

Graduate Programme

Workshop 1 – Being at my Best

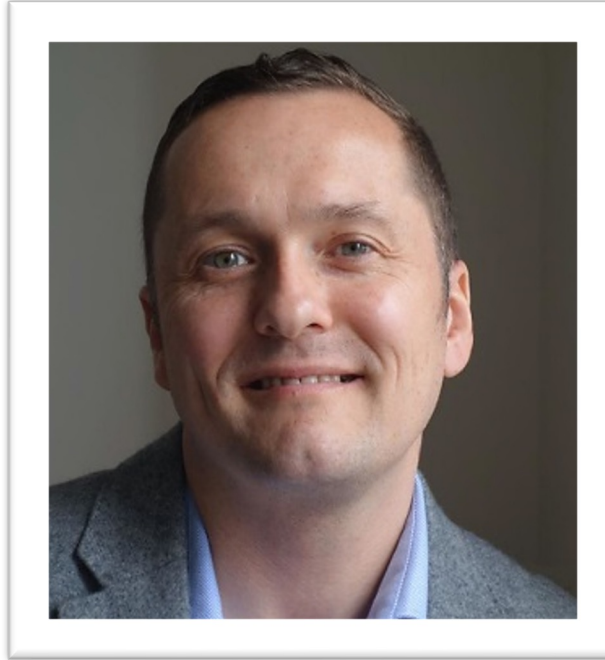
- Lee Morris –
lee@andpartnership.com
- Facilitator
- **andpartnership**

- “Passionate about helping people be at their best and reach their full potential.”

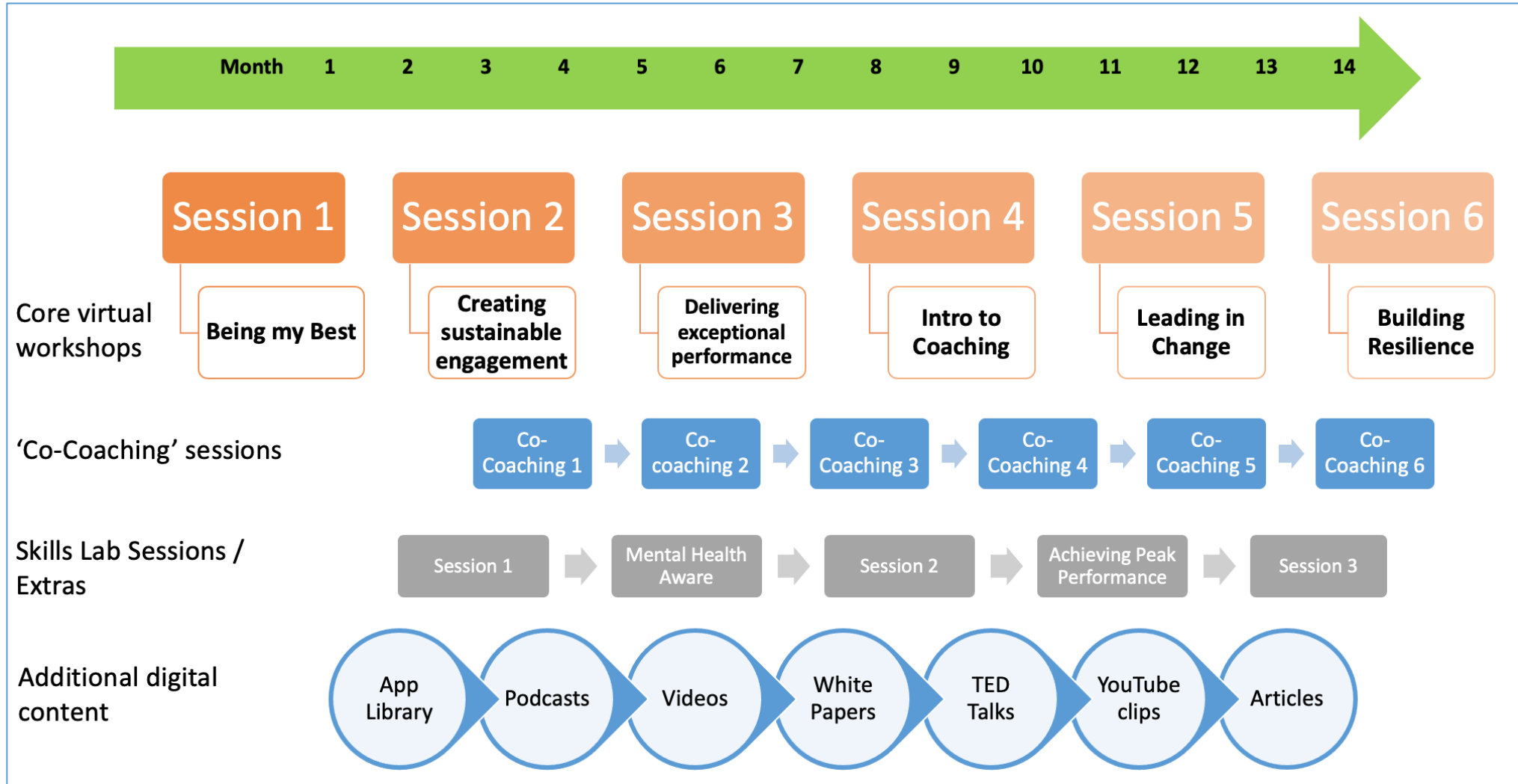
- Career and Life Coach, Mentor, Keynote Speaker, Presentation Skills Facilitator.

