



andpartnership
— LEADING FOR A CHANGING WORLD —

Reconnect - Leadership Development Programme

Launch Session

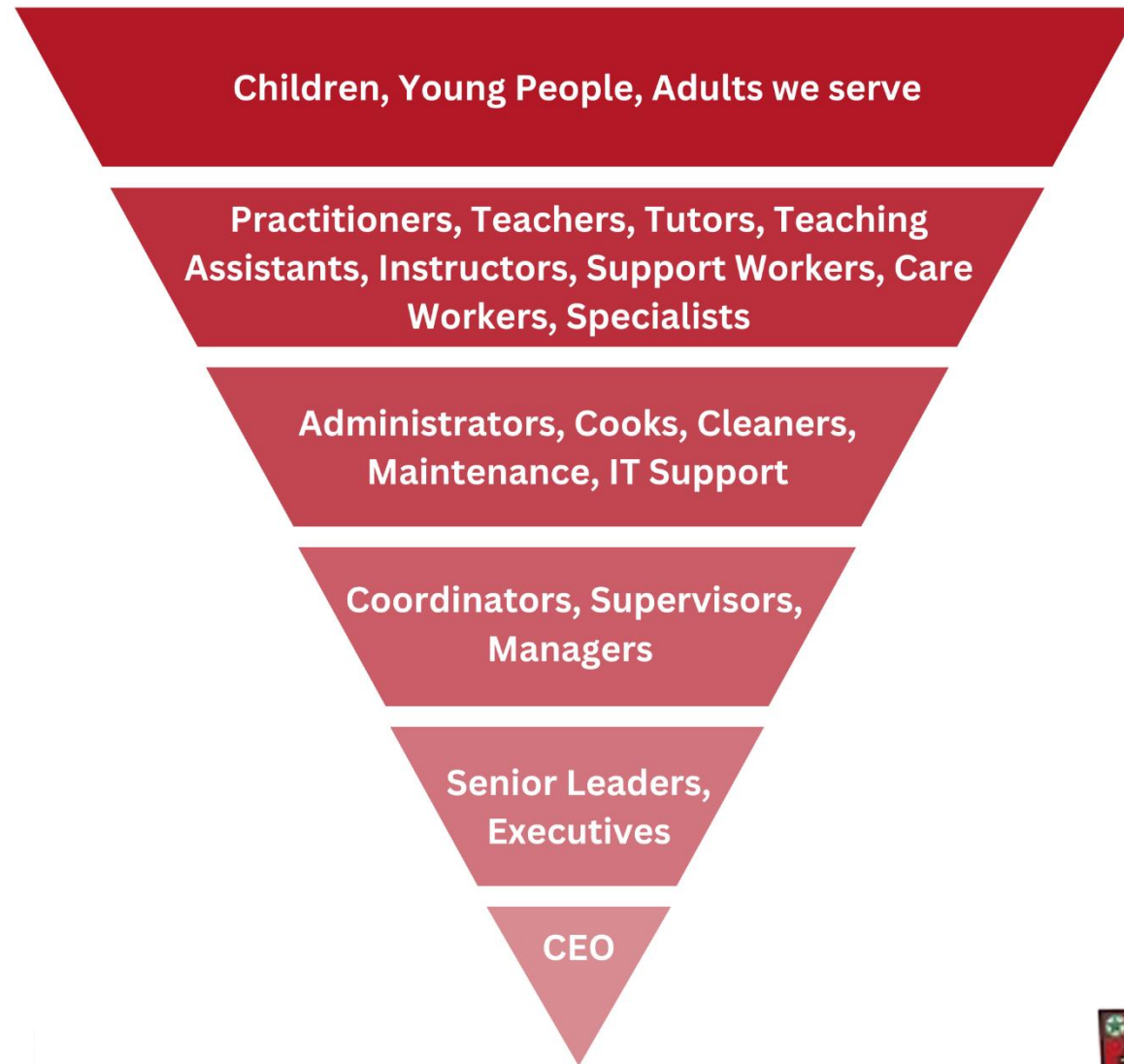
March 19th 2024



Doncaster Deaf Trust
A National Centre of Excellence

Welcome and Purpose

Our Leadership Model



Working with andpartnership



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Director

- Reconnect Programme, Strategy Focus

Rebecca Clarke
Senior Consultant

- Cohort 4 Leadership Development Programme
- Reconnect Programme, Collective Leadership Focus

Outcomes for our Reconnect Programme

- Connect and develop our awareness and ownership to be stronger leaders across DDT
- Revisit and deepen understanding and application of FED principles, tools and language
- Identify our DDT Leadership Standards & Behaviours, our Culture
- Take time out to do this, building stronger relationships between teams & services
- Collaborate together as a group of leaders on the design and delivery of our Strategic Vision
- Review, and increase our behaviour flexibility and effectiveness
- Focus on living our values and embedding these across DDT
- Develop a sustainable shared focus on ongoing learning & development

