



Management Development

Workshop 1

Overview of Workshops

1. Leading Myself – Raising Awareness

- What kind of leader am I? What are my strengths?
- Where do I spend my time? How purposeful am I?
- Where am I heading? How will we get there?
- What will working in my team feel like?

2. Leading Others – Engaging my Team

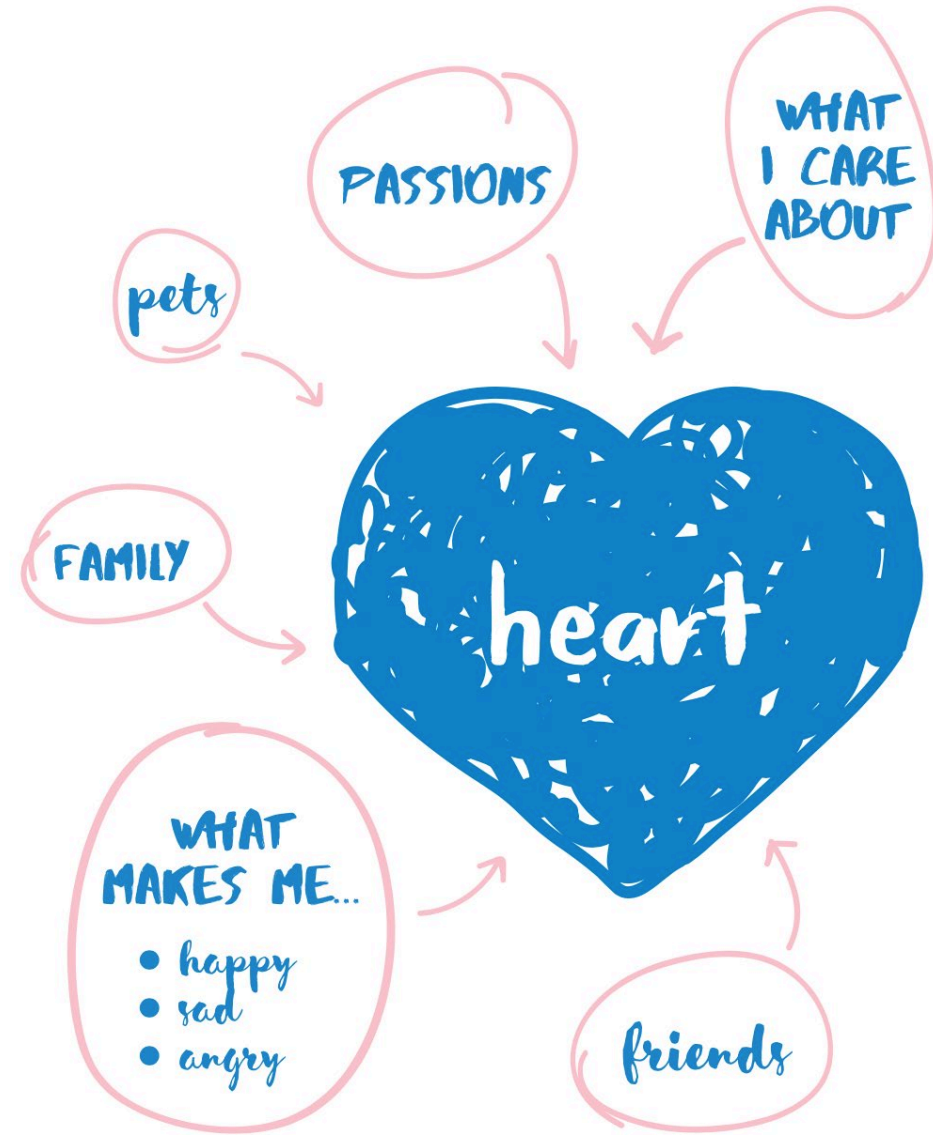
- What's the impact I have on others?
- What am I like at my best?
- Do I play to win or just to avoid losing?
- Do I have the right relationships with the right people?

