

# Leadership Development Programme

Workshop 4



# Territory for today

- Context & Reconnect
- Conscious Practice Reflections
- Break
- Conversations That Matter
- Making Big Requests
- Lunch
- Ensuring Successful Delivery
- Completion & Set up for next time
- Our Commitments
- Continuing our Development

# FOUR ENERGIES OF LEADERSHIP

## PHYSICAL **PQ**

Gestures  
Stamina  
Physicality  
Tone  
Voice  
Motion  
Volume

**AGGRESSIVE**

## INTELLECTUAL **IQ**

Thinking  
Formality  
Debating  
Structure  
Eloquent  
Rational  
Logical

**OPINIONATED**

## EMOTIONAL **EQ**

Openness  
Passion  
Vulnerability  
Listening  
Relationships  
Rapport  
Empathy  
Trust

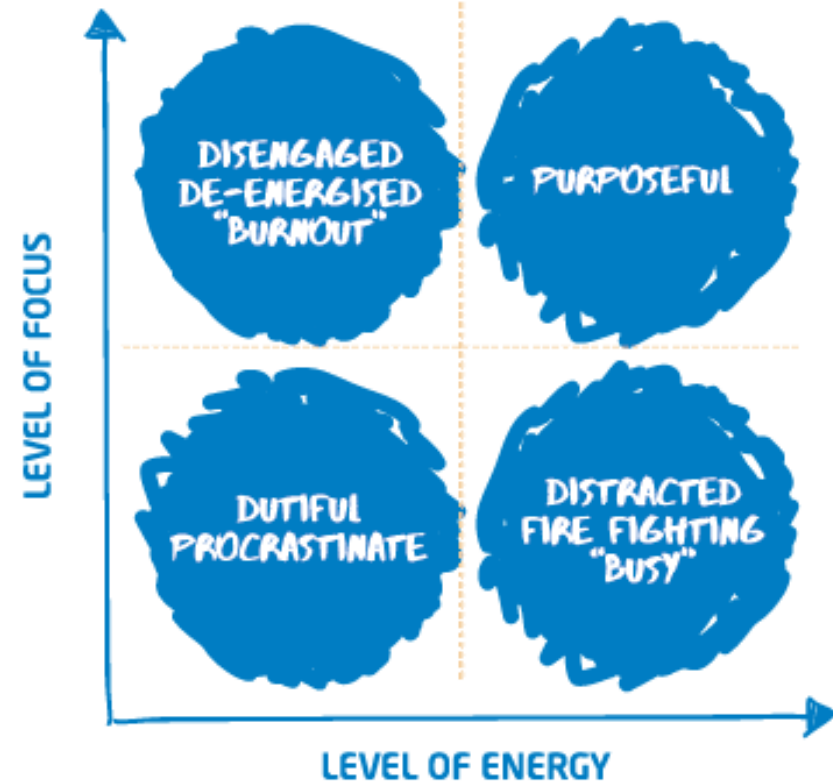
**MANIPULATIVE**

## SPIRIT **SQ**

Higher purpose  
Stillness  
Calm  
Resolute  
Vision  
Possibility  
Belief  
Meaning

**ZEALOT**

# BUSY MANAGER



## PLAYING TO AVOID LOSING

## PLAYING TO WIN

Angry  
Aggressive  
Righteous  
Controlling  
In the detail

HIGH ENERGY

Make it happen  
On the front foot  
Driving  
Buzzing  
Confident

Withdrawn  
Quiet  
Playing safe  
Deferring  
Isolated

LOW ENERGY

Calm energy  
Peaceful  
Reflective  
See big picture  
Grace under pressure

## SELF LIMITING beliefs

**Example:** Self limiting belief is about senior people/hierarchy



# RELATIONSHIP triangle



# LEADERSHIP map

What will success look like?  
How will we know when we get there?





I make it my idea

"Great idea, count me in, glad we're doing it, I'll champion it"