- Mental Health First Aid Instructor.

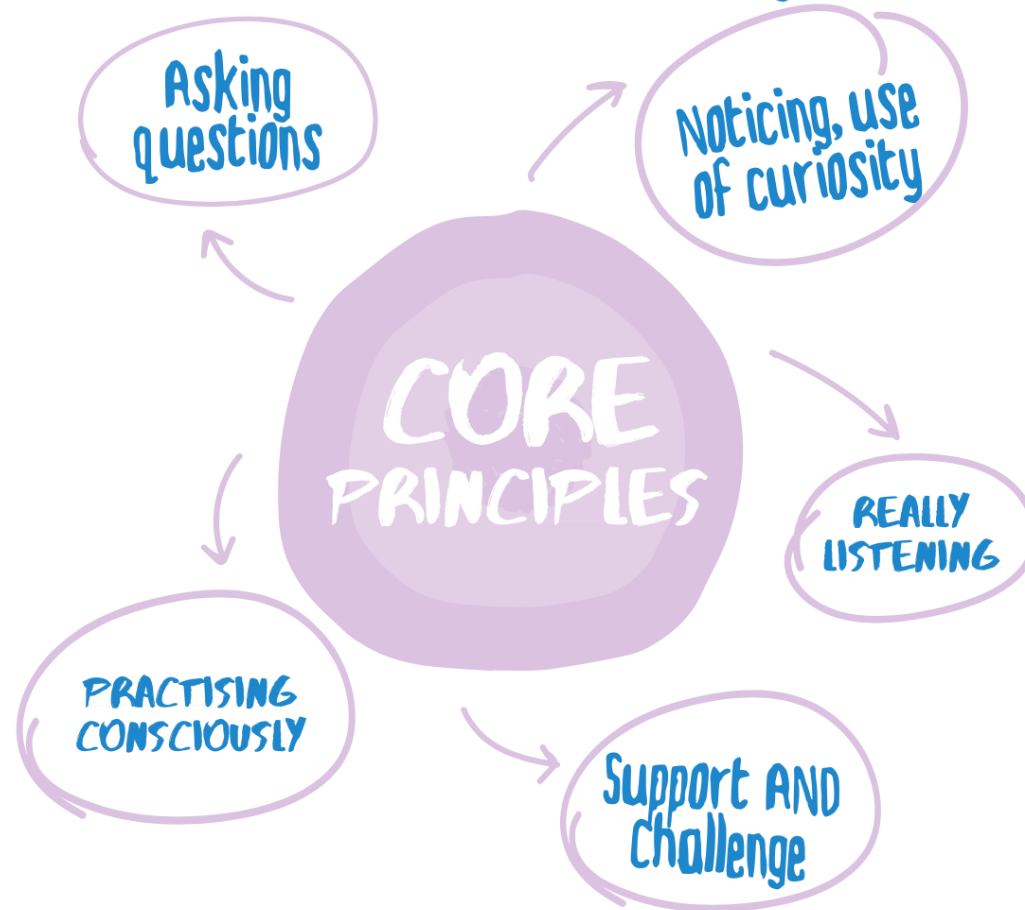
- Part-time runner!