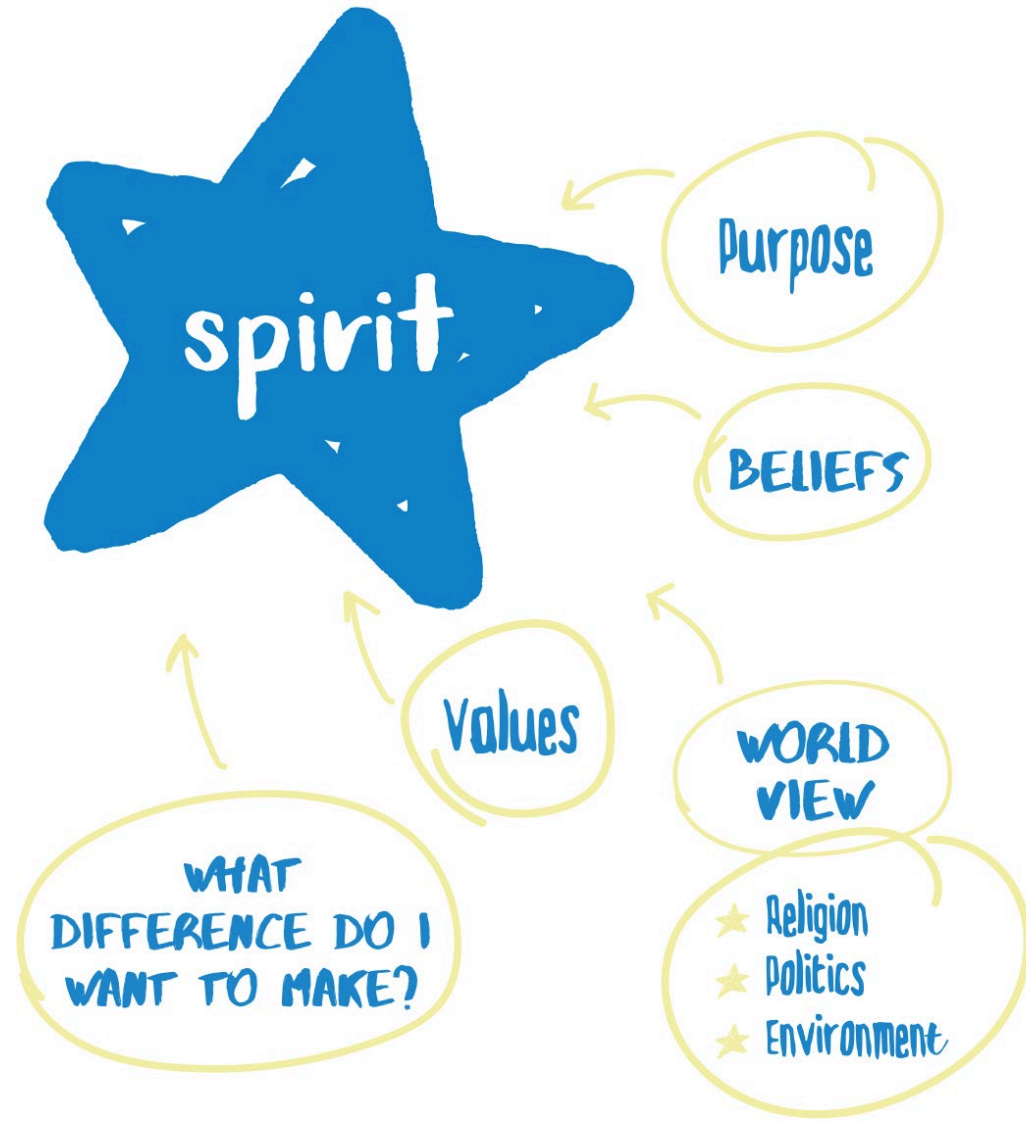
3. Leading the Industry – Delivering Results

- How can I engage the right people (inside and outside GOC)?
- Am I focused on developing talent in my team?
- Creating ownership in a hybrid team using a more coaching style
- Is my leadership fit for the future? What do I need to keep / change?









FOUR ENERGIES OF LEADERSHIP



LISTENING LEVELS



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

FOUR energies

IN PAIRS

- ★ Share your strongest/least deployed energy
- ★ How does my strongest serve me well/trip me up?
- ★ What could happen if I used my least deployed more often?

