



# “Say Anything”

EMI SIG Annual Meeting

May 15, 2012

Seattle, WA

**“Planes are safer when the least experienced pilot is flying...”**





If there is...

1. Positive intent

and

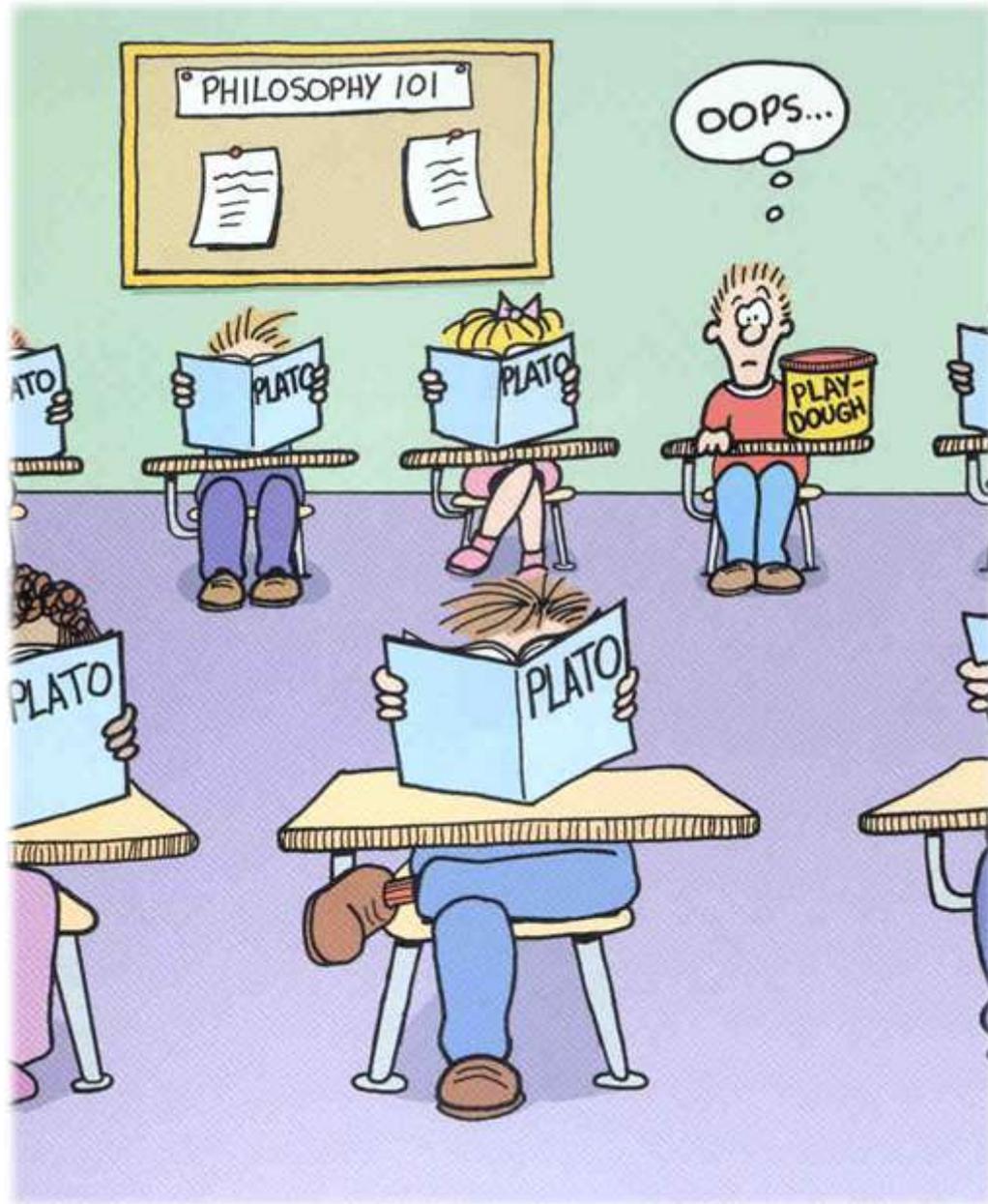
2. Time is not a factor

...then why would we not want our people to say anything?

**Create positive intent.**

A man and a child are running on a sandy beach. The man is in the foreground, shirtless and wearing dark shorts, with his arms outstretched. The child is running behind him, also shirtless and wearing dark shorts, with one arm raised. The background shows the ocean and a distant shoreline with trees.

