

Moving into Leadership

Creating the Climate for Success

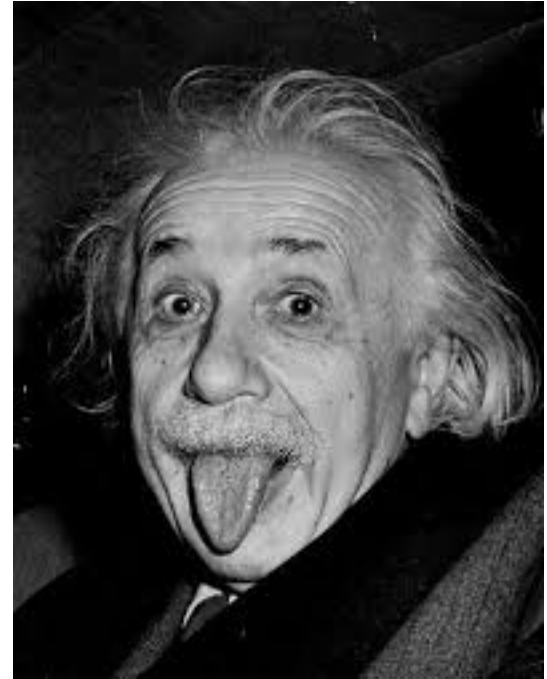


Will Daniel-Braham

Purpose of the Training

1. To engage in a conversation, which gives a new context to hold my employment, out of which, I then will have a new choice as to who I am being
2. To create a new level of thinking through which I can realise results beyond what I previously considered predictable, as an individual, team or service.
3. To give participants ways that will strengthen their Leadership style and approach to support themselves and their teams in both 'calm and choppy waters'.

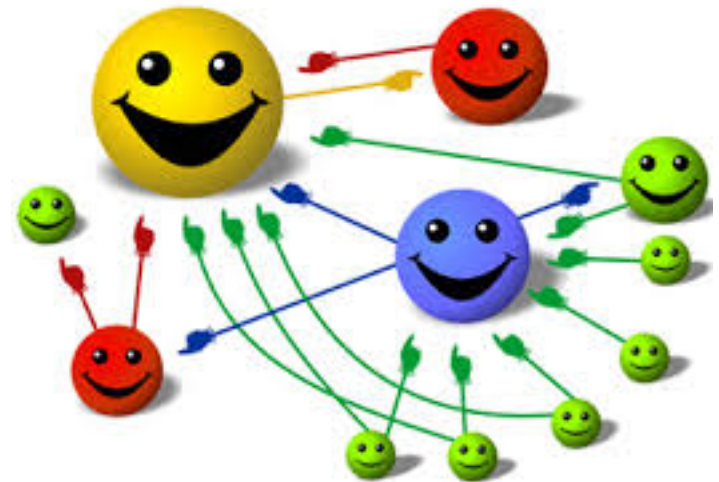
“The world we have made as a result of the level of thinking we have done thus far creates problems we cannot solve at the same level of thinking at which we created them.”



Albert Einstein

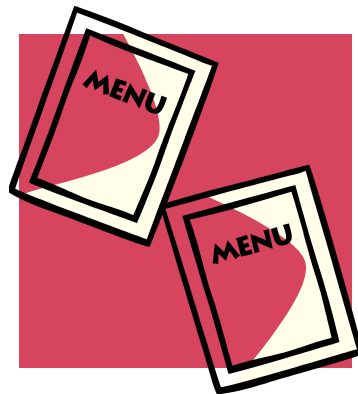
Introductions

- This is my friend
.....
- Their role is
- One thing they want
from the day is
- Their favourite thing
to do at the weekend
is



Managing Expectations

What is the difference between the menu and the meal?



