



LEADING WITH INTENT

Developing the communication and relational habits to become effective leaders and build effective teams

WHY? We want to ensure our leaders, at all levels, are equipped to nurture appropriate and effective relationships with those they have responsibility for and who they work with. This will bring about high levels of job satisfaction, improved wellbeing, a more cohesive team, higher retention rates and, ultimately, better outcomes for young people.

HOW? A facilitated professional development programme, led by Paul Carlile, delivered in person, in 3 sessions over a 6 week period

Module 1: 'I'm a leader, now what?' Establishing yourself as a leader and not just a manager

How to:

- Recognise and articulate the difference between leadership and management – Consider the implications for personal development
- Identify your leadership strengths and even better ifs
- Recognise the specific personal leadership behaviours you need to grow and develop
- Support the practice of your leadership, identify the effects of different types of talk pattern on people's levels of engagement, contribution and accountability
- Recognise the helpful and unhelpful default habits and talk patterns that can show up in your day to day practice, and their effects
- Apply principles to organise thinking and talk - intentionally create the optimal levels of engagement, contribution and accountability

Module 2: 'Why should people do as I ask?' – Develop strategies to intentionally build relationships and strong community

Use Principles to create specific tools that:

- Intentionally build, between and amongst people, the certainty of psychological safety WITH clarity of expectation
- Build Community:
Draw people in from the margins and connect them with organisational priorities
Maintain and build momentum - Sustain a context of engagement, contribution and chosen accountability
Create solutions and possibilities using consistent, proven, collaborative methods

Module 3: 'What do I do when people don't do as I ask?' – Having the conversations you'd rather not have

Use Principles to create specific tools that:

- Remain committed to dialogue when facing the facts, no matter how challenging. (Groups and individuals)
- Ensure work remains meaningful - Underpin decision making meetings using the 3 elements of 'fair process'
- Prepare and establish the context (Frame the conversation)
- Create appropriate conversational structures to ensure meaningful engagement, commitment to agreed actions