you feel God's pleasure?

This question is inspired by a great quote from the movie *Chariots of Fire*, winner of the 1981 Academy Award for Best Picture. In the movie, Eric Liddell, winner of the 400 meters Gold Medal in the 1924 Olympics, shares, "I believe that God made me for a purpose, but he also made me fast and when I run I feel his pleasure." What are you doing when you feel God's pleasure?

6. What are you doing to develop leaders?

This question comes from my friend Chris Hodges, Senior Pastor of the Church of the Highlands in Birmingham, Alabama. It is the one question that Chris continually asks to grow his church from its beginning in 2001 to more than 51,000 now attending services each weekend.

7. What questions are you asking yourself lately?

This question comes from my lifelong mentor (since 1980) Bobb Biehl. Bobb is the wisest man I have been privileged to know. He is the first one that shared with me the value of questions. Bobb shares that whenever he asks leaders this question, they immediately have an answer and the conversation immediately goes deep.

8. What's something that would be impossible to do, but if you could do it, would dramatically increase your success?

Of course the questions that follow are: "What would make it possible?" and "How are you going to have to change as a leader to make it possible?" (Almost all of our roadblocks are between our left and right ears.)

**9. What do you like best about this ship?
What do you like least about this ship?
What would you change if you could?**

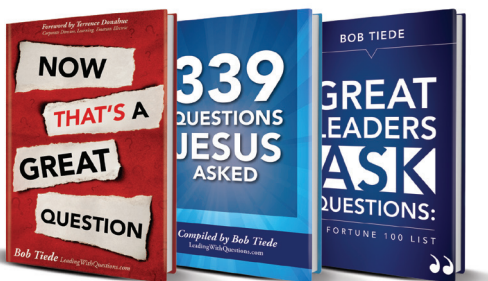
Navy Commander D. Michael Abrashoff, who upon taking command of the USS Benfold, asked these three questions in one-on-one meetings with 300 sailors on his ship to turn the morale from worst to first.

10. What question do you wish people would ask you?

This question comes from Professor Heather Holleman, PhD, Penn State University—known as the “Name Game” professor because students know she will invite them to introduce themselves and answer a strategic question every *single* time they

gather. Over the past 25 years of teaching, Professor Holleman shares that the best question of the hundreds she has ever asked is the one above.

LeadingWithQuestions.com Resources



Great Leaders Ask Questions: A Fortune 100 List

Would you like to increase your Leadership Effectiveness $\times 10$? Would you like to know more than 100 questions the world's best leaders use to improve their effectiveness, to motivate their teams, and to connect deeply with others?

Available for free download in English, Spanish, Chinese, and French, as well as audiobook in English and Spanish.

339 Questions Jesus Asked

If you desire to continuously increase your communication skills, would you not be wise to study the one many believe to be the greatest communicator in all of history: Jesus of Nazareth? Even if you are not a follower of Jesus, would you not be wise to learn from his communication practices? Jesus did two things exceedingly well: He told great stories and He asked great questions.

Available for free download in English, Spanish, Chinese, and French.

Now That's A Great Question

Leading with questions isn't just about asking, it's about asking the questions that bring about deeper learning and understanding. *Now That's a Great Question* offers you questions for a variety of leadership and life scenarios from some of the great leaders of our time.

Available for free download in English and Spanish ebook, as well as audiobook in English and Spanish. (Translations in Albanian, Polish, and Portuguese available Summer 2021.)

Resources available at:
leadingwithquestions.com/resources

ABOUT BOB TIEDE

Bob Tiede grew up in South Dakota, and graduated from the University of South Dakota in 1971. He has now been on the staff of Cru for 50 years, serving with Cru Campus, Josh McDowell Ministry, Global Operations Leadership Development, and U.S. Leadership Development.

Developing the next generation of leaders for Cru is Bob's focus. Bob says, "In 15–20 years almost all of our current Cru leaders will no longer be leading. In their places will be the leaders we are now developing. If we fail now, Cru does not fail today or tomorrow—but may fail 15–20 years from now! History is filled with the stories of companies and organizations which were once vital, but no longer exist. A closer study reveals that, in

many cases, there was no intentional effort to develop their next generation of leaders.”

Bob’s role on Cru’s Leadership Development team is to recruit outstanding leaders from business, education, government, and medicine to coach Cru leaders every other week via Zoom.

Bob started his blog, LeadingWithQuestions.com, along with Twitter, LinkedIn, and Facebook profiles, as a way to better connect with his target audience: Cru’s emerging leaders who are 20- and 30-something.