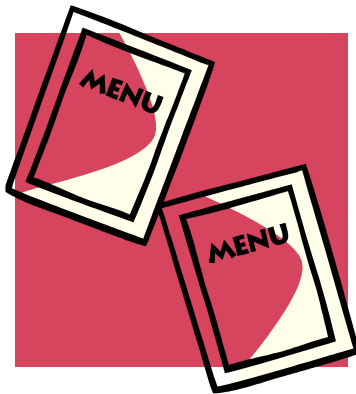
Managing Expectations

Menu

Words

Symbols

Pictures



Meal

Is what it Is

Reality



Managing Expectations

People are not upset with what is; rather that it does not meet their expectation. You are not ever disappointed with the thing or person; you are disappointed with your expectation that it/they would be anything other than what it is/who they are.

Your ability to handle **‘the way it is’** will directly impact your ability to produce results. Things do not always fit our picture. How you are about that can either get in the way of you producing results or support you to manage your teams.

When one has the ability to determine that the source of your upset, dissatisfaction, unhappiness, disgruntlement, etc. is in fact of your own doing, you then have the ability to transform your relationship to it. You are therefore able to transform your relationship to both yourself and the people you manage, are managed by and work alongside.

Already Know

What are the Leadership Qualities you already know?

Paradigms

What is a Paradigm?



Ontology

(from the Greek ὄν, genitive ὄντος: "of being" (neuter participle of εἶναι: "to be") and –logia: science, study, theory)

is the philosophical study of the nature of being, existence or reality as such, as well as the basic categories of being and their relations.

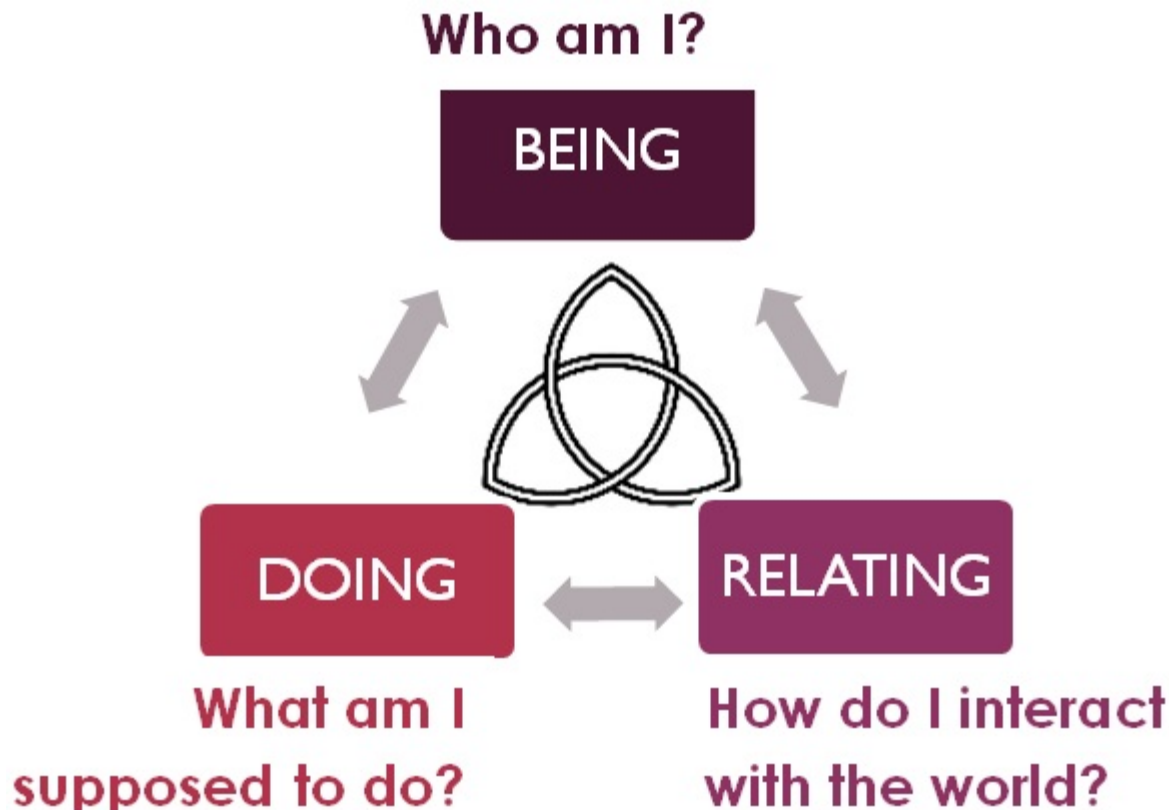
'Being' versus 'Doing'

What's the Difference between
Being and Doing?