Outcomes for Today's Launch

Connect as One Team
of DDT leaders

Understand the
intention, design and
commitment of the
Reconnect Programme

Revisit core principles
and learning from our
individual FED
Programmes

Focus on how this will
support living &
embedding our values
throughout DDT

Identify our individual
objectives for the
programme

Commit to complete
our preparation
activities

Walk the walls

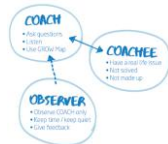


Types of RELATIONSHIP

- Condo/Onge**
 - Make a connection
 - Common ground
 - What is important to them?
- Build/On**
 - How do we work together?
 - What do we both need?
- Form**
 - acknowledge the past
 - State you want to move on
 - Co-create the future



COACHING TRIO PRACTICE



FOUR ENERGIES OF LEADERSHIP



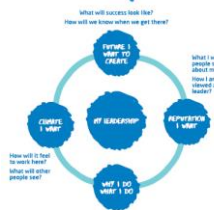
THE TRUST equation

$$T = \frac{C+A+I}{S}$$

T = TRUSTWORTHINESS
C = CREDIBILITY
A = RELIABILITY
I = INTENSITY
S = SELF INTEREST

-David MacIver, 2000

LEADERSHIP map



CONVERSATIONS for delivery



PLAYING TO AVOID LOSING vs PLAYING TO WIN



TRANSACTIONAL ANALYSIS



LEADER, MANAGER, OPERATOR



ENGAGEMENT LADDER



THE SHADOW I CAST...



SELF LIMITING beliefs



LEVELS OF CHALLENGE



OWNERSHIP MODEL



Reconnect Programme – Leadership Workshops

Workshop 1 ENGAGE

Tuesday
4th June
1.00 - 3.00

Engage self in reconnecting with the future you want to create, consider current reality including evaluation insights, relationships and engaging others in what we care about. Exploring our DDT Leadership Standards & Behavior's, our Culture

Workshop 2 DELIVER

Tuesday
10th September
9.30 - 11.30

Delivering more now and delivering more later. Defining our Leadership Standards & Behaviors. Being purposeful and being curious to explore the shadow I cast. Having impactful conversations for delivery to set our culture.

Workshop 3 DEVELOP

Tuesday
5th November
9.30 - 11.30

Developing myself and others, work inclusively and collaboratively. Developing core skills to empower those around me, bringing to life our DDT Leadership Standards & Behaviors, our Culture.

Workshop 4 DRIVE

Tuesday
14th January
9.30 – 11.30

Drive the future we want to create. Keeping the energy and focus alive. Holding myself and others to account to drive our shared purpose, behaviours and culture.

Reconnect Programme – Strategy Workshops

Strategy 1

Tuesday
16th April
9.30 -11.30

People first: Contracting together and Evaluation Insights.

Leading Strategy. WHAT: Our 2025-2030 strategy

HOW: How we engage others to create ownership – Whole & Department

Strategy 2

Tuesday
16th July
9.30 - 11.30

Collective Leadership of Strategy - Team Health Check.

My/Our strengths and opportunities to develop

HOW we lead for ownership of delivery. Summer break ahead

Strategy 3

Tuesday
1st October
1.00 - 3.00

Finalising plans and preparing for launch.

Communication for co-creation & ownership for plans

Strategy 4

Tuesday
3rd December
1.00 -3.00

Maximising ownership for sustained delivery of our Strategy

Reconnect Programme Overview



Evaluation

SO FAR...

Combined all 3 cohorts.
Questions pre & post



TODAY

Sharing headline results. Explore insights within later workshops



NEXT...

A fresh set of Reconnect evaluation questions for you all

I am aware of the impact I have on others when I'm under pressure / stressed.

I understand my own leadership style and the impact it has on others

I am clear about the future I want to create for my team, and it aligns to the Trust vision.

Developing others and setting them up for success is a priority for me.

I am aware of the impact I have on others when I'm at my best.

I feel able to clearly communicate the future I want to others

I worry about what people will think of my ideas / suggestions and sometimes hold off making them.

I try not to solve other people's problems straight away.

I regularly have challenging conversations if one of **my peer** group has not delivered.

In 1:1s formal & informal, the focus is on performance more than development.

I regularly ask for feedback on my leadership style and the impact I have

I regularly have challenging conversations if one of **my team** has not delivered.

Making it Personal

With Buddies...

- What Qs do we have about our programme?
- What do I want to learn & develop from our time together?

Q&A

Next steps

Complete your individual reconnect programme evaluation

Browse your learning journal and 'the little blue book'

We will see you next at Strategy 1 workshop - Tuesday 16th April 9.30 – 11.30