Today, his blog provides a continued source of new tools (new questions) for all of Cru’s Coaches and Leaders and is viewed by leaders in more than 190 countries.

Bob and his wife, Sherry, are proud parents of four adult children, and super proud Grandparents of seven incredible grandchildren—all of whom love to ask their Papa Bob questions!

WHAT PEOPLE ARE SAYING ABOUT LEADINGWITHQUESTIONS.COM



"Bob Tiede's blog, LeadingWithQuestions.com, consistently helps me to ask better questions—not just to my audiences and to my staff, but also to my family and friends!"

Josh McDowell, Best-selling author of *More Than A Carpenter* and *New Evidence That Demands A Verdict*



"I look forward to reading Bob Tiede's LeadingWithQuestions.com twice each week as every blog is filled with wonderful insights, stories and examples of powerful

questions. It is undoubtedly the single best source for discovering great questions used by leaders from the corporate, academic, public, and social arenas."

Dr. Michael Marquardt, Author of *Leading with Questions* and President of World Institute for Action Learning



"As a business owner, speaker and author, I encourage my clients and audiences to take their businesses to a higher level of excellence. With his blog, *LeadingWithQuestions.com*, Bob Tiede provides us with practical tools and inspirational insights for achieving this."

Dr. K. Shelette Stewart,
Senior Strategic Relationship Manager at
Harvard Business School Publishing



"In over three decades in executive search, I can tell you that one of the differences between successful and unsuccessful people is good questions. Bob Tiede takes this principle and greatly expounds on it with LeadingWithQuestions.com. I encourage everyone to absorb the wisdom here, as I do often."

Bob Beaudine, CEO, Eastman & Beaudine;
best-selling author, *The Power of WHO!*



"Bob Tiede is always thinking about how to grow your leadership capability. His blog, LeadingWithQuestions.com, will give you the benefit of his experience and enthusiasm for developing leaders. You won't want to miss it!"

Cheryl Bachelder, Former CEO, Popeyes Louisiana Kitchen, Inc., from 2007 to 2017



"Thanks to Bob Tiede's
LeadingWithQuestions.com...
Keeps me questioning."

Lolly Daskal,

Founder and CEO of
Lead From Within; Coach,
Consultant, Speaker and Author



"Bob Tiede understands why we
are on this earth ... to add value to
others. LeadingWithQuestions.com
is a glimpse into his wisdom and
insight which are a direct result
of his passion for people and leaving every
person in every interaction with him better!
I'm grateful to call Bob a friend!"

Logan Stout, Best-selling author, speaker,
Founder and CEO of IDLife;
Founder and CEO, Dallas Patriots Inc.



"I look forward to being inspired and challenged by Bob's blog each week. It has been so beneficial to us, it led to a great sermon series at our church, 'Questions Jesus Asked.'"

Lamarr Lark, Sr., Chick-fil-A Operator,
Gurnee, Illinois



"My Dad, Zig Ziglar, always said: 'Questions are the answer!' If you are looking for answers to life's most challenging questions there is no better place than Bob Tiede's blog, LeadingWithQuestions.com"

Tom Ziglar, President at Ziglar Inc.



"My role as a leader mandates the prolific, internal dialogue with questions for self-direction, life-management, and people-

leadership. Bob Tiede excels in both the content and timing of questions. Each time I am with him, whether in person or by his blog, I come away deeply refreshed."

Dr. Ramesh Richard, President of RREACH and Professor at Dallas Theological Seminary



"Bob Tiede is a great leader as well as a highly effective coach, who is committed to increasing the leadership understanding and effectiveness of others. His unique contributions on leading with questions is an incredible resource for those who want to lead through the empowerment of others."

Delanyo Adadevoh, PhD
President, International
Leadership Foundation



"Ever since I have known Bob he has asked me the questions which have helped me to develop my thinking, improve my decision-making skills and in turn lead others more effectively through asking good questions. *Leading with Questions* is a skill every growing leader needs to be fruitful and effective. I highly commend Bob in helping you with this."

Lesley Cheesman, National Director of
Agape United Kingdom

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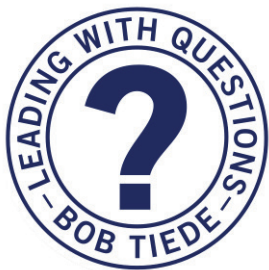
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NOTES & QUOTES

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