'Being' versus 'Doing'



'Being' versus 'Doing'



Leadership

Creating the Climate for Success



Break

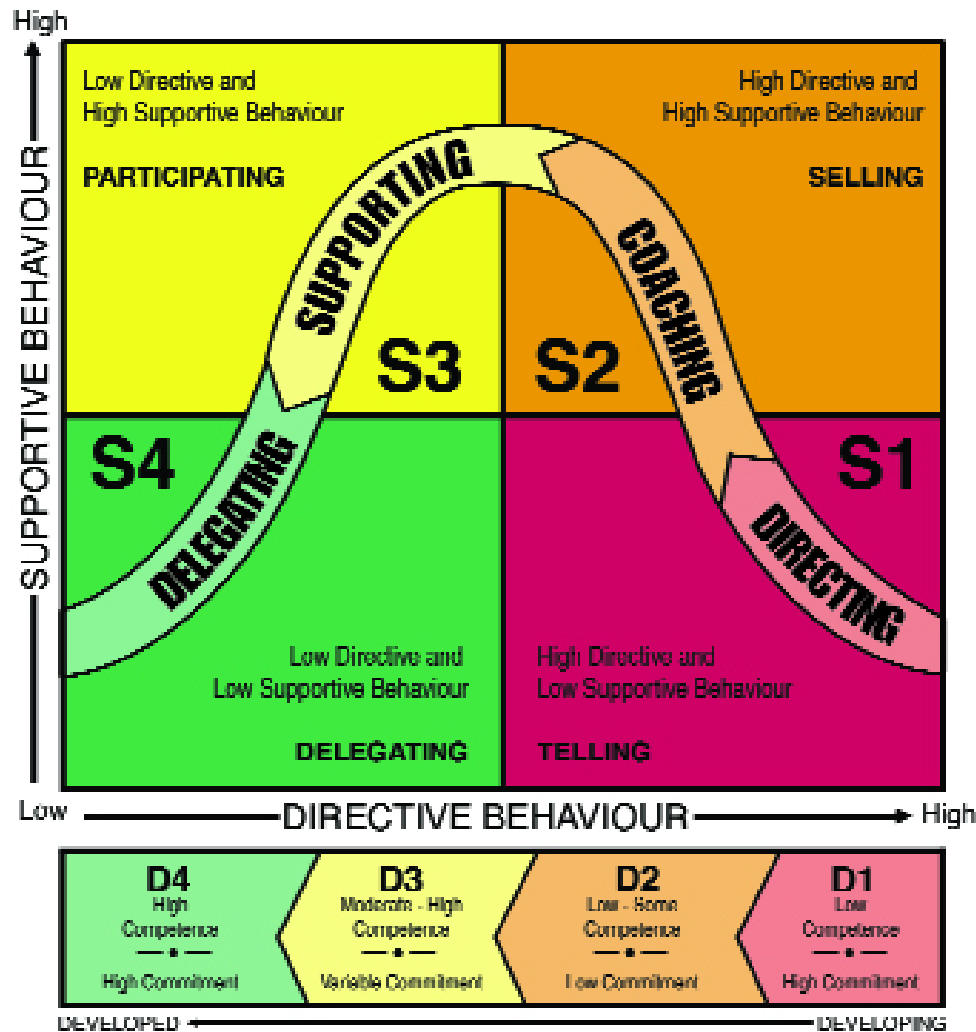
Situational Leadership Leadership Styles

- S1 Directing/Telling
- S2 Guiding/Coaching/Selling
- S3 Supporting/Participating
- S4 Delegating

Situational Leadership Developmental Levels

- D1 Low Developmental
- D2 Medium Developmental, Limited Skills
- D3 Medium Developmental, Higher Skills but Lacking Confidence
- D4 High Developmental

Situational Leadership



Leadership Style Example

You are about to leave for an extended holiday, and your tasks will be handled by an experienced colleague. They are very familiar with your responsibilities, and they are excited to do the job.

