

The Thin Of Naming Elephants: How To Surface Undiscussables For Greater



The Thin Book of Naming Elephants: How to Surface Undiscussables for Greater Organizational Success

By: Sue Annis Hammond, Andrea B. Mayfield

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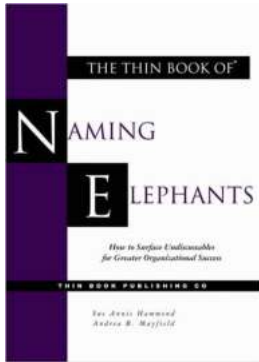
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Have you ever been in a meeting or a conversation where an important but uncomfortable topic was completely avoided? People dance around the issue, feigning ignorance or pretending it doesn't exist. These topics are often called "elephants in the room" — the undiscussables that silently impact organizations, relationships, and personal growth. However, by acknowledging and addressing these elephants, we can unlock greater potential and create a culture of open dialogue and trust.

Naming Elephants: Why It Matters

The act of naming elephants is an essential step towards surfacing undiscussables. It requires the courage to acknowledge the uncomfortable, to peel back the layers of denial or avoidance, and to hold authentic conversations that get to the heart of the matter.



The Thin Book of Naming Elephants; How to Surface Undiscussables for Greater Organizational Success

by Sue Annis Hammond (Kindle Edition)

★★★★☆ 4.5 out of 5

Language : English
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Text-to-Speech : Enabled
Screen Reader : Supported
Enhanced typesetting : Enabled
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When elephants are left unnamed, they continue to exert influence beneath the surface. They breed resentment, frustration, and uncertainty. They become barriers to progress and inhibit true collaboration. By addressing the undiscussables, individuals and organizations can reclaim their power and transform their dynamics.

Creating a Safe Space

To effectively name elephants, a safe space is crucial. People must feel comfortable sharing their thoughts, concerns, and perspectives without fear of

judgment or repercussions. This requires building a culture of trust, psychological safety, and empathetic listening.

A safe space encourages individuals to speak openly and honestly, fostering an environment where elephants can be named and discussed. When people trust that their vulnerability will be respected and honored, they are more likely to address sensitive issues and work towards resolutions.

The Power of Transparency

Transparency plays a significant role in surfacing undiscussables. By providing access to information, data, and decision-making processes, organizations can reduce the likelihood of elephants remaining hidden.

When leaders are transparent about the challenges they face, it sets the tone for open dialogue. Transparency communicates that everyone's perspective matters and encourages individuals to contribute their insights and experiences towards finding solutions.

Embracing Vulnerability

Vulnerability is often seen as a weakness. However, it is through vulnerability that true growth and connection emerge. By embracing vulnerability, individuals can name their own elephants and model the behavior for others to do the same.

Encouraging vulnerability within an organization creates a culture of authenticity and psychological safety. When individuals feel safe to express their concerns, doubts, and fears, it frees up mental bandwidth and emotional energy for problem-solving and innovation.

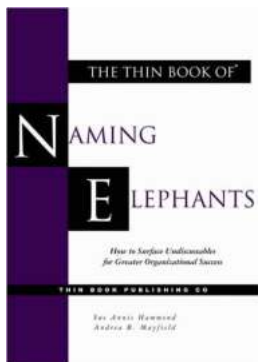
From Naming to Action

Merely naming elephants is not enough; follow-up actions are necessary for real change to occur. After discussing the undiscussables, a commitment to collective problem-solving and developing actionable steps must be made.

Leadership plays a crucial role in turning discussion into action. They must guide the process, hold individuals accountable, and ensure that transparency and vulnerability are continuously encouraged.

The thin of naming elephants is about surfacing the undiscussables that inhibit growth, collaboration, and progress. By creating a safe space, embracing vulnerability, and promoting transparency, organizations can foster a culture of courage, open dialogue, and trust.

It is through acknowledging and addressing these elephants head-on that we can move towards a greater future, unlocking untapped potential and creating a pathway to success.



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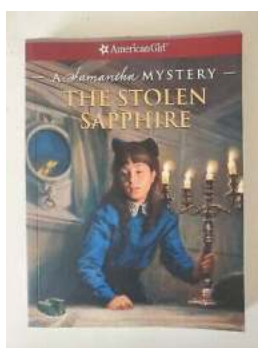
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There's an elephant in the room that everyone knows about but no one is acknowledging. The elephant is implicit and undiscussable and lurks in every organization. Everyone talks around the elephant and thinks that everyone else knows about the elephant. But, until the elephant's presence is made explicit, the level of dialogue and therefore the quality of decision-making is limited. Sound familiar?

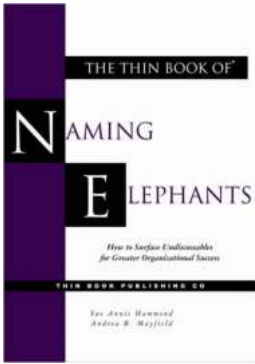
Using NASA's tragic accidents and Enron's bankruptcy as examples of the price of not having open, constructive dialogue, the book shows how great companies create an environment that encourages and listens to input from all levels of the organization.

After reading this book, you'll understand: The role of assumptions and multiple realities; why surfacing assumptions is so important; how to have constructive dialogue; why arrogance, hubris and smart talk gets in the way of constructive dialogue; and what strategies you can use to name the elephants in your organization.



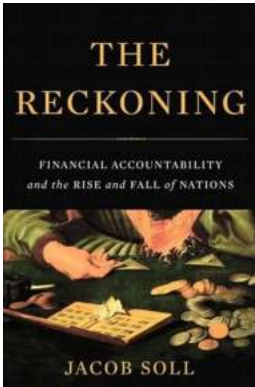
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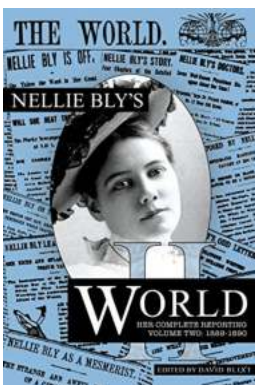
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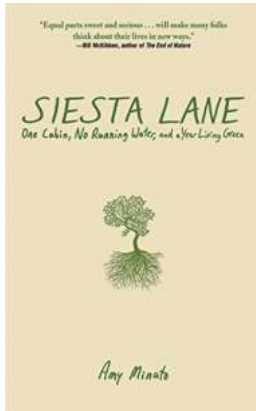
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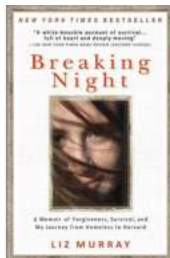
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