



andpartnership
— LEADING FOR A CHANGING WORLD —

Leadership Development Programme

Workshop 1



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A National Centre of Excellence

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FUTURE
ENGAGE
DELIVER



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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



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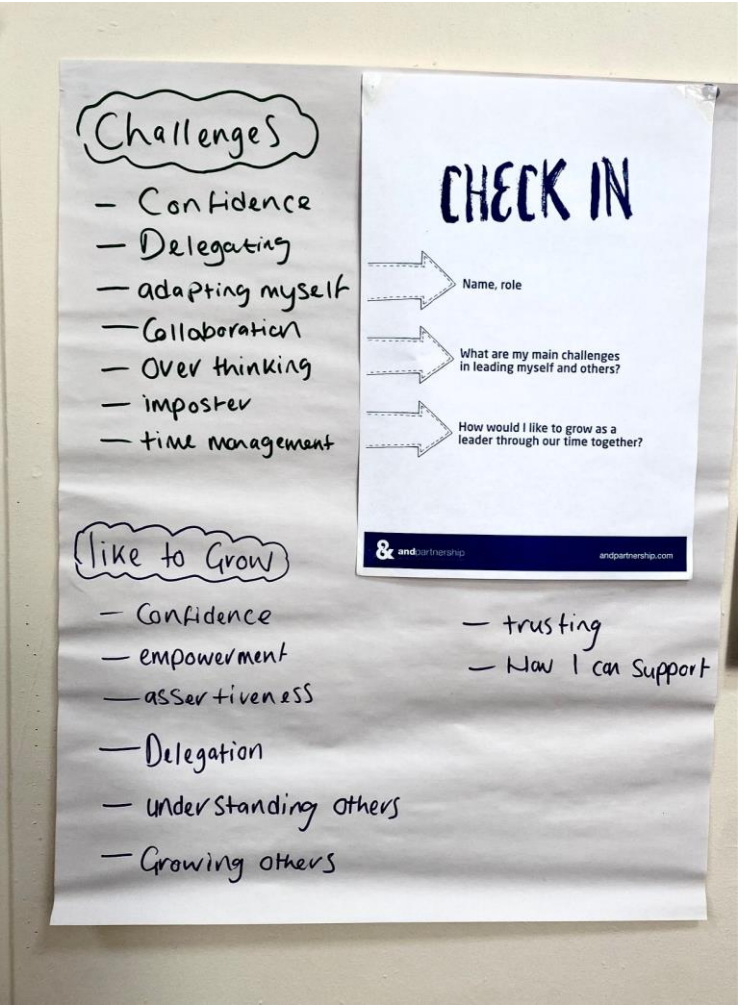


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CHECK IN

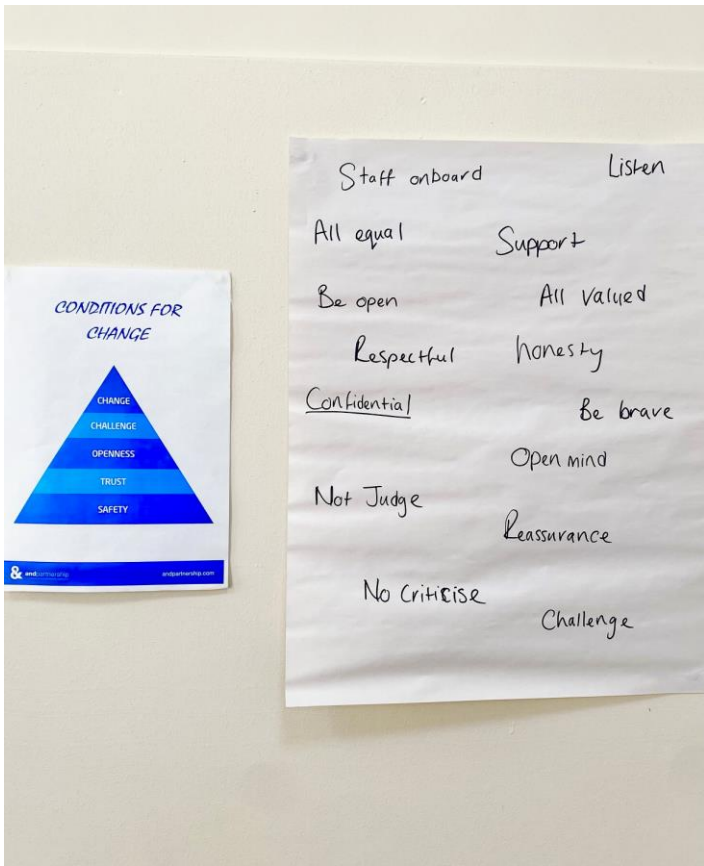
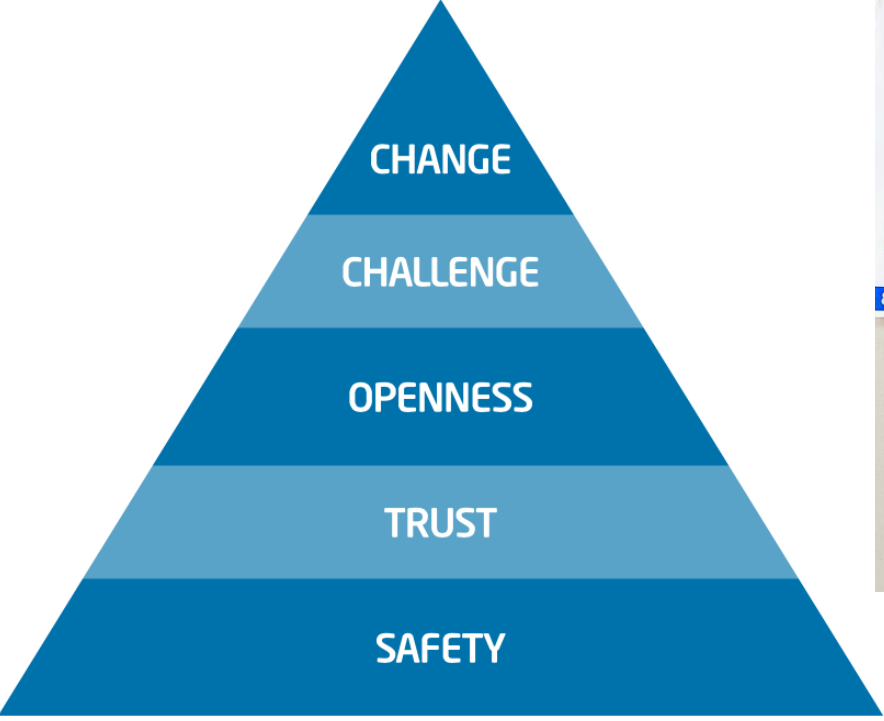
- Name, role
- What are my main challenges in leading myself and others?
- How would I like to grow as a leader through our time together?



