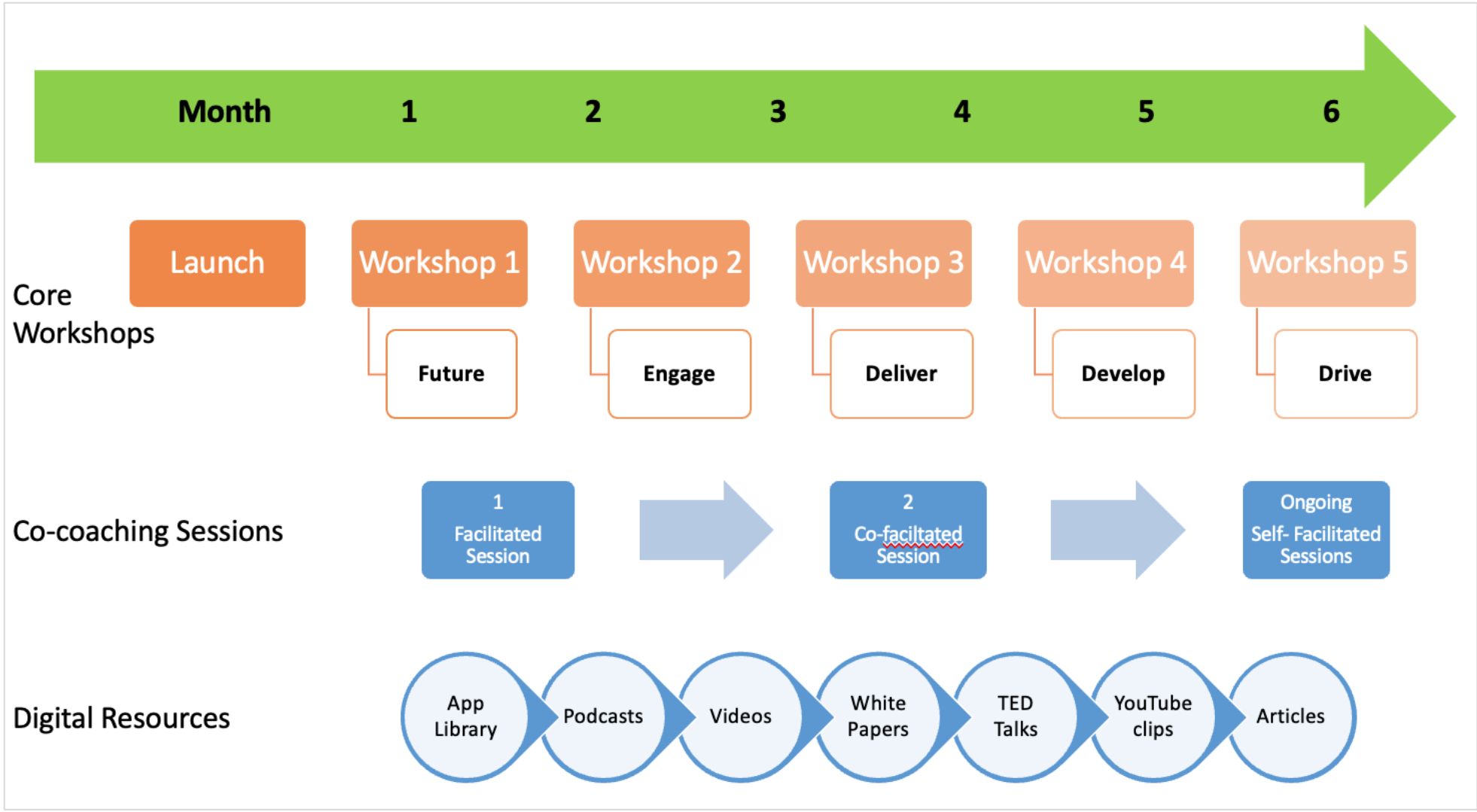
Leadership Development Programme

Workshop 1

Overview

- Facilitated by Ian / Tim
- Lots of opportunity to interact
- Regular break-outs
- Not a traditional ‘training’ session
- Chance to ‘press pause’ and share ideas
- We’ll use time where it feels useful to you
- I’ll share a link with key slides afterwards

