

Leading for our Future W2 Building Engaging Relationships



Newbury
Building Society



andpartnership
— LEADING FOR A CHANGING WORLD —



Workshop
Style

- Timings: 9:00 – 12:30 with Breaks and Break-outs!
- Lots of opportunity to interact
- Use live chat to ask any questions as we go
- Try to keep background noise & interruptions to a minimum
- If you need a comfort break, send me a chat message, so I know you've only left temporarily (hopefully!)
- Make sure that your power cable is connected
- Have your journal or pen & paper handy
- As always, we'll share a link with key slides and bite-sized digital boosts afterwards



OVERVIEW

FUTURE

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

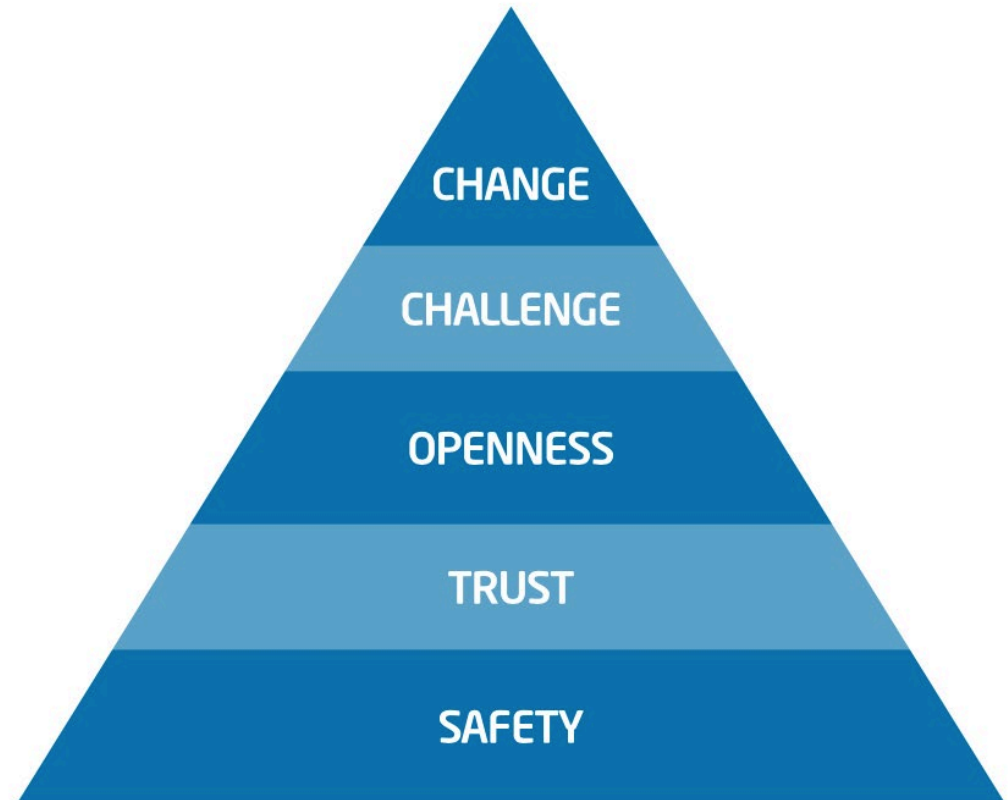
ENGAGE

- ★ 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

CONDITIONS FOR CHANGE



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

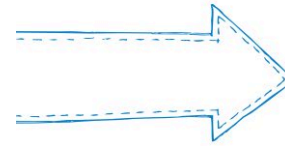
MANIPULATIVE

SPIRIT

Higher purpose
Stillness
Calm
Resolute
Vision
Possibility
Belief
Meaning

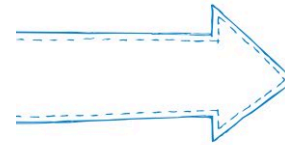
ZEALOT

Best Self

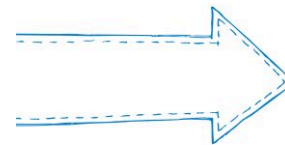


Think of a time when you were most purposeful:

- ★ 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?