(What is their Developmental Level?)

Instead of trusting thier knowledge and skills to do the work, you spend hours creating a detailed list of tasks for which they'll be responsible, and instructions on how to do them.

(What leadership style did you use?)

Result

Your work gets done, but you've damaged the relationship with your colleague by your lack of trust. They were a D4 in Developmental, and yet you used an S1 Leadership style instead of an S4, which would have been more appropriate

Leadership Style Example

You've just been put in charge of leading a new team. It's your first time working with these people. As far as you can tell, they have some of the necessary skills to reach the department's goals, but not all of them. The good news is that they're excited and willing to do the work.

You estimate they're at a D3 Developmental level, so you use the matching S3 leadership style. You coach them through the projects goals, encouraging and teaching where necessary, but largely leaving them to make their own decisions.

Result

As a result, their relationship with you is strengthened, and the team's efforts are a success.



Lunch

Responsibility



Responsibility starts with a willingness to consider the situation from and with the point of view, whether in the moment realised or not, that you are the cause of what you do, what you have and who you are.

Responsibility

Not Responsible	Responsible
Being a Reaction	Ability to Respond
No Thinking – Automatic	Think Before Act
No Choice – Decided Choice doesn't show up	Choices show up (or ask others)
No Power – Force	Power
Others, Situations, Circumstances	Self-Determining
Reasons, Excuses, Justifications	Un-reasonable Extra-Ordinary
Be Victim	Be Cause
Story Why Not	Creates Space for the Possibility of Desired Results

Leadership as Context

WHAT IS CONTEXT?

EVERYTHING EXISTS FOR YOU AND I, ONLY IN CONVERSATION

What does this mean?



Break

Contribution Coaching

Contribution Coaching Model

What is Effective Coaching?

What does it mean to be a contribution?

Coachee



Coachee

What's the job of the Coachee?

What is it that he or she is supposed to do?

Coach



Coach

What's the job of the Coach?

What is it that he or she is supposed to do?

Critic

Highly influential on the results of
the Coachee.

Critic

What's the job of the Critic?

What is it that the Critic is committed to?

Where is the Critic?

The inner Game of Tennis

“There is always an inner game being played in your mind no matter what outer game you are playing.”

How aware you are of this game can make the difference between success and failure.”