Programme Overview



ACCELERATED leadership



LISTENING LEVELS





M Minimal encouragers



O Open ended questions



R Reflecting



E Emotion labelling



P Posture / eye contact



I Ignore your own irritation



E Effective pauses

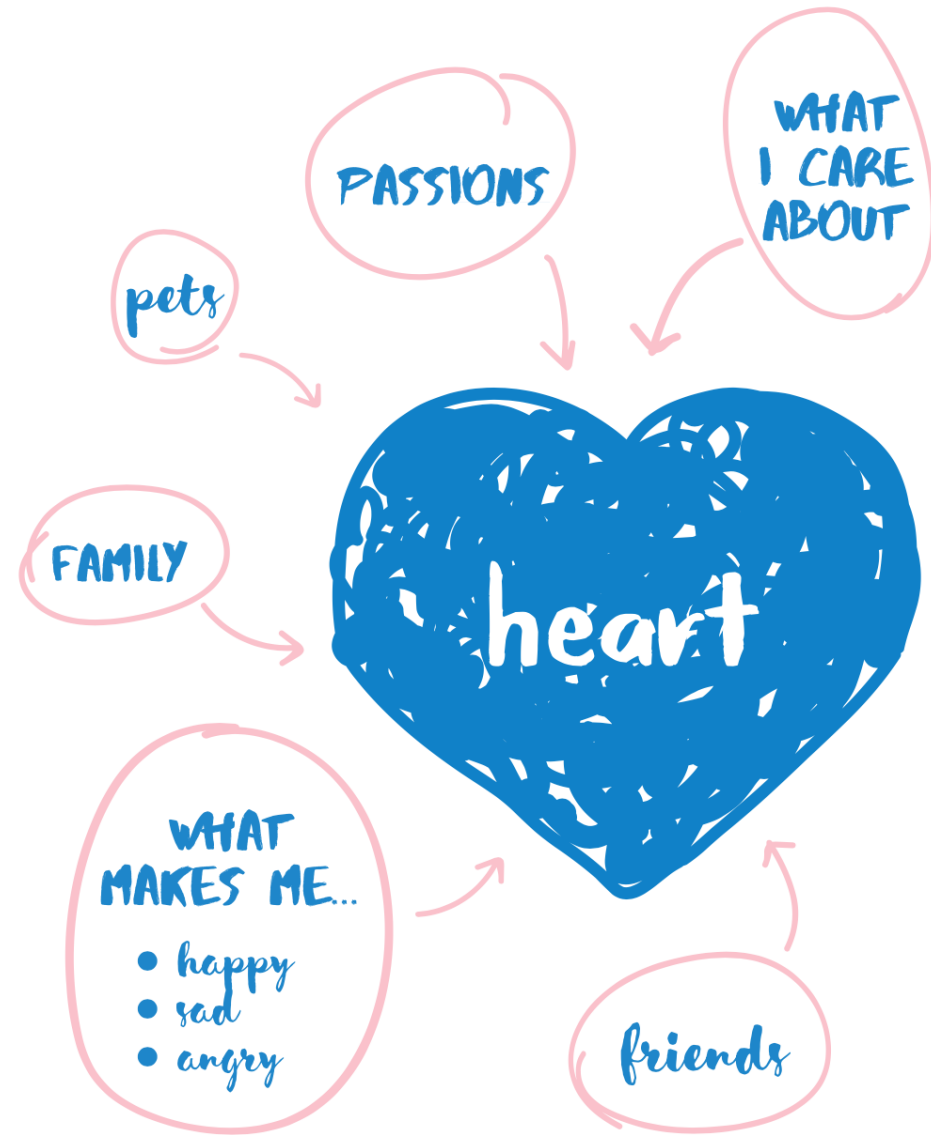


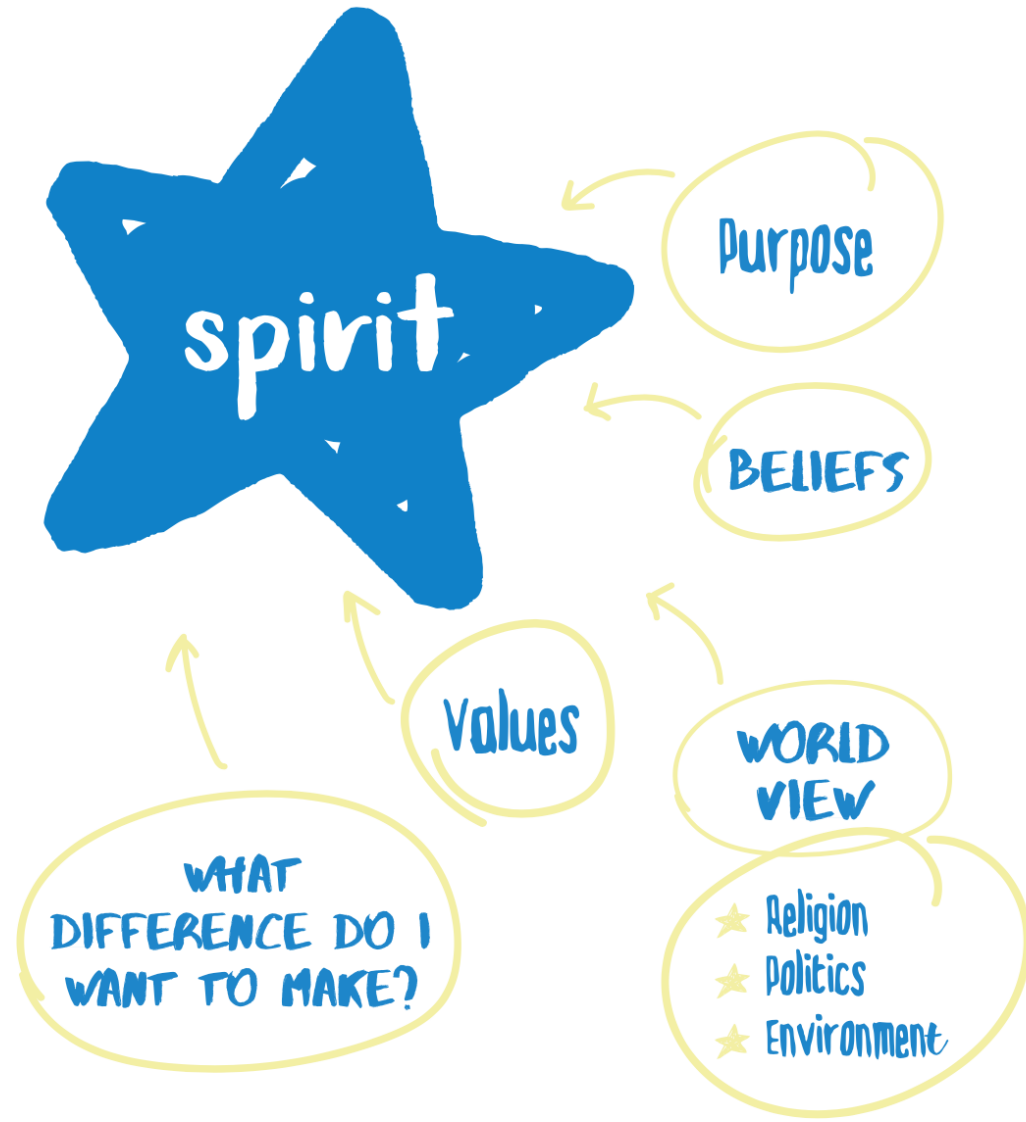
S Summarise / paraphrase



