

How To Launch and Manage A Leadership Lunch Program

Thanks for your commitment to building a SmartTribe. As of December 2014 we're thrilled to have 142,000+ SmartTribes in process!

We find that the best way to get started on your SmartTribe is to launch a Leadership Lunch group, where a cross-functional group of existing or aspiring leaders meet regularly to discuss their challenges. Make sure a code of conduct is in place (see our Leadership Code of Conduct resource if you need help) to ensure everyone feels safe asking for help.

Here's the format we find works best:

Size: 6 people

Mix: Peers across different functions within a company—this fosters collaboration and builds new relationships

Meetings: 1-2x per month—set a recurring schedule and meeting location so administration is simple (example: first and third Thursday of the month at noon in the SW corner of the lunchroom, bring your own food)

Format: Set a code of confidentiality, meet and discuss how you're applying these techniques, support one another in problem-solving, rotate leadership of session each time, start at chapter 1 in SmartTribes and cover 1 chapter each session Example:

Club Member	Leads Club Week	Chapter
Bob	1	1
Sue	2	2
Arjun	3	3
Mary	4	4
Tyrone	5	5
Lee	6	6
	Then return to Bob as leader and step through list	7-Appendix

The goal of your Leadership Lunch group is to share what SmartTribe tools you are applying and how they are helping you as a leader. You will also share your challenges, and what tool you want to use next. When you finish with SmartTribes, move on to the next leadership/culture book you want. Remember to honor the code of conduct and confidentiality at each of your sessions. Here's to your Smart State!