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CONDITIONS FOR CHANGE



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FOUR ENERGIES OF LEADERSHIP



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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**

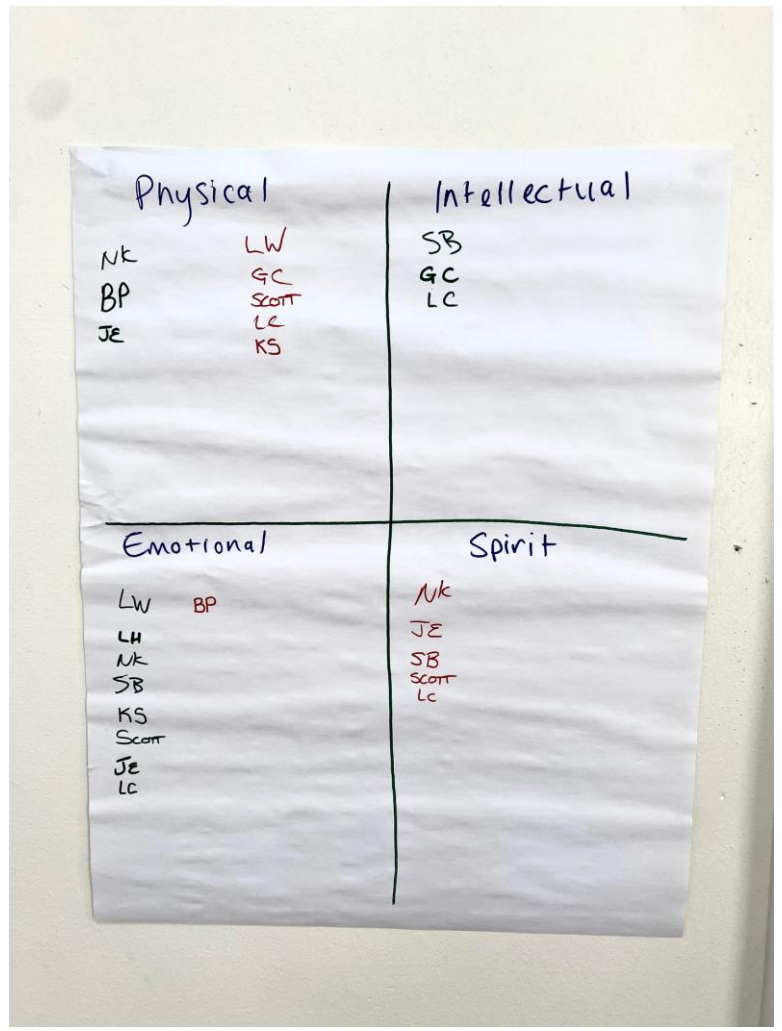
- Openness
- Passion
- Vulnerability
- Listening
- Relationships
- Rapport
- Empathy
- Trust