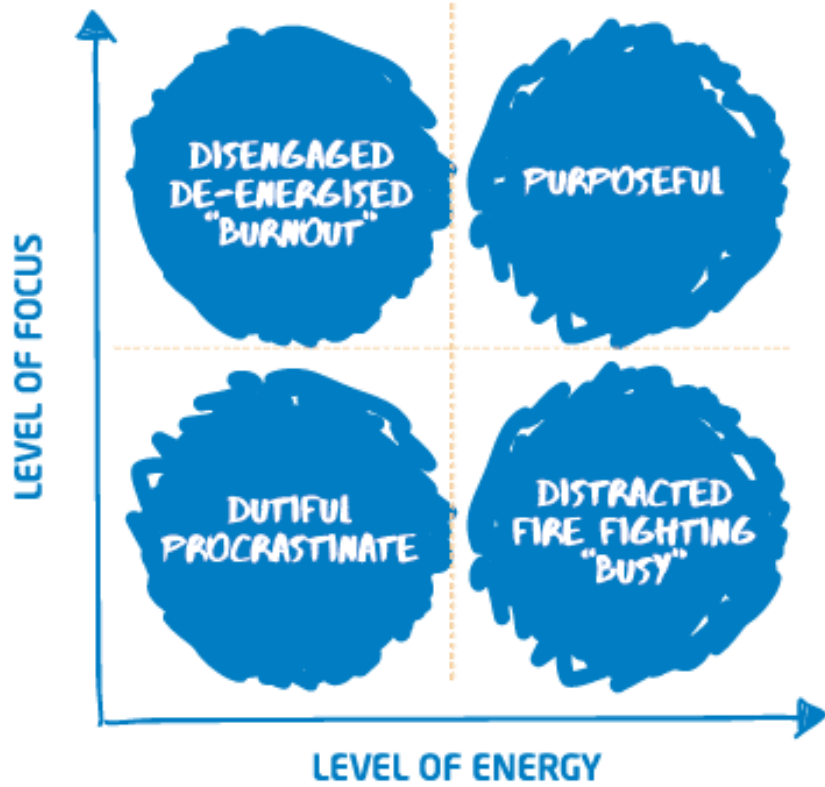
Speak from 'I'