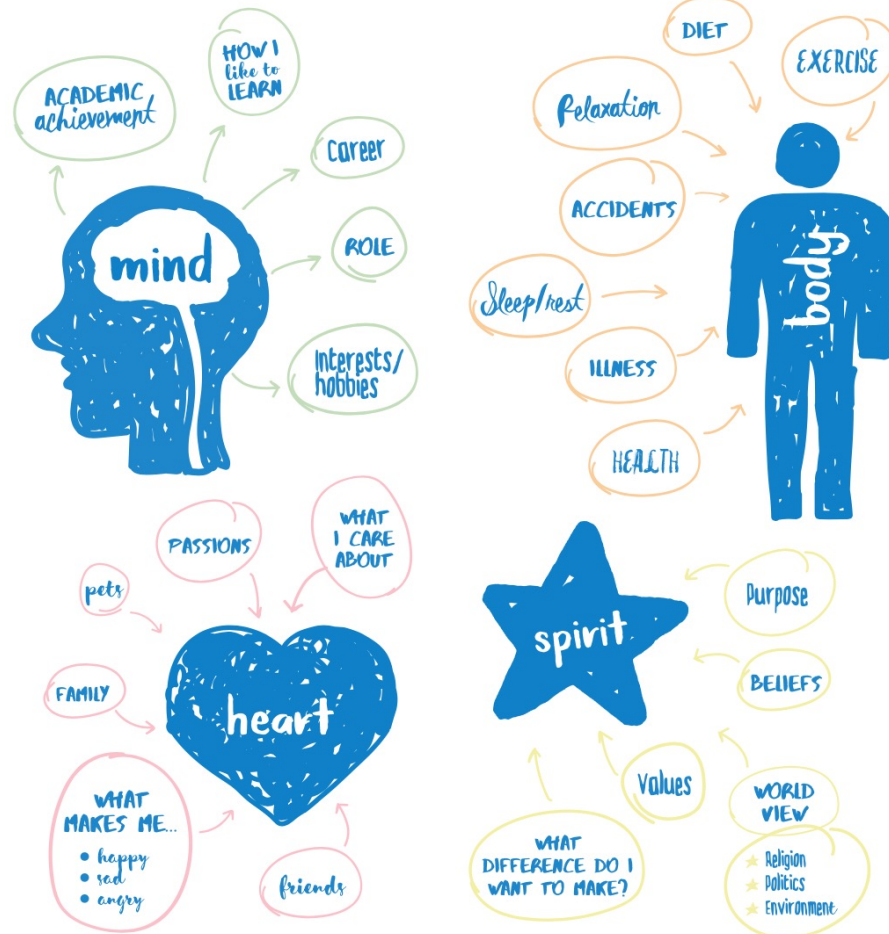








FOUR ENERGIES OF LEADERSHIP



FOUR ENERGIES OF LEADERSHIP

PHYSICAL

Gestures
Stamina
Physicality
Tone
Voice
Motion
Volume

AGGRESSIVE

INTELLECTUAL

Thinking
Formality
Debating
Structure
Eloquent
Rational
Logical

OPINIONATED

EMOTIONAL

Openness
Passion
Vulnerability
Listening
Relationships
Rapport
Empathy
Trust

MANIPULATIVE

SPIRIT

Higher purpose
Stillness
Calm
Resolute
Vision
Possibility
Belief
Meaning

ZEALOT

FOREMOST JOB AS A
LEADER IS TO TAKE
CHARGE OF YOUR OWN
ENERGY AND THEN
HELP TO ORCHESTRATE
THE ENERGY OF THOSE
AROUND YOU.



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ZEALOT

What are the benefits (and drawbacks) of using this style?

What are the consequences of not using this style?