MANIPULATIVE

SPIRIT **SQ**

- Higher purpose
- Stillness
- Calm
- Resolute
- Vision
- Possibility
- Belief
- Meaning

ZEALOT



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

- Peter F Drucker



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FOUR energies

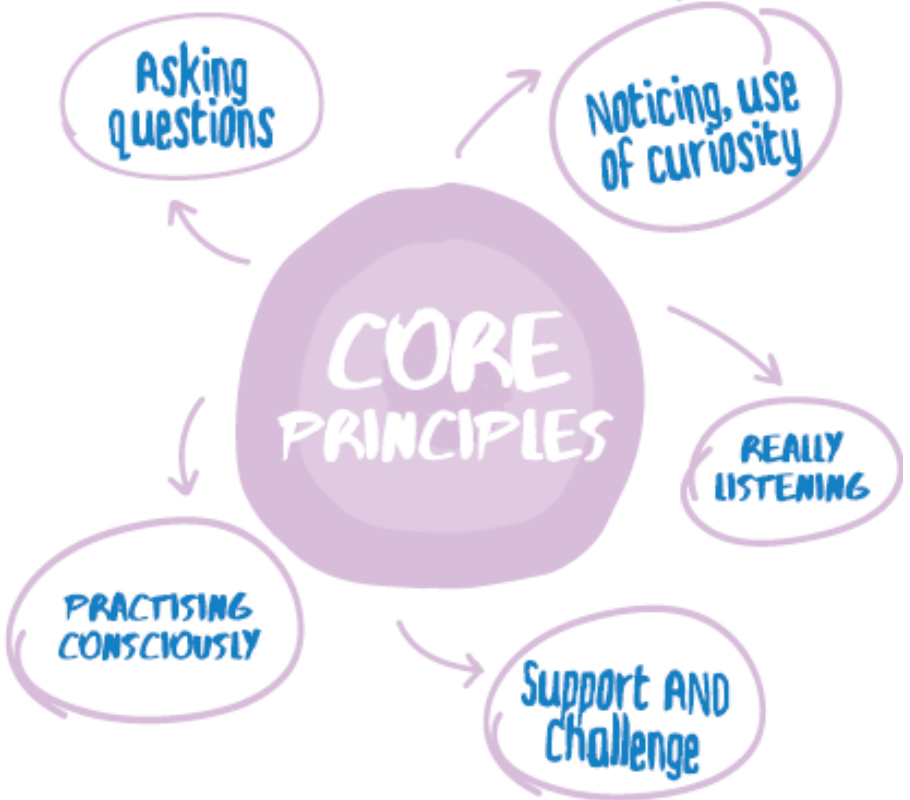
IN PAIRS

- ★ 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?