Dare to boast

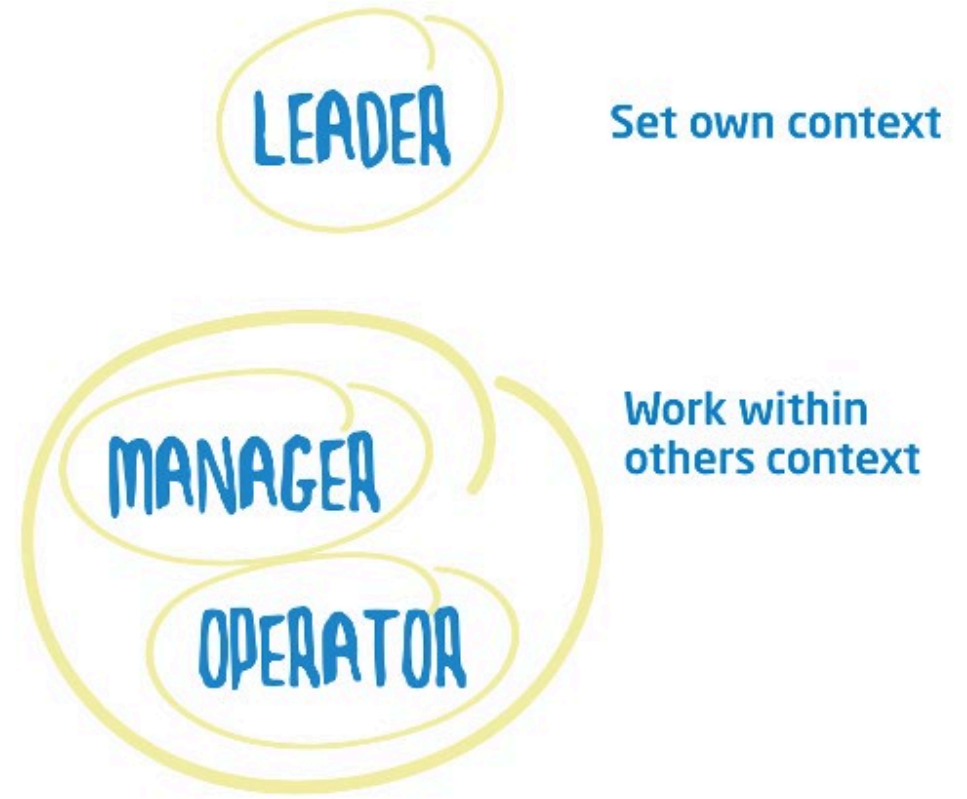


BUSY MANAGER



- Ghoshal & Bruch
H.B.R Feb 2002

LEADER / MANAGER / OPERATOR



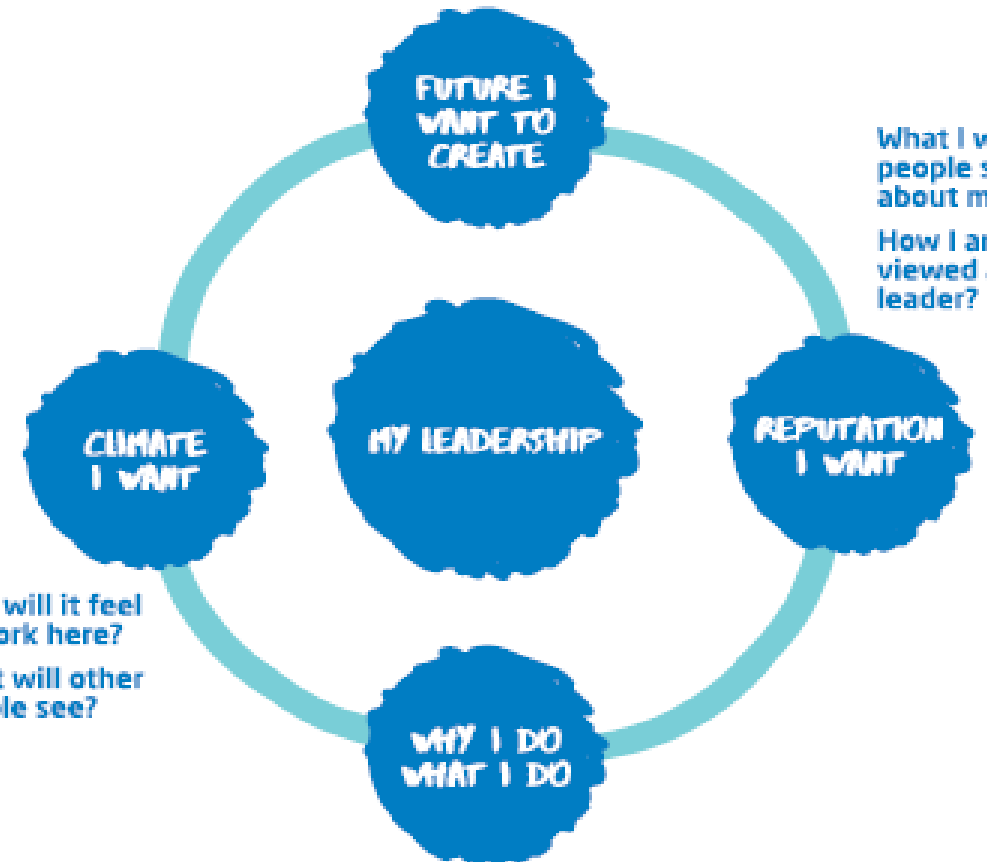
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THE SEA I'M SWIMMING IN