Timeline


Month
1
2
3
4
5
6
Core Workshops
Launch
Workshop 1
Workshop 2
Workshop 3
Workshop 4
Workshop 5
Future
Engage
Deliver
Develop
Drive
Co-coaching Sessions
1 Facilitated Session
2 Co-faciltated Session
Ongoing Self- Facilitated Sessions
Digital Resources
App Library
Podcasts
Videos
White Papers
TED Talks
YouTube clips
Articles

Overview

Future

- Raising awareness of your preferences and style – including receiving and understanding your personal **Insights** profile
- Highlighting the difference between being an Operator / Manager / Leader. What triggers us to step between each mode and what impact does it have?
- Articulating a clear vision of the future and what success looks like for you and your team

Engage

- The importance of mindset and the impact we have on others at our best and our more limited
- Building BIG relationships to deliver BIG results
- The importance of engaging our teams and the differing levels we achieve based on different approaches

Deliver

- Balancing the demands of delivering results today while leading in change
- Building trust and psychological safety within teams
- Influencing and managing upwards in a matrix organisation

Develop

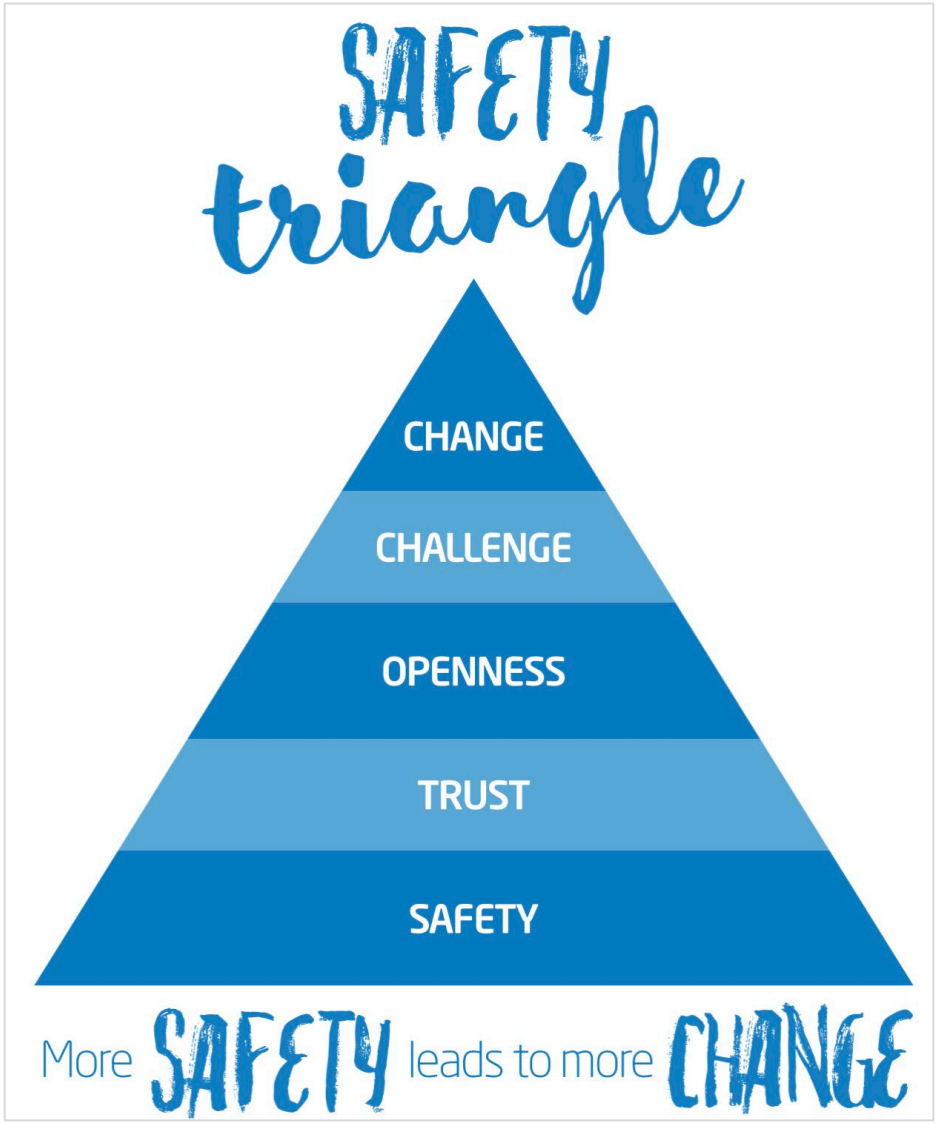
- Helping others take ownership by flexing our style – moving from TELL to COACH
- Adopting a more coaching approach to enable us to let go and develop our teams
- Use of Radical Candour and giving clear and honest feedback in a way that lands