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ACCELERATED leadership

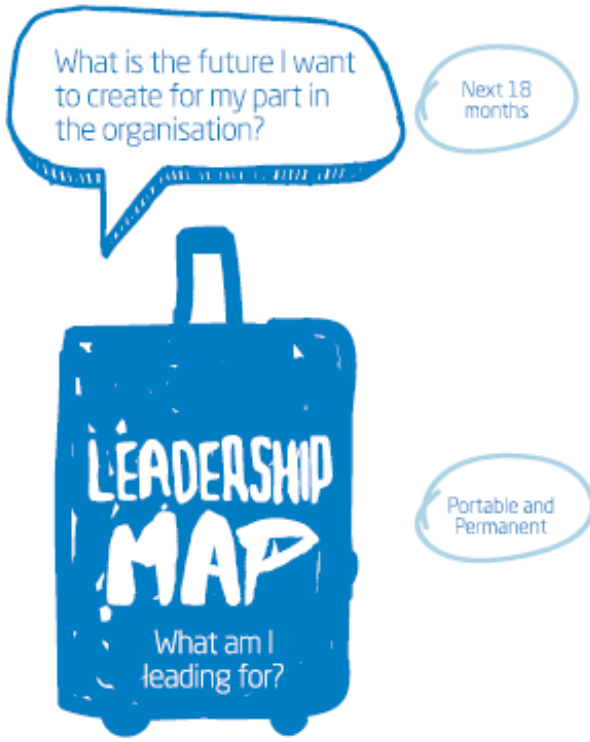


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LEADERSHIP MAP 1

ORGANISATION VISION / MISSION / VALUES



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LEADERSHIP MAP 2

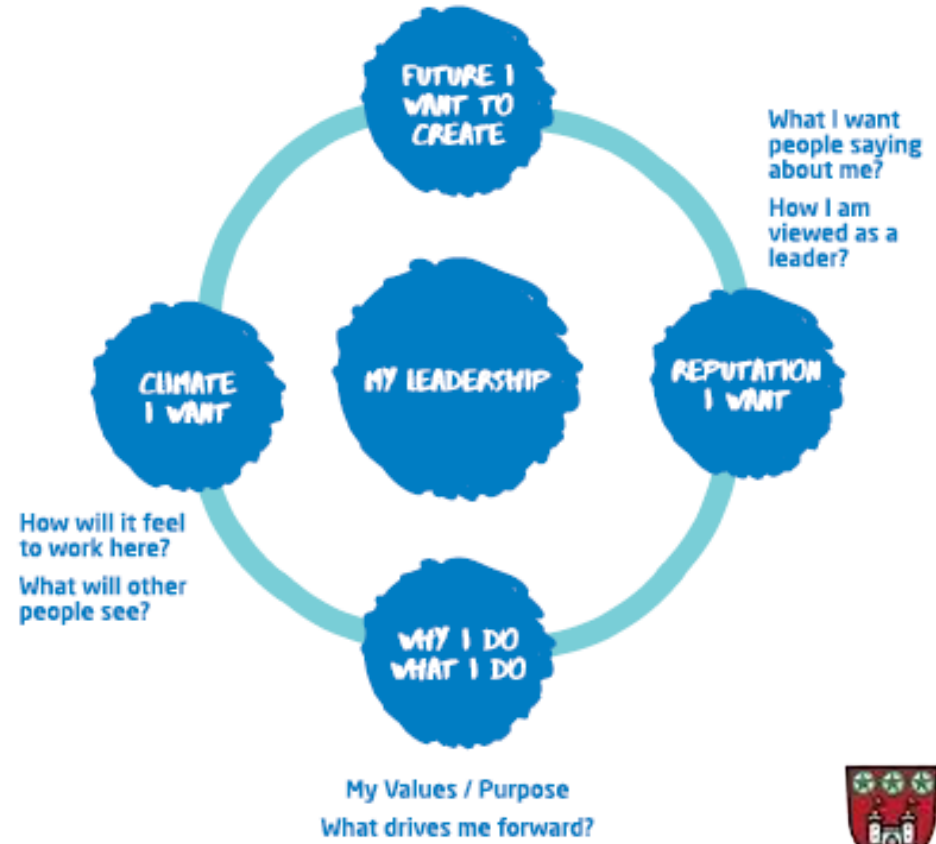


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LEADERSHIP map

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



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LEADERSHIP MAP

WHAT DO I CARE ABOUT?
- why I do what I do

WHERE AM I GOING?
- the future I want

WHAT DO I WANT PEOPLE TO SAY ABOUT ME?
- reputation




HOW DO I WANT IT TO FEEL?
- climate/impact



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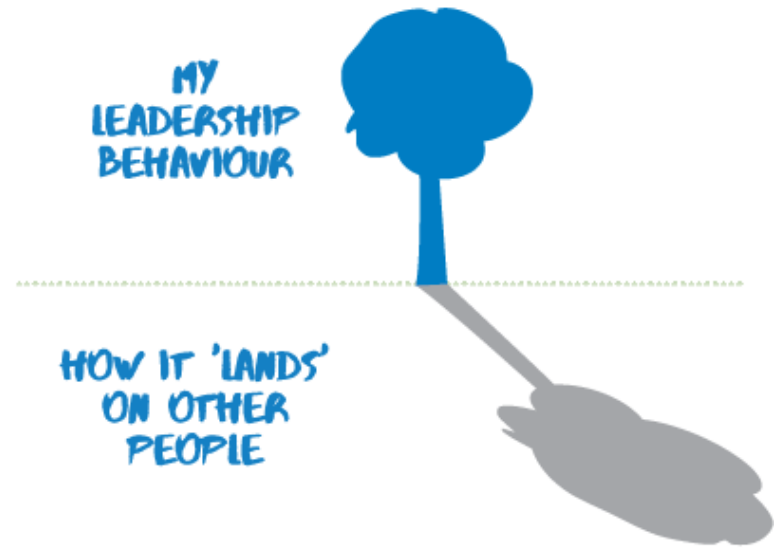
MY LEADERSHIP MAP

WHAT DO I CARE ABOUT?

-  Work and home?
-  What is important to me?
-  What am I passionate about?

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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?

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Conscious PRACTICE

- ★ Decide what you want to try doing differently. Set up 'experiments'.
- ★ Set up your support network: 3-5 people who 'won't tolerate what you tolerate'.
- ★ Start building your leadership map and try out your 'Future' elevator pitch on your support network.
- ★ Things to notice:
 - 4 energies
 - Leader/Manager/Operator mode
- ★ Choose 3-5 people (at least 1 from in and out of work) and ask them
 - 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?

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How do I feel I have
GROWN THROUGH OUR
time together?

NOTE TO SELF...
to continue my growth