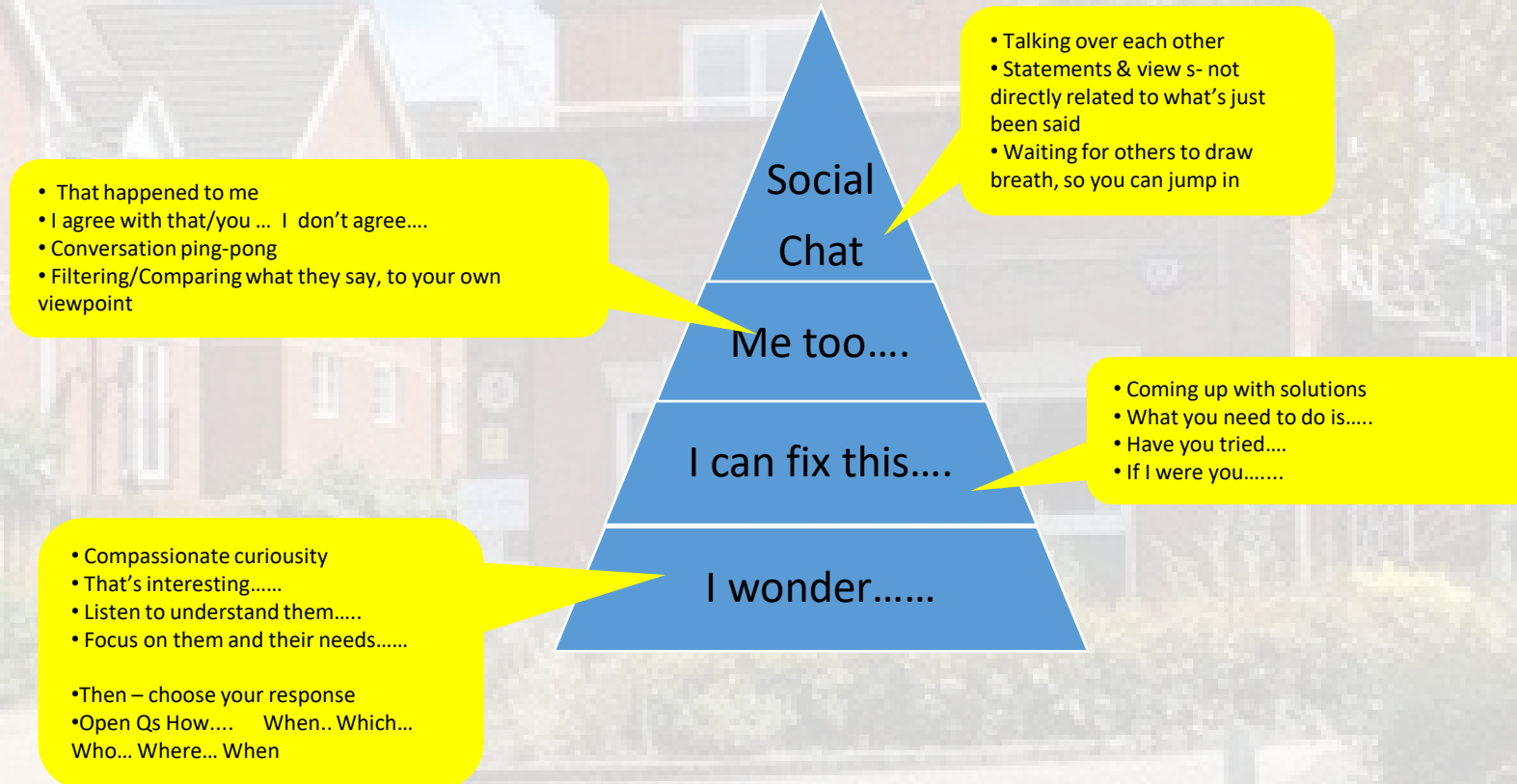
LEADERSHIP map

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



My Values / Purpose
What drives me forward?