Drive

- Driving a customer centric culture and aligning teams behind the vision
- Spotting and developing talent in our teams and understanding the differing expectations across generations
- Managing diverse teams and being aware of our own unconscious bias

Check In

- Name / role
- What are my main challenges currently in leading both myself and others?
- What do I want to get from this programme?


SAFETY triangle
CHANGE
CHALLENGE
OPENNESS
TRUST
SAFETY
More SAFETY leads to more CHANGE

LISTENING LEVELS

- Talking over each other
- Waiting for the other to draw a breath

- Conversation ping pong
- Comparing what they say to your perspective

- Coming up with solutions
- "Fixing them"

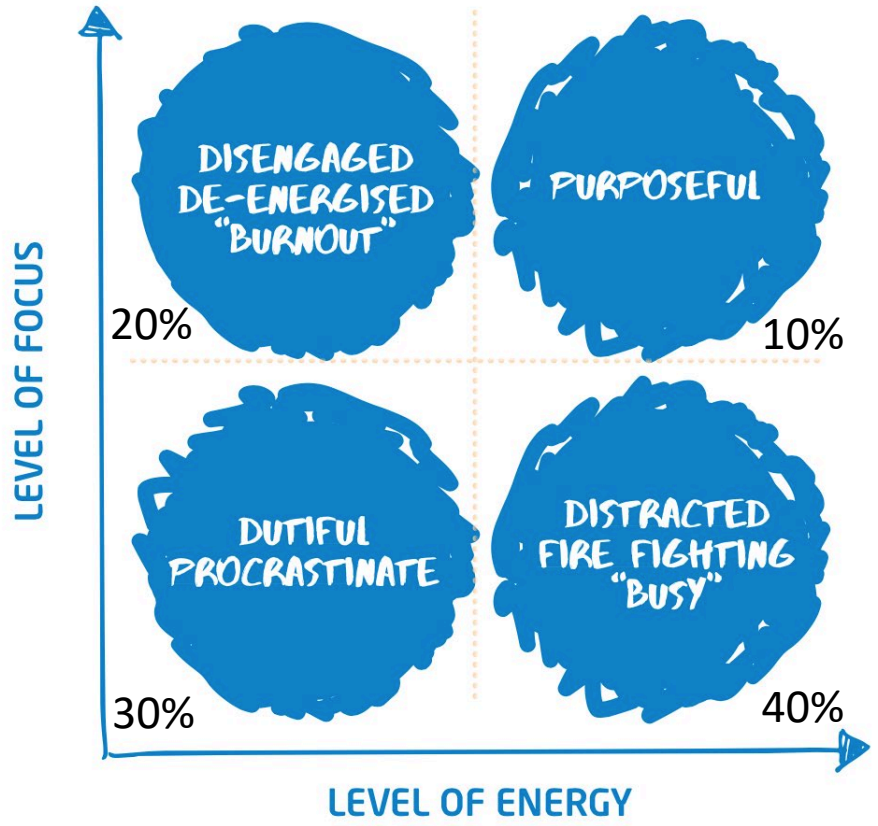
- Curiosity
- Focus on them/their needs
- Listen to understand

LEADER / MANAGER / OPERATOR

Set own context

Work within
others context

BUSY MANAGER



HOW DO I SPEND my time?