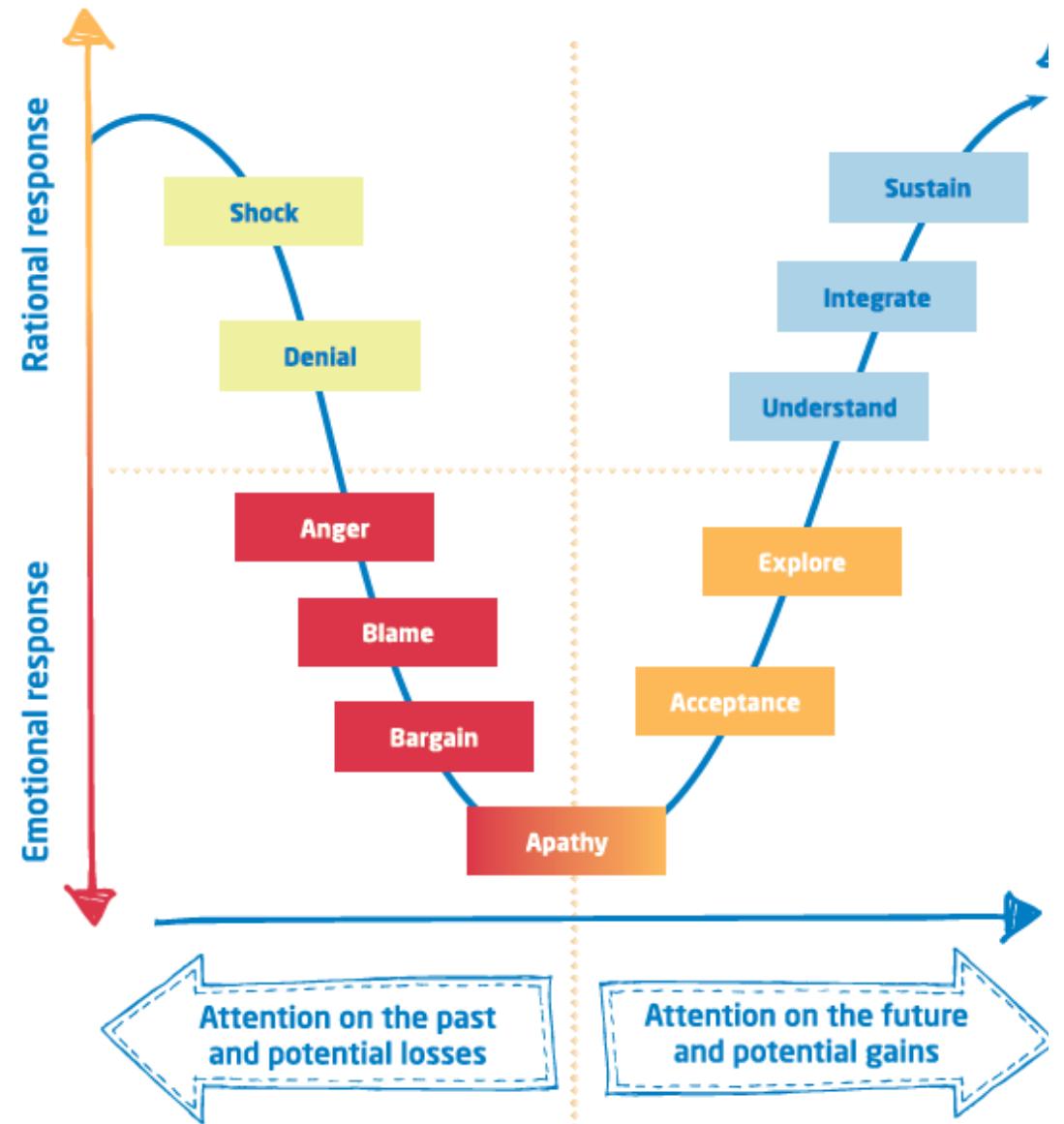
Go along with it, do what is required, little ownership  
"You're the boss"

"You can tell me, I will do it" – don't expect enthusiasm

Not willing to invest energy  
"Why should I?"

Don't agree with it  
Will challenge / sabotage

No relationship





# F.E.D. Overview

# OVERVIEW

## FUTURE

- ★ What am I up to/leading for?
- ★ What do I care about?
- ★ The Future you want to create
- ★ Being your Best Self

## ENGAGE

- ★ Engaging others in the Future you want
- ★ Building BIG relationships
- ★ The shadow I cast
- ★ Self limiting beliefs

## DELIVER

- ★ Delivering more now and later
- ★ Conversations for delivery
- ★ Making BIG requests
- ★ Helping others take ownership

# Listening Levels

# LISTENING LEVELS







# CONVERSATIONS for delivery

**What am I doing and how am I  
being when I have conversations:**

- ★ in Manager mode?
- ★ in Leader mode?

# Stages of CONVERSATIONS



# Stages of CONVERSATIONS

## Conversations WITH SELF

How do I  
impact them?

Best Self

Any SLBs?

Values

What questions  
can I ask myself  
to be at my best  
for them?

Who do I need  
to be?

What do I/they  
care about?

Which energies  
do I need to  
draw on?

Stages of  
CONVERSATIONS

what is a  
**BIG**  
request?

# Making Big Requests Breakout

- In Pairs
- What is the Big Request I will need to make soon?
- How do I need to 'Show Up' to have the impact needed?
- What will be important to include in that conversation?

Activating	Stimulating
Heartening	Inspiring

- Share & coach to help build readiness

# Stages of CONVERSATIONS

WHAT NEEDS TO BE  
included and addressed  
IN A SETTING UP  
FOR SUCCESS  
CONVERSATION



# Stages of CONVERSATIONS

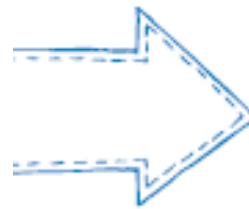
ACKNOWLEDGING  
on track  
DELIVERY

HOLDING TO  
account  
NON DELIVERY

# Stages of CONVERSATIONS

# COMPLETION

WHAT HAS BEEN  
achieved  
AND  
how?




SET UP FOR NEXT  
BIG REQUEST



## In Buddy Pairs

Help your partner focus on their next key conversation and how you can support them





Maximising our  
Combined  
Impact as a  
Team

What will we commit to:

- Continue Doing...
- Stop Doing...
- Start Doing...

# Your Leadership Programme

## CONSCIOUS practice



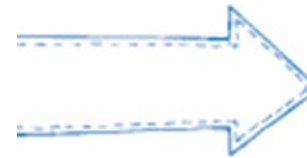
**Decide what you want to try doing differently from today:**

- ★ when will you try it?
- ★ what help will you need?



**Continue to:**

- ★ interrupt your SLBs
- ★ build BIG relationships
- ★ engage people differently
- ★ refine your Future
- ★ build your Support network
- ★ notice your triggers in/out of leader mode and PTW/PTAL



**Choose a new delivery conversation and an older one that needs one of the latter stages:**

- ★ how will you approach it?
- ★ what will you do/say?