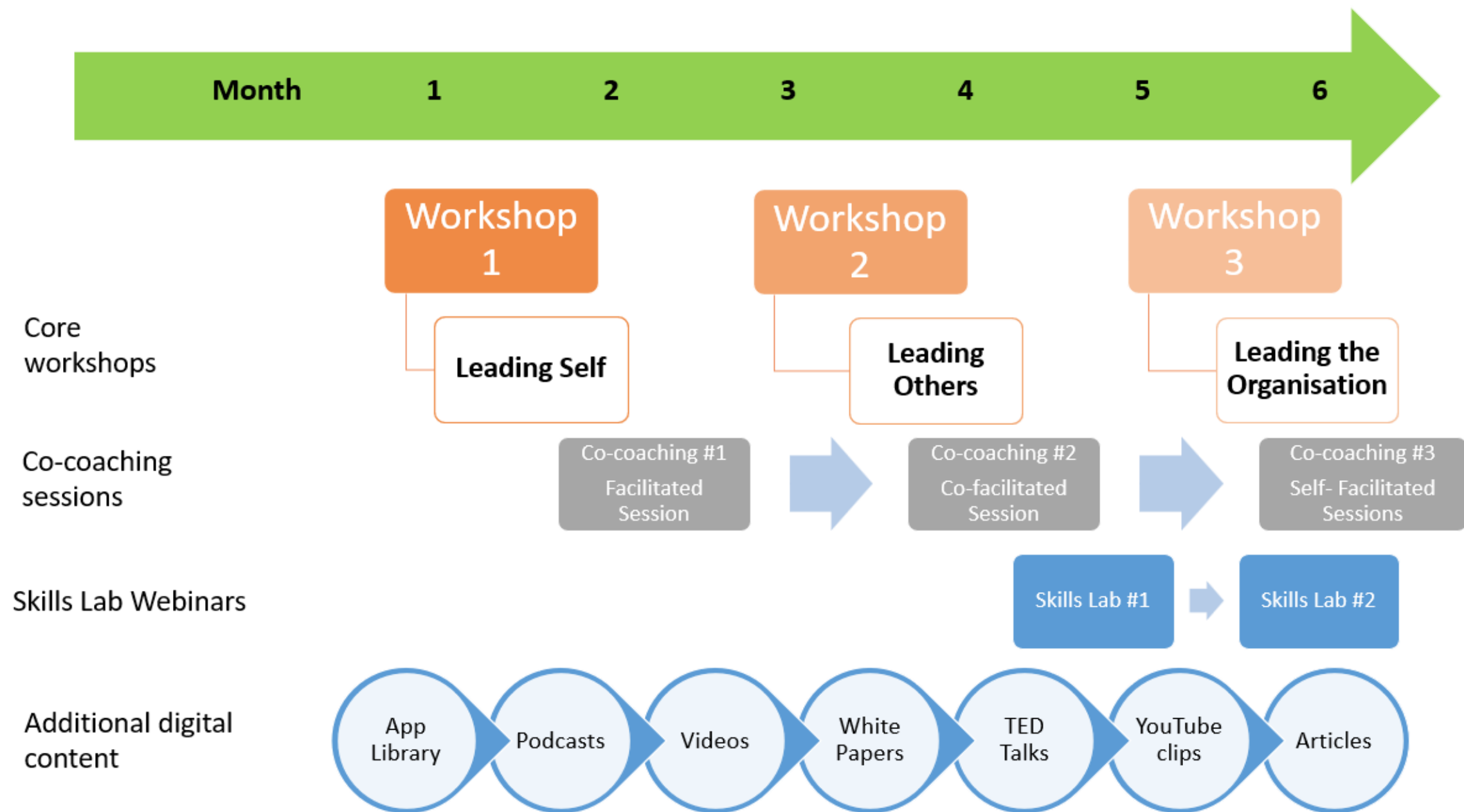


A person is walking away from the camera in a futuristic, curved tunnel. The wall on the left is covered in a large, colorful, wavy pattern in shades of pink, purple, and blue. The ceiling is made of curved, ribbed panels that glow with a blue and white light. The floor is a smooth, light-colored surface. The person is wearing a dark coat and carrying a bag.

# RWE



Lead2Inspire - Programme – Workshop 1:  
Leading Myself day 1



## 1. Leading Myself

*Leadership isn't about being someone else it's about understanding who you are, your strengths and any possible blind spots.*

**Situational Leadership**

**Leader / Manager / Operator**

**Busy vs Purposeful**

**Your Leadership Map**

**Inspiring a Shared Future**

**Me at my best / Self-Limiting Beliefs**

**Personal Wellbeing**

## 2. Leading Others

*How to create a culture of ownership and accountability in our teams using coaching skills and effective feedback.*

**Awareness of Impact - Shadow I Cast**

**Building BIG Relationships**

**Balancing support and challenge**

**Importance of helping others take ownership**

**Radical Candour**

**Coaching skills**

**Motivating my team**

## 3. Leading the Organisation

*Leadership doesn't happen in a vacuum. The ability to build networks, to influence and to engage others is key to success.*

