THE PROVOCATION

Your team stopped telling you the truth.

Innovation rarely dies loudly. It dies in the meeting where everyone nods.

THE PROBLEM

Almost no leader decides to stop hearing the truth.

It happens through small reactions.

A sharp question. A visible sigh. The skeptic labeled "not a team player." Your team reads these signals faster than any memo.

THE DANGER

Green. Quiet. Wrong.

The truth has moved to the hallway

When honest feedback disappears, leaders keep funding ideas the team already knows will not work. The data looks fine. The enthusiasm looks real.

SIGNAL 1 OF 3

Every update is green.

Real innovation is messy. If no project ever turns yellow, your team is managing your reaction, not the work.

Green is not a status. It is a survival strategy.

SIGNAL 2 OF 3

Nobody challenges the plan in the room.

Pushback happens after the meeting

When the pushback happens after the meeting, you are hearing a performance.

SIGNAL 3 OF 3

Failures arrive late and fully formed.

Honest teams surface problems when they are small. Cautious teams wait until they are undeniable.

By then, the truth costs the most it ever will.

WIN THE TRUTH BACK

1. Reward the messenger. Say thank you first and ask questions second.

2. Ask for the strongest case against your own idea before every major decision.

3. Share your own misses early and in detail. Teams copy what leaders do.

THE TAKEAWAY

Leaders lose the truth when...

they react to bad news before they thank the person who brought it.

When did someone last tell you something you did not want to hear?

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"*How Leaders F-Up Innovation*" - by Marc Drucker