Listening Levels



When do I listen at these different levels?



Conscious
Practice
Review

- In turn
- What have I noticed and experimented with about using the 4 energies? Actions and Impact?
- How are my Listening levels with others?
- What have I noticed about when I am Purposeful or a Busy Manager?
- What helps me to be my Best Self?
- Who have I talked with about the FUTURE I want to bring about?
- If I haven't yet set up my Support Network – what held me back?
- How did I get on asking about the Shadow I Cast? (Don't share the actual feedback yet – coming later)



Territory
for Today

- Conscious Practice Review
 - Break
- Self-limiting Beliefs
- Choosing my Mindset
- Shadow I Cast Feedback
 - Break
- BIG Relationships
- Planning to build Bigger Relationship
- Conscious Practice Set Up



A photograph of a desk setup. In the foreground, a white paper cup filled with coffee and a brown paper sleeve is on the right. To its left, a stack of papers is on the desk, with a wooden pencil resting on top. The background is softly blurred, showing a white container. The word "Break" is centered in the image in a large, black, sans-serif font.

Break

SELF LIMITING beliefs



Armour/Mask

Limiting Beliefs
(not true)



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SELF LIMITING beliefs

Example: Self limiting belief is about senior people/hierarchy

EVENT/
TRIGGER

Someone who is senior to me asks me a question

MEANING I
GIVE IT

They think I don't know
They think I'm incompetent
They are displeased with me

ACTION I
TAKE

I waffle/appear nervous
I stumble over my answer

IMPACT

They think I don't know
They think I'm incompetent

BEST SELF





Play to Avoid Losing
Survive

Mustn't fail, mustn't lose

Play to Win
Thrive

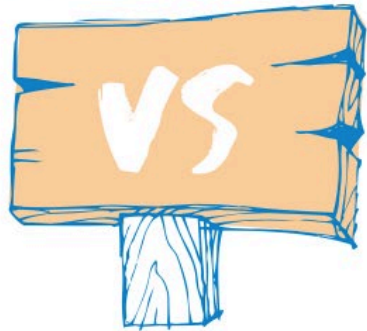
We can succeed here

PLAYING TO
AVOID LOSING

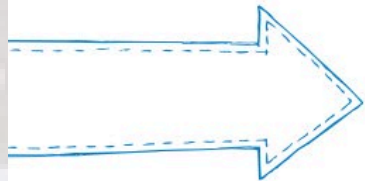
PLAYING TO
WIN



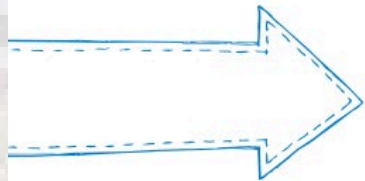
PLAYING TO WIN



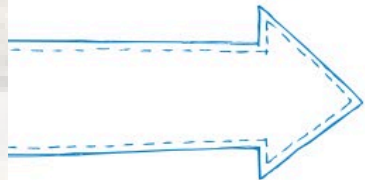
PLAYING TO AVOID LOSING



What are you doing when you are in each mindset?



What is the impact on me and on others?



What triggers me in/out of each mindset?



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THE SHADOW I CAST...

- ★ When I am at my best, what is it like to be around me?
- ★ What impact do I have on you?
- ★ When I am not at my best, what is it like to be around me?
- ★ What impact do I have on you?



EMPOWERING belief

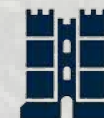
- ★ From the feedback you have had about your impact at your best, select the impact you are most pleased with/proud of
- ★ Turn it into an empowering belief
eg. I inspire people
I create excitement
- ★ Must be from 'I'
No 'sometimes' or 'can'!



A photograph of a desk setup. In the foreground, a white paper cup filled with coffee and a metal straw sits on a light-colored surface. To the left, several sheets of white paper are scattered, with a wooden pencil resting on top of them. The background is softly blurred, showing a white container. The word "Break" is centered in the image in a large, black, sans-serif font.