Timothy Galwey

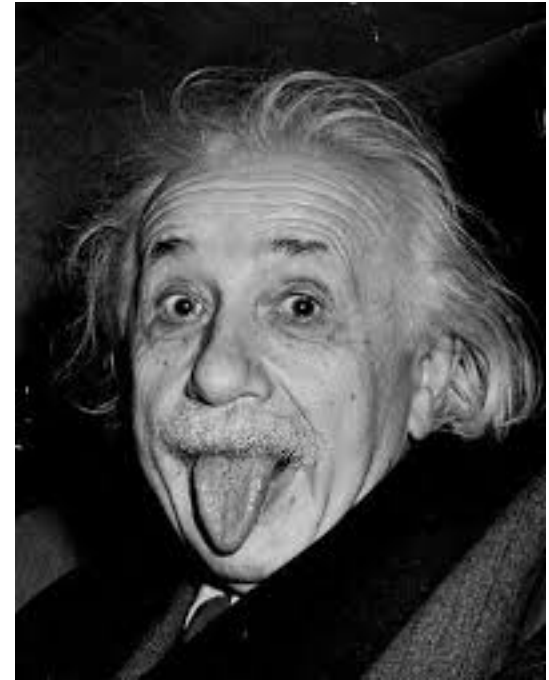
Critic



Contribution Coaching Model

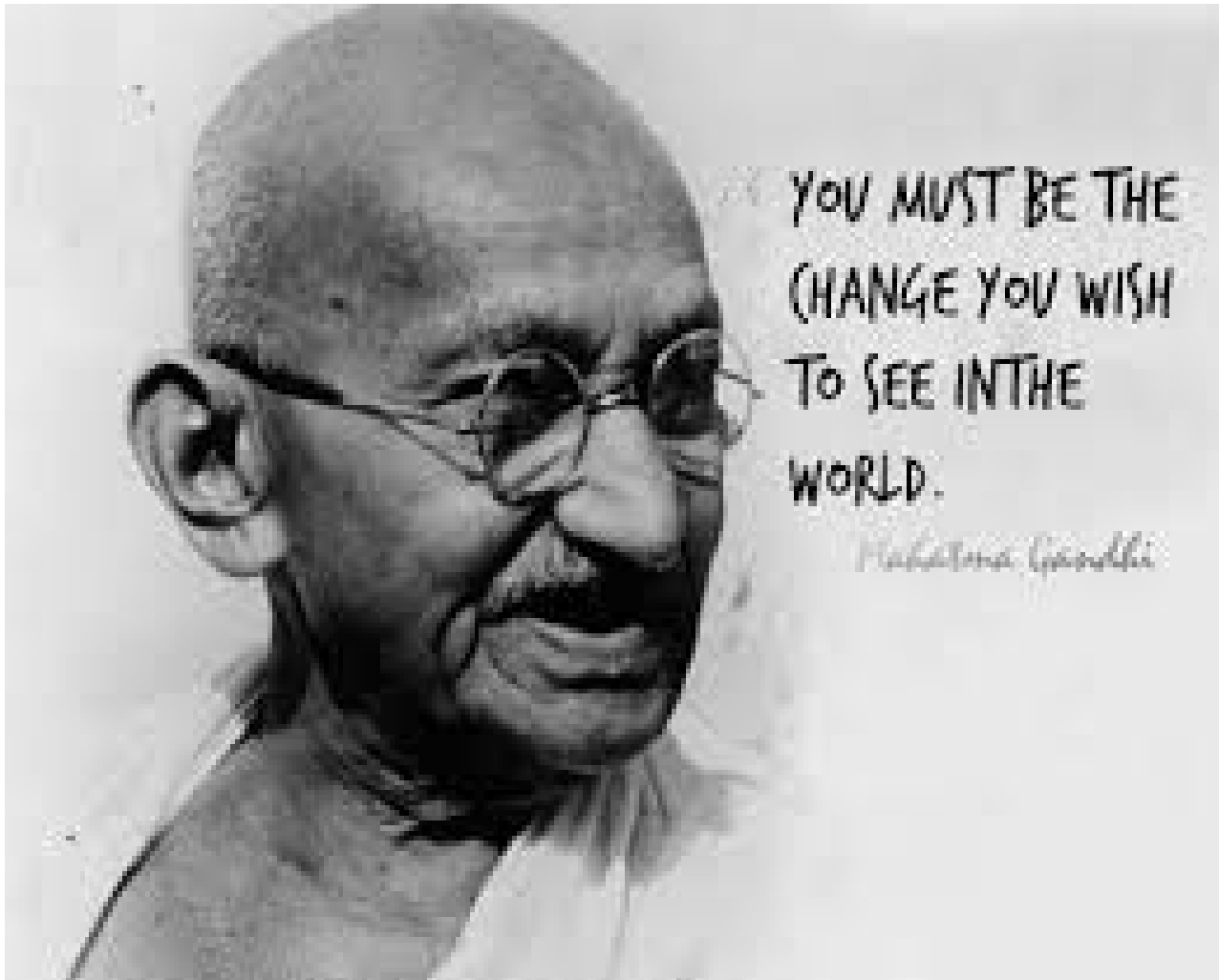


“The world we have made as a result of the level of thinking we have done thus far creates problems we cannot solve at the same level of thinking at which we created them.”



Albert Einstein

Closing



Take Your PASSION
and
MAKE IT HAPPEN
- Flashdance ♥

'Be' Passion

Will Daniel-Braham

Facebook: facebook.com/willdanielbraham

Mobile: 079 5626 6416

Email: will@personalpoweruk.com

Web: www.personalpoweruk.com

Twitter: WillAWay