**Leading Organisational Change**

**Leading leaders**

**Importance of Engagement & Influencing Others**

**Conversations for Delivery**

**Building Cultural Awareness**

**Inclusive leadership**

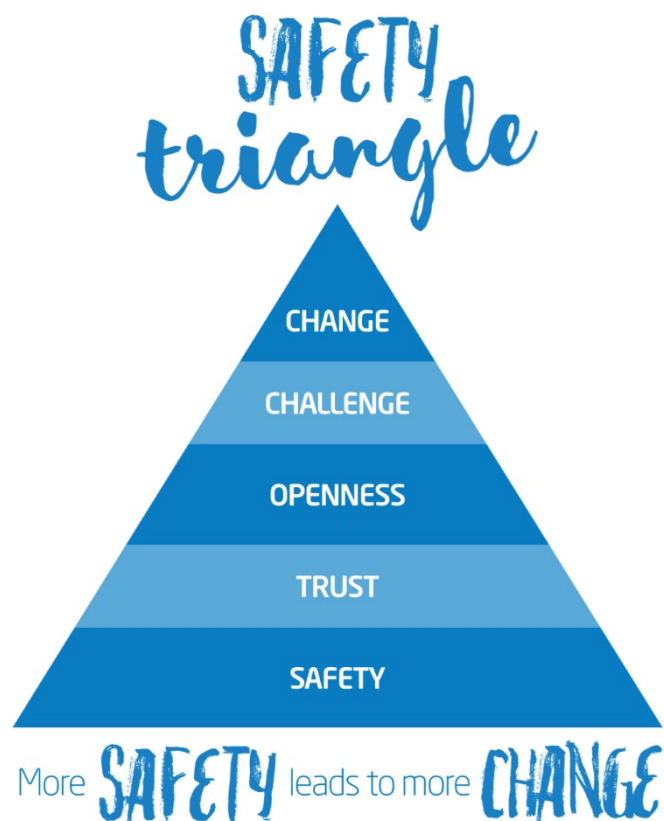
**Actively collaborate - What's next?**

# Check In

- Name / role
- What are you arriving with? (Physical/Thoughts/ Emotions)

# Building Blocks

## Building Block 1



## Building Block 2



**Join me in the middle if...**



# LEADER/MANAGER/ OPERATOR

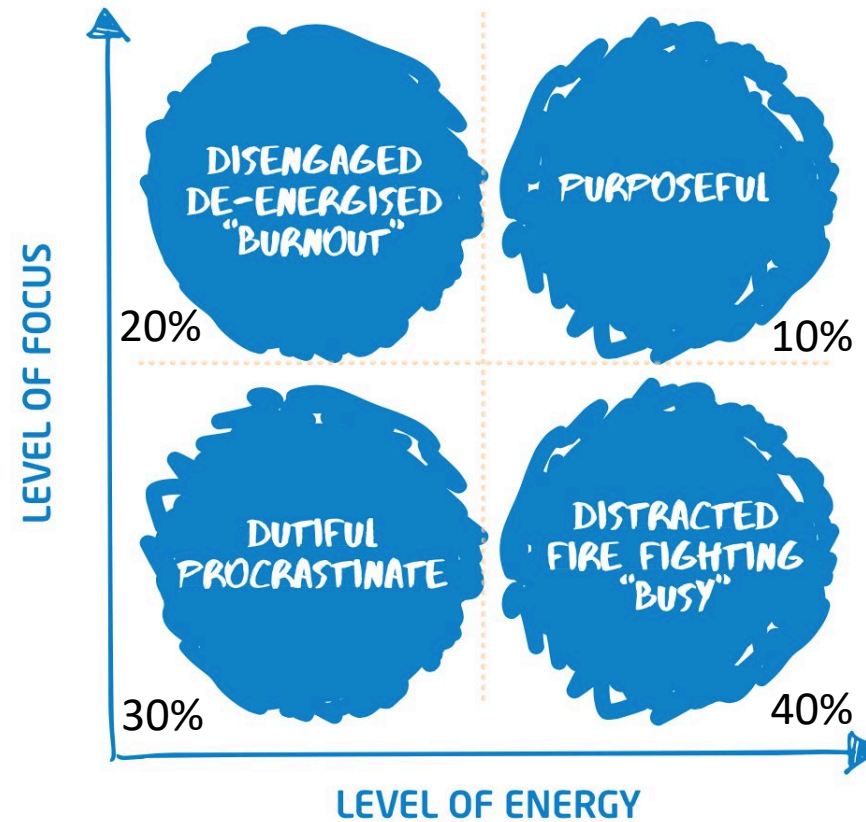


Set own context



Work within  
others context

# BUSY MANAGER





HOW DO  
I SPEND  
my time?

# HOW DO I SPEND my time?

- What would **you** do with that 2 hours?
- What would you have to start / stop / continue doing to create 2 hours more purposeful leadership time each week?
- What else can I start to say 'no' to in order to spend more time in leader mode?
- What can you delegate?
- What stops you from delegating?



## PLAYING TO AVOID LOSING

## PLAYING TO WIN

Angry  
Aggressive  
Righteous  
Controlling  
In the detail

HIGH ENERGY

Make it happen  
On the front foot  
Driving  
Buzzing  
Confident

Withdrawn  
Quiet  
Playing safe  
Deferring  
Isolated

LOW ENERGY

Calm energy  
Peaceful  
Reflective  
See big picture  
Grace under pressure

## IMPORTANCE OF LANGUAGE

### PLAYING TO AVOID LOSING

"I can see this being a problem"  
"You need to stop making so many mistakes"  
"Let's aim for 2% growth"  
"The market is tough, that's just the way it is."

### PLAYING TO WIN

"How can we make this happen?"  
"We need to build on your strengths"  
"How can we be the best in our field?"  
"The market is tough, how can we use this to our advantage?"

## EXAMPLES

### P.T.A.I

We will grow by 2% year on year

We will have the lowest rate of errors/ mistakes

We will reduce the number of accidents and lost time days

We will survive the recession

### P.T.W

We will be the No.1 for sales

We will be the most efficient function

We will keep people safe at work

We will be in the best shape when there is an upturn

# PLAYING TO WIN VS 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?

