



HELP – I'M BEING HELD HOSTAGE

What To Do When High Performers Start Challenging Boundaries

Course Description:

It's every leader's secret dilemma — your top performer is also your biggest management headache. They drive numbers, impress customers, and hit the targets... but also push limits, challenge authority, and leave emotional wreckage in their wake. In this candid, practical course, Greg Gray unpacks the hidden dynamics that make leaders feel “held hostage” by high achievers. You'll learn how to take back control — without losing the talent or damaging morale.

Participants Will Walk Away With:

- **Key Insight #1: The Myth of “Untouchable Talent”:** Understand why performance metrics alone shouldn't determine how you manage behavior — and the risk of letting talent excuse toxicity.
- **Key Insight #2: When Leadership Slips Into Hostage Mode:** Learn the subtle signals that you've ceded authority — and how to get it back without triggering rebellion or resentment.
- **Key Insight #3: How to Reset Boundaries — Clearly and Kindly:** Discover the exact language to use in tough conversations that preserve dignity while restoring order.
- **Key Insight #4: Reclaiming the Compass:** Use Greg's proprietary GPS Model to stay grounded in your values and consistent in your leadership decisions — even under pressure.
- **Key Insight #5: Building a Culture That Doesn't Reward Bad Behavior:** Get tools for reinforcing norms that empower everyone — not just the squeaky wheel or the superstar.

💡 Why This Is Important:

If your organization's top producers are allowed to behave badly, it sends the wrong message to the rest of your team — and slowly erodes your leadership credibility. This course gives you the tools to hold your ground, lead with clarity, and stop being held hostage by performance at the expense of peace.