Break

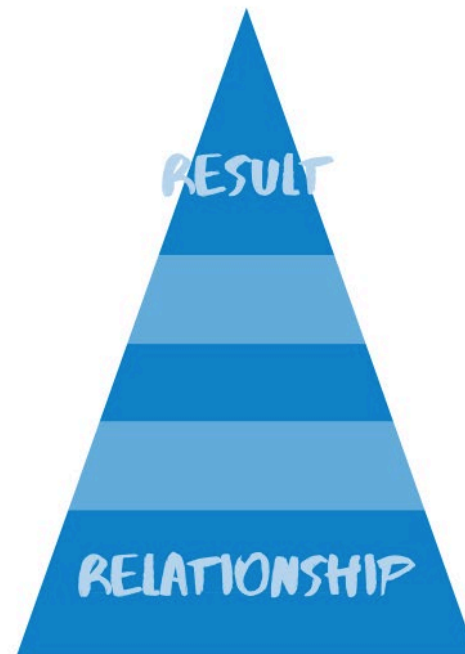
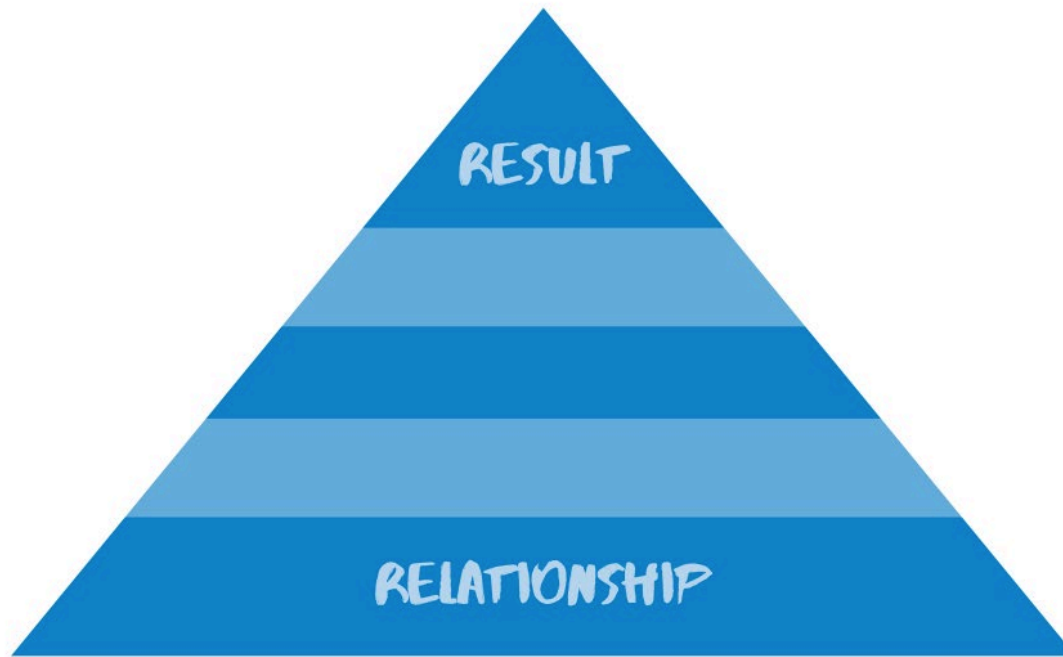
Building Bigger Relationships



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RELATIONSHIP triangle





BIG RELATIONSHIP AUDIT

S / M / L

Relationship	Size Needed	Size Now



Types of RELATIONSHIP



Create/Design:

- ★ make a connection
- ★ common ground
- ★ what is important to them?



Build/Grow:

- ★ How will we work together?
- ★ What do we both need?



Repair:

- ★ acknowledge the past
- ★ state you want to move on
- ★ co-create the future



Check out

- What's struck me about myself today?
- What relationship will I be working to develop over the next few weeks?





Lunch

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LISTENING LEVELS