LEADER / MANAGER / OPERATOR

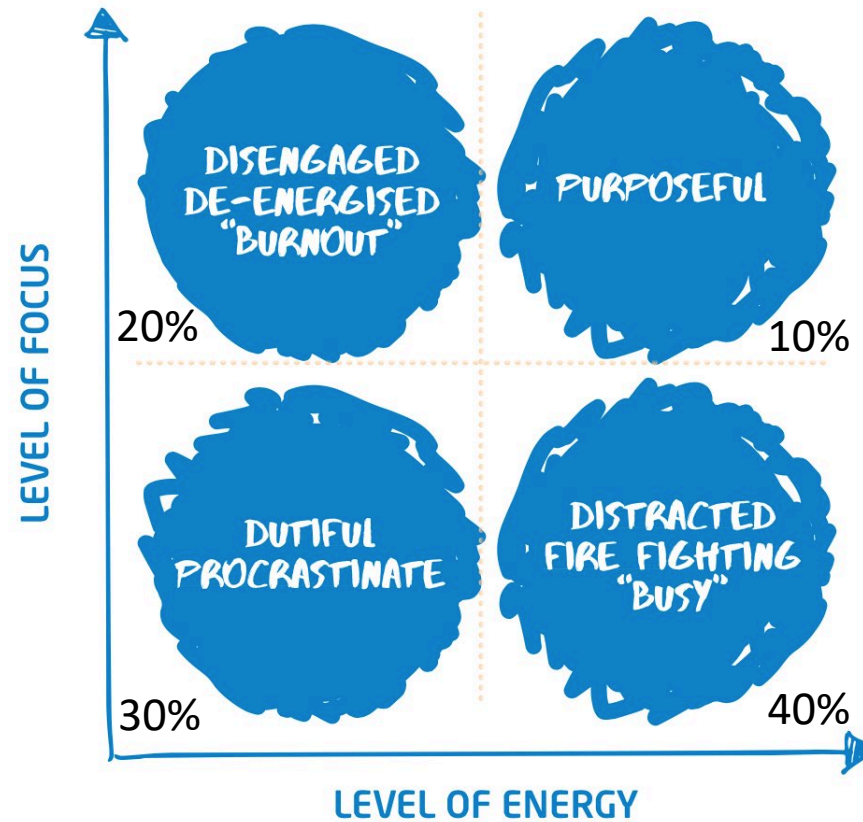


Set own context



Work within others context

BUSY MANAGER



HOW DO I SPEND my time?

- ★ How often am I in each mode?
- ★ What am I like in each mode?
- ★ What triggers me in and out of each mode?