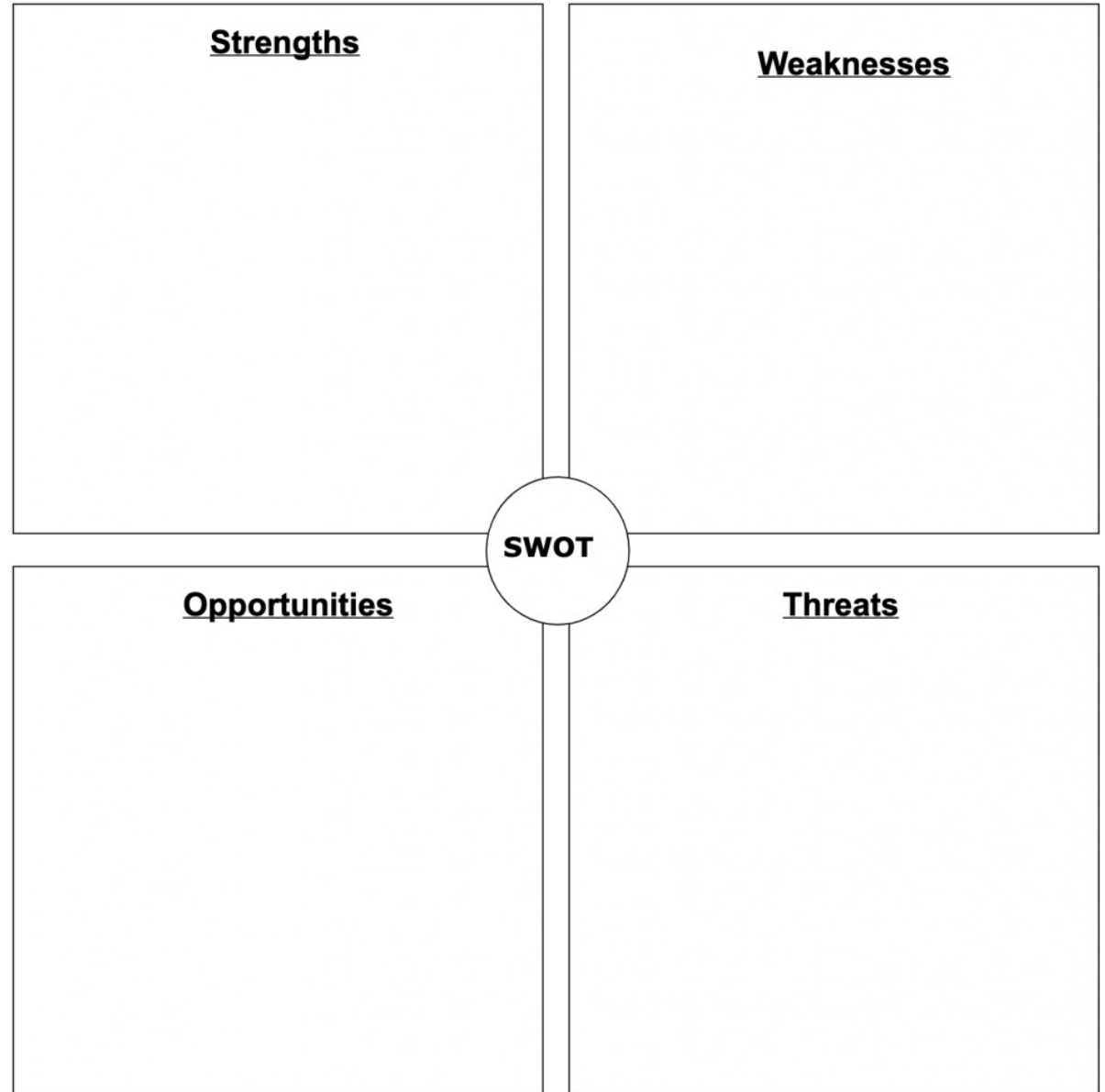
THE SEA I'M SWIMMING IN



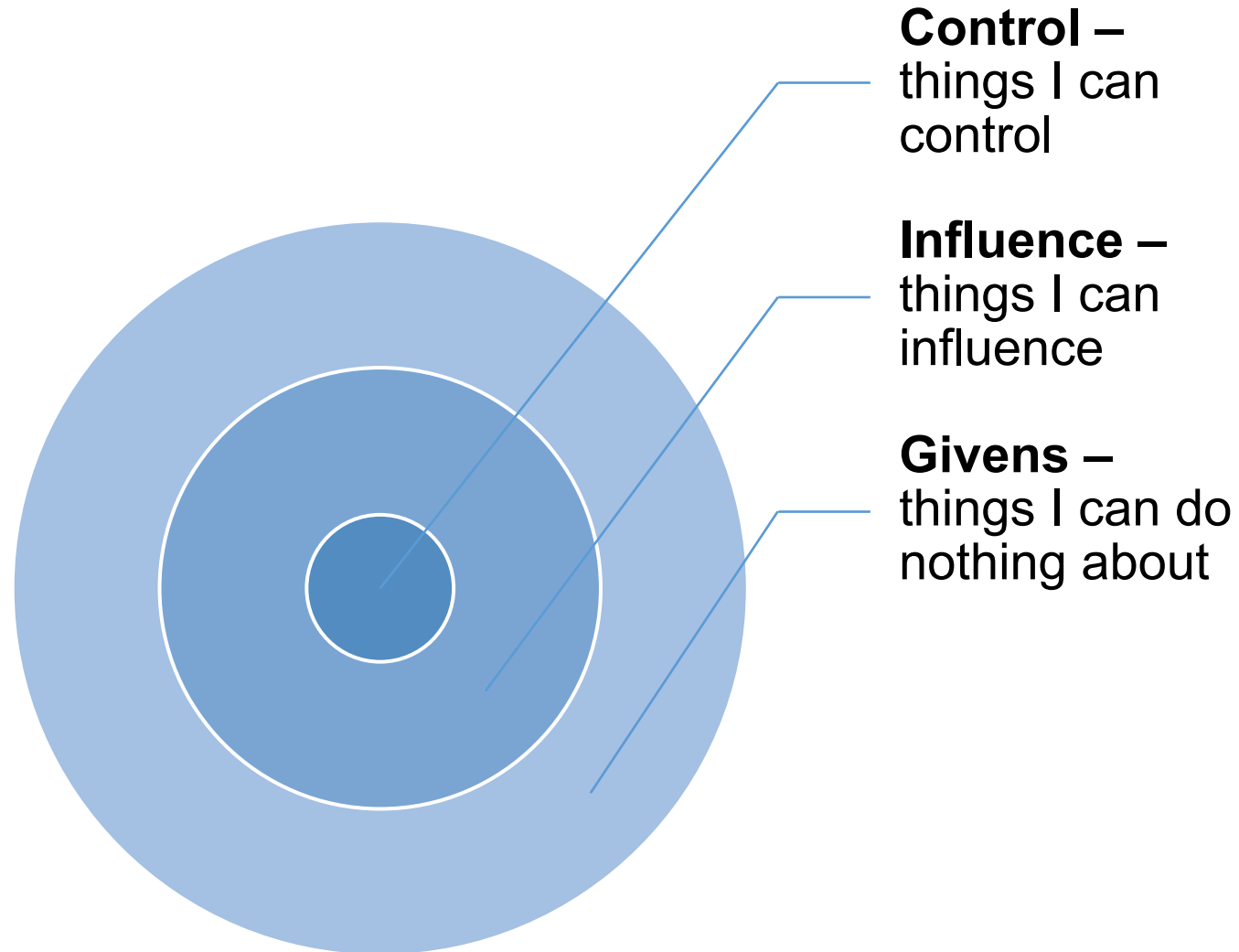
Sea I'm swimming in

- Are you in the water or in a boat (or something else)?
- If you are in the water, what are you doing?
- If you are in a boat, what is it doing? What sort of boat is it? What is your role on the boat? What condition is it in? Are there others on the boat with you?
- Where are you heading? What is progress like?
- Is there any land around you? In front, to the side or behind you?
- Anyone else around you? What are they doing?
- Temperature/depth/of water?
- What's the weather like?
- Any other creatures/objects/people around you in your sea?

Personal SWOT Analysis



Keeping Choice in Change © Covey



Exercise – individually

- Write down your ‘3am list’
 - All your current issues and challenges
- Categorise them as:
 - **Control** – I can directly do something about this
 - **Influence** – I can use my influence to affect this
 - **Given** – I can do nothing about this

LEADER / MANAGER / OPERATOR



Set own context



Work within others context

LEADER / MANAGER / OPERATOR

LEADER

Set own context

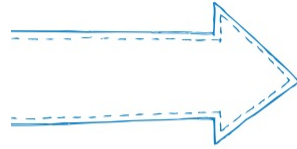
MANAGER

Work within
others context

OPERATOR

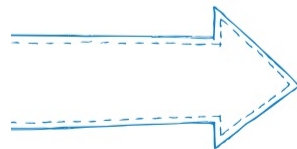
What is the difference
between Leadership and
Management?