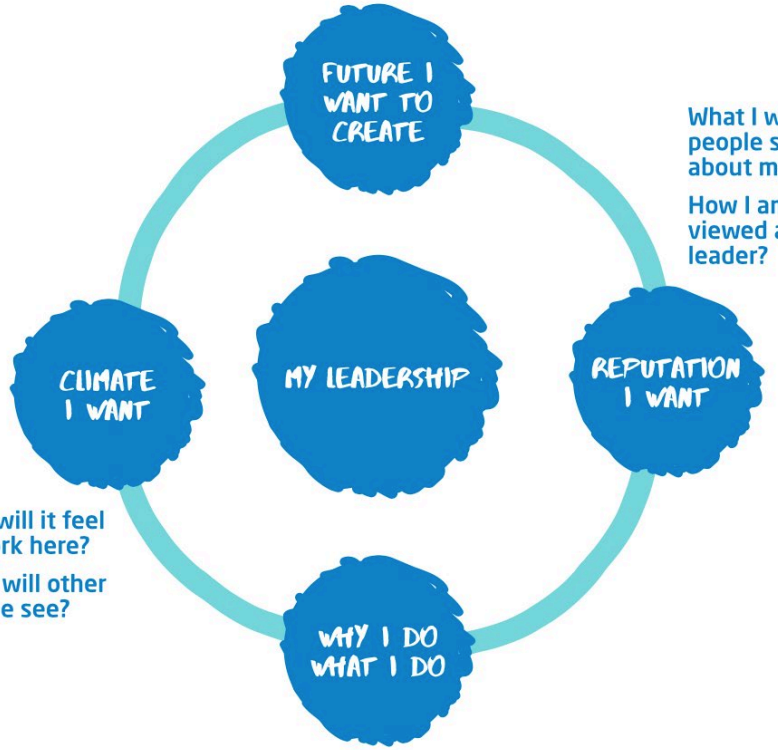
- How often am I in each mode?
- What am I like in each mode?
- What triggers me in and out of each mode?

Break

LEADERSHIP map

What will success look like?

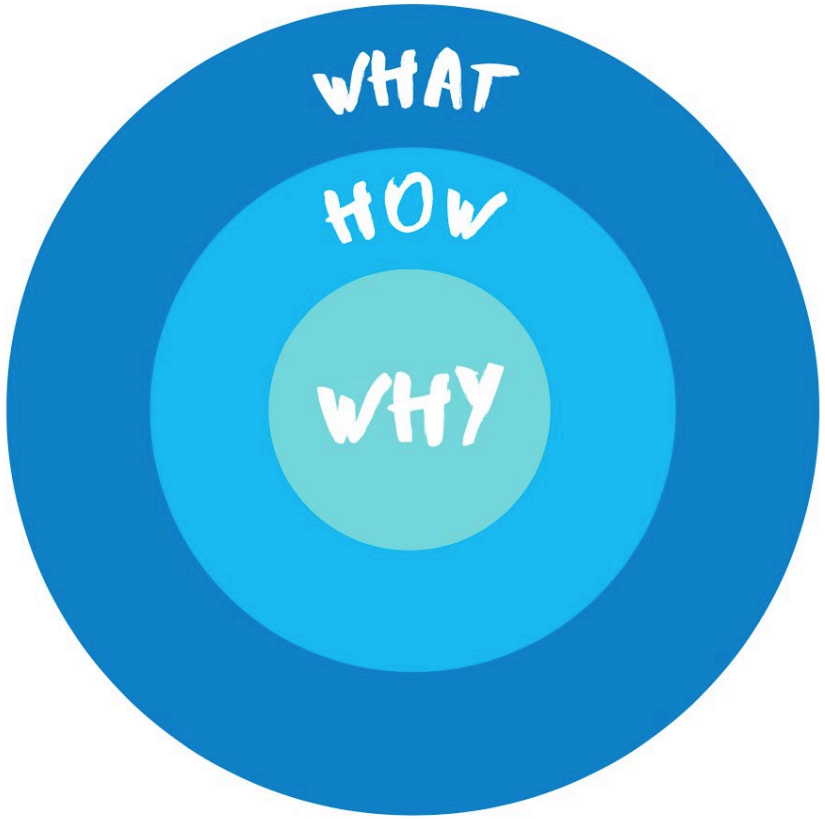
How will we know when we get there?