THE SEA I'M SWIMMING IN

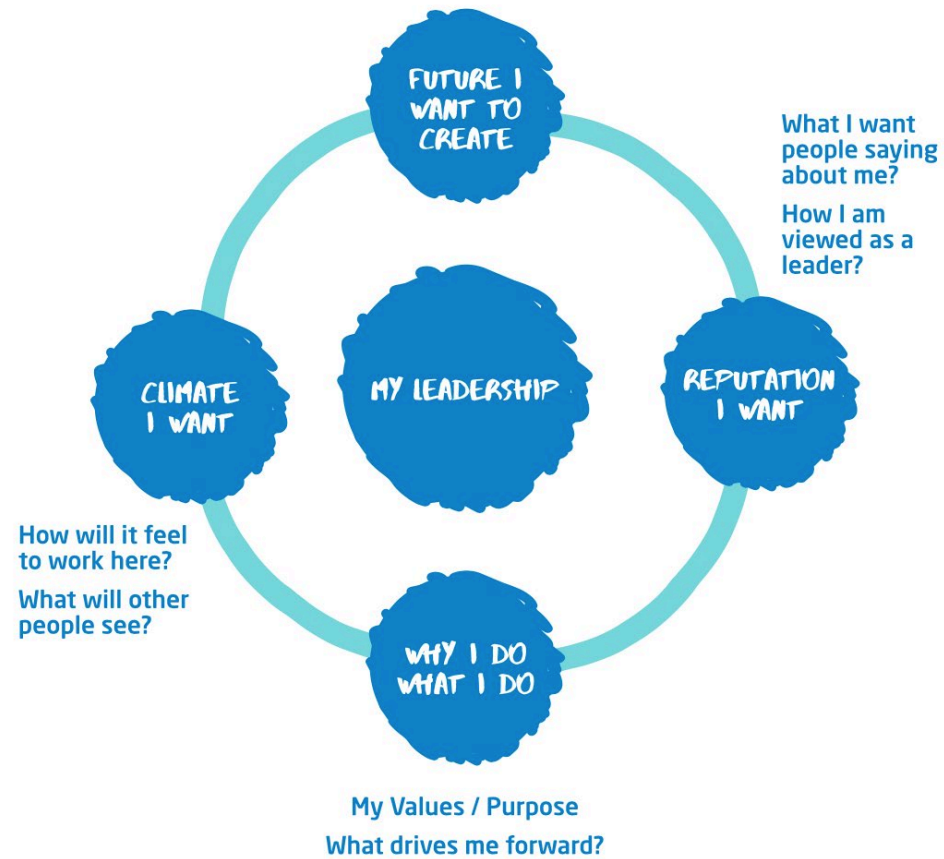


Sea I'm swimming in

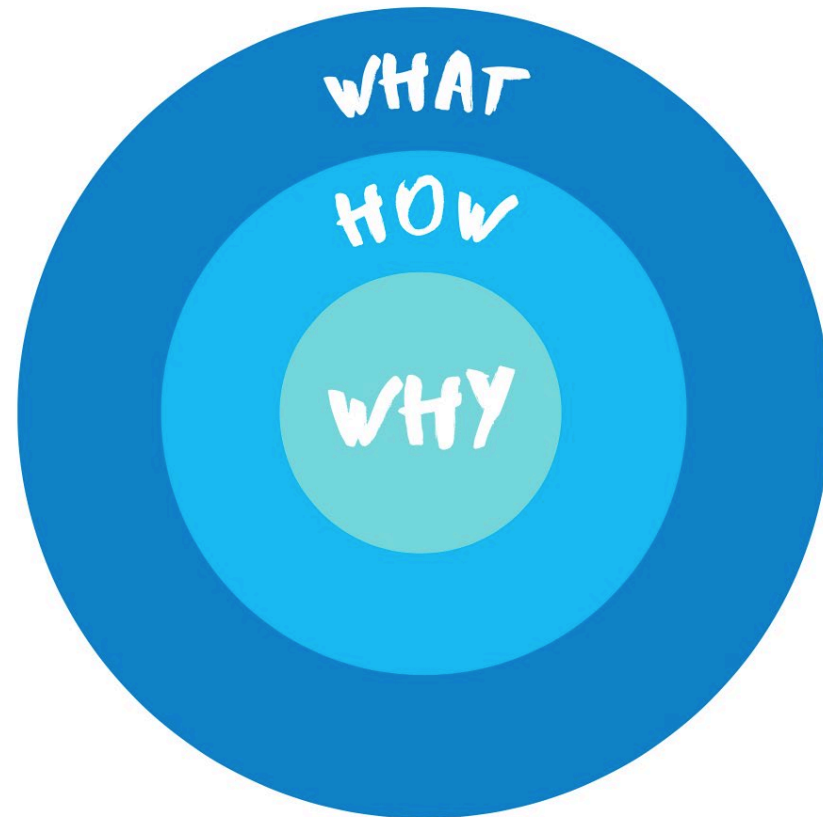
- Are you in the water or in a boat (or something else)?
- If you are in the water, what are you doing?
- If you are in a boat, what is it doing? What sort of boat is it? What is your role on the boat? What condition is it in? Are there others on the boat with you?
- Where are you heading? What is progress 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?

LEADERSHIP map

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



FINDING YOUR 'WHY'



Finding your 'Why'

- Why do I do what I do?
- What drives me? What is my purpose?
- What excites me about my role?
- What gives me energy?
- What has happened when I've had a great day?

Creating a great 'Climate'

- Think of a great team you've worked in
- What made it so good?
- What elements made for a fantastic climate?

Destination – Where is my team going?

- What is success for **me** and **my** team?
- How does this link to the GOC vision?
- How will we know when we've achieved it?
- How will the world (of work) be different?
- Why does it matter:-
 - To me
 - To them

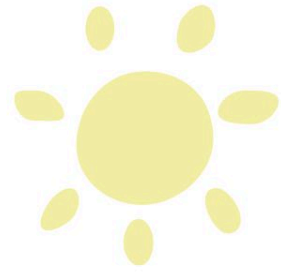
SELLING the 'why'

IN GROUPS

- ★ Share your vision
 - ★ Group to ask questions
- ★ Give feedback on:-
 - ★ Clarity / Energy

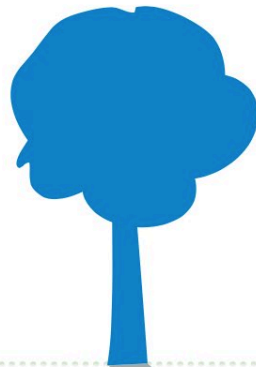
Conscious Practice

- 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 much time you spend being 'purposeful'
- As for feedback from 3-5 people (at least 1 from outside work)
 - What am I like at my best?
 - What's the impact on you?
 - What am I like when I'm not?
 - What's the impact on you?

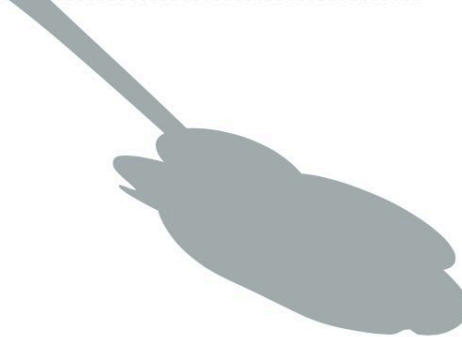


THE SHADOW I CAST...

MY
LEADERSHIP
BEHAVIOUR



HOW IT 'LANDS'
ON OTHER
PEOPLE



Check out

- What's struck me most about today?
- What will I be working on?