**Make it safe.**



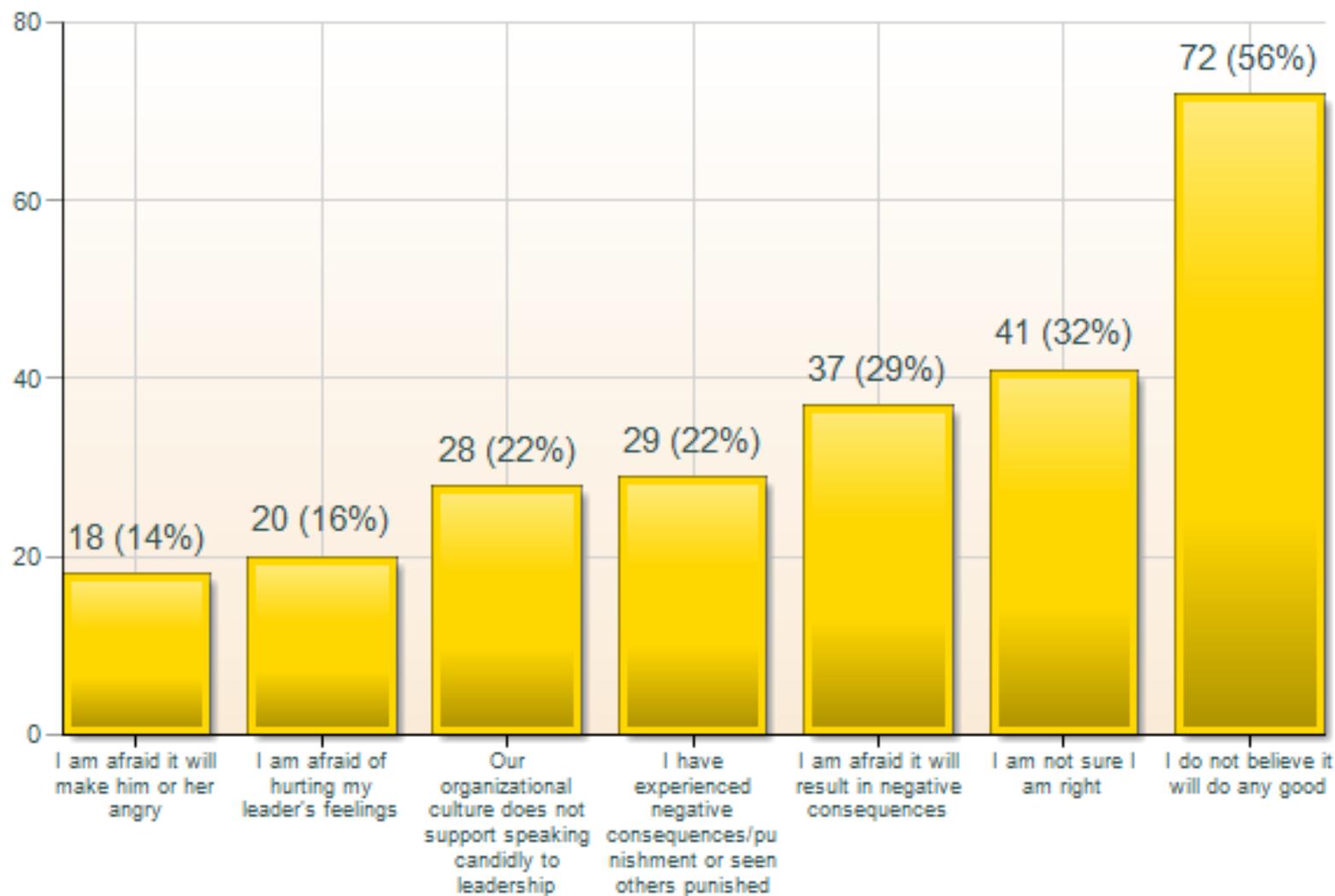
“In our research, the lowest-scoring item on the Leadership Practices Inventory (LPI) is ‘He or she asks for feedback on how his or her actions affect other people’s performance.’”

-- *Credibility*, p. 74



If it's not life or death, say **'Yes.'**

**At the times when I hold back from speaking candidly to my leader, it is because (mark all that apply):**



Create positive intent.

Make it safe.

If it's not life or death, say **'Yes.'**



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