My Values / Purpose

What drives me forward?

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?

LEADERSHIP map

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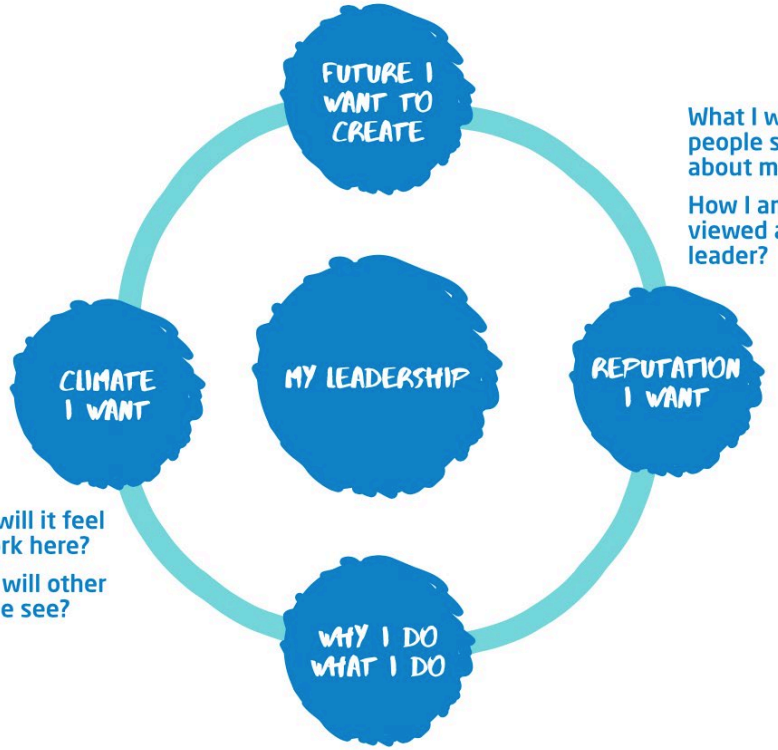


