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Des Moines, IA: The Discussables Group announces unique tools to strengthen organizational performance through candor

“Silence in organizations is very common, and also can be deeply painful and expensive,” explains Tom Green, owner of The Discussables Group. “Even high-performing organizations are learning that some very experienced, loyal, intelligent, and talented professionals do not speak up.” Green claims every organization has “undiscussables,” conversations not held about poor job performance, struggling leaders, missed project results, teams not working together, problems and mistakes not disclosed, and talented employees planning to leave.

Research by The Discussables Group also shows leaders often are not fully told what they need to know by direct reports, other leaders, and peers. “Instead, leaders across all levels of organizations are often told what they want to hear, resulting in costly and regrettable outcomes of not speaking up,” says Green, confirming many teams routinely operate around topics, problems, decisions and questions buried in silence.

The Discussables Group assesses candor using questions such as: *What might your organization be doing poorly or overlooking that no one is talking about? Or What would people in your organization say if they weren't afraid to speak up?* “Leaders and employees at every level instantly respond to these questions, so we know there are areas of strong concerns, avoided problems, and looming risks that don't get mentioned. But we also know it's very possible to make it safe to discuss these matters.” says Green.

Green is referring to ***Talking About What MattersSM***, a workshop where leaders learn simple, high-impact, sustainable core practices to create safe and collaborative environments. Leaders emerge from the workshop with skills and tools that enable others to safely bring up better ideas, challenge the status quo, raise critical questions, resolve problems early, break through organizational silence and talk about “undiscussables.”

“The solution we provide is developing leaders who welcome and value others speaking openly and honestly. These leader practices enable everyone to provide input, propose great ideas, give feedback, raise critical questions, express concerns, and even challenge directions and decisions. The payoff includes stronger financial and operational performance, increased talent retention, and more engaged, collaborative, and committed teams.”

The Discussables Group is a consulting firm committed to helping organizations optimize candor, retain talent, and accelerate achieving their goals through leadership development, assessments, and coaching. The Discussables Group was formed in 2015 (long after organizations stopped talking openly) by Tom Green, a leadership and organizational development consultant with more than 20 years of experience with Bank of America, ING, Principal Financial Group, and DuPont Pioneer.

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