Best Self

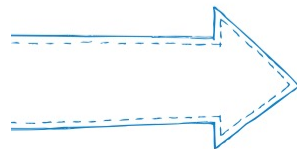


Think of a time when you were most purposeful:

- ★ Describe what happened
- ★ Which of the 4 energies did I use?
- ★ What impact did I have on others?
- ★ How did it feel?
- ★ How did this fit with what I care about?
- ★ What results were achieved?



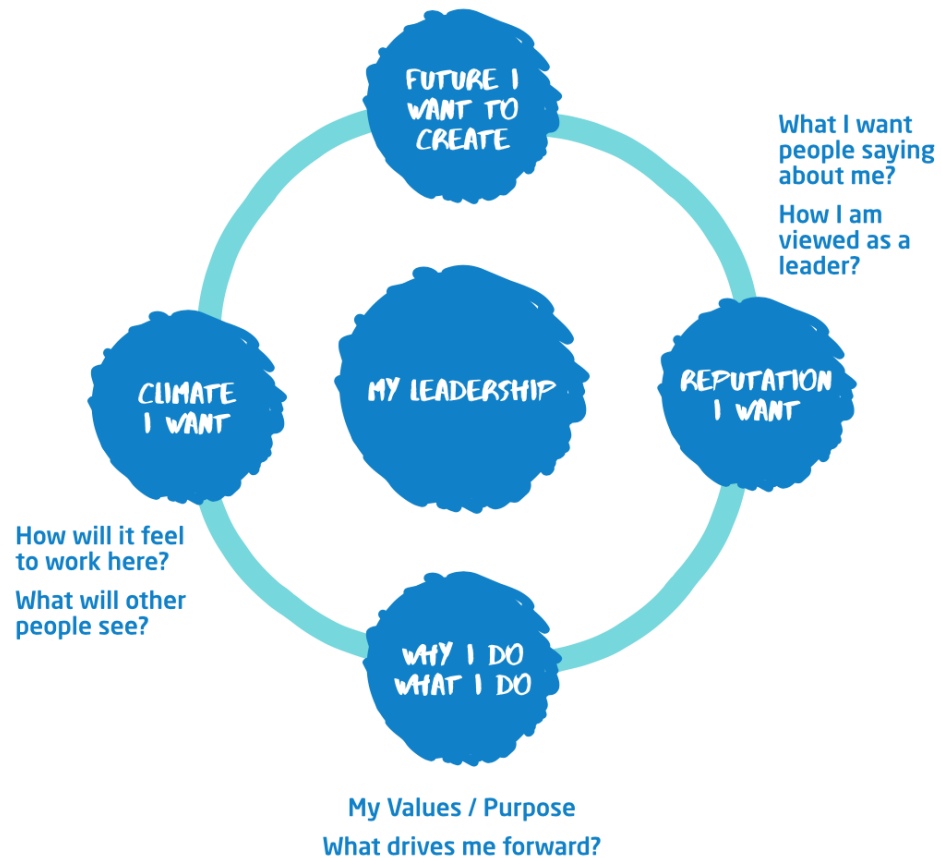
Speak from 'I'



Dare to boast

LEADERSHIP map

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



Future I want to create

- What is the future I want for me / my part of TFW?
- What reputation do I want to have?
- What should it feel like when working with me?
- What would success look like for me in this role?
- How will I know when I've achieved it?
- What steps will there be to get there?

Conscious Practice

- Decide what you want to do differently. Set up experiments.
- Raise your awareness:
 - Which 'energy' do you use most?
 - How often you're in Leader / Manager / Operator mode
 - How can you be a 'leader' in your current roles. Experiment. Make small changes. Keep a record.
 - Reflect on your 'Sea'. How is it changing? How can you make positive changes?
- Work on the 'Future you want' ready to share in workshop 2