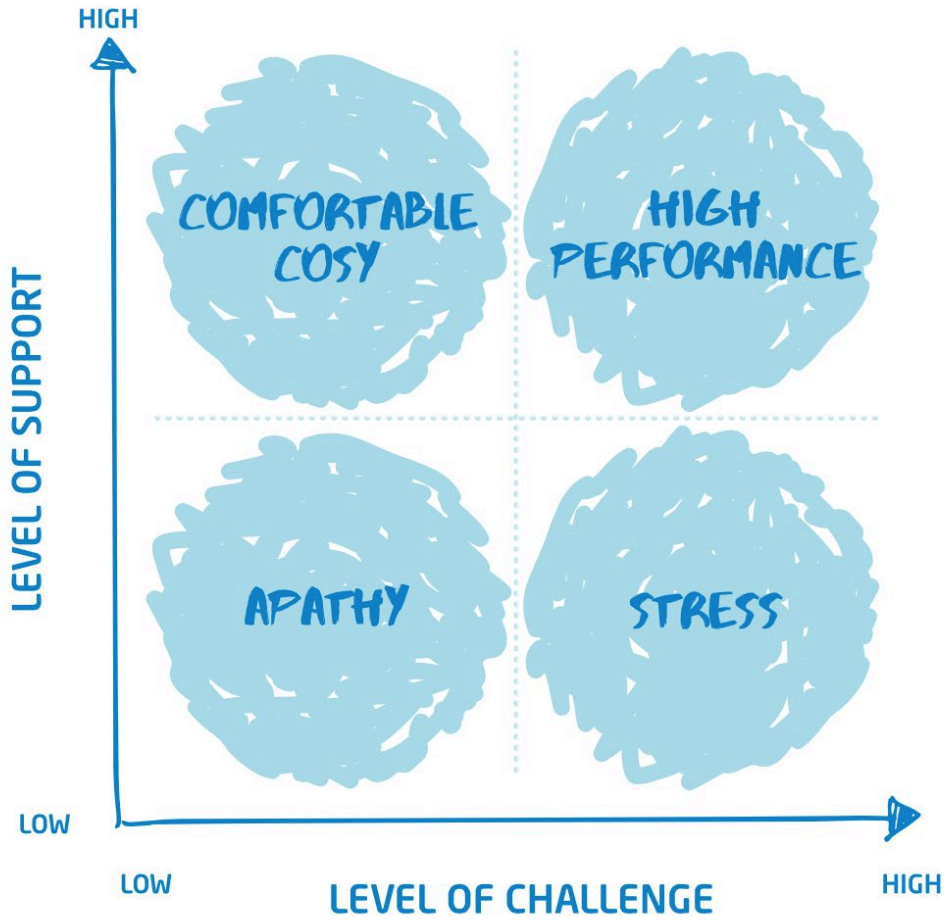
My Values / Purpose

What drives me forward?

Climate

- Think of the best team you've worked in
- What made it so?
- What attributes made the culture / climate so good?

SUPPORT AND CHALLENGE



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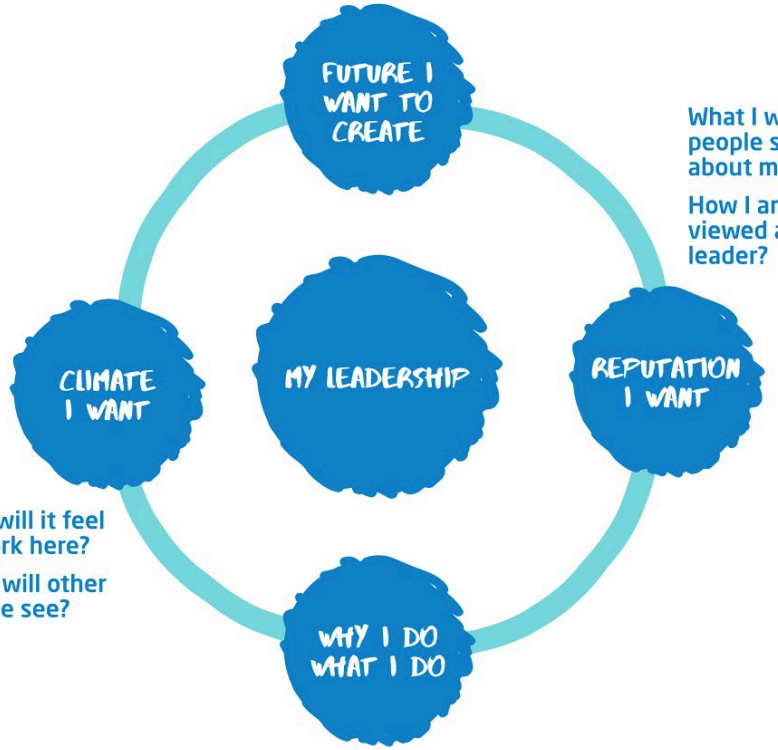

My Values / Purpose

What drives me forward?

Destination – Where is my team going?

- What is success for **me** and **my** team?
- How does this link to the **Lithia UK** 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

Lunch