



LIVE WEBINAR

LEADERSHIP DEVELOPMENT

WHAT WE'LL COVER

1. Traditional leadership development
2. New approaches to leadership development
 - Leader-led
 - Leadership outcomes
 - New skills and mindsets
 - Development techniques

TRADITIONAL APPROACHES TO LEADERSHIP DEVELOPMENT

LEADER AS SUPER HERO

ONE SIZE FITS ALL

COMPLICATED AND
CONFUSING

THEORETICAL

NEW APPROACHES

TO LEADERSHIP DEVELOPMENT

LEADER-LED


FOCUSED ON
OUTCOMES

NEW SKILLS AND
MINDSETS

NEW DEVELOPMENT
TECHNIQUES


LEADER-LED

LEADER LED



salesforce

Self-reflection



Nestlé

Personalised
leadership
plan



DISRUPTIVE Leaders

This first series of questions looks at whether you see your team as adults who can be trusted to use their judgement, do the right thing and are capable of doing things for themselves - or whether you have a parental relationship with them.

Continue press Enter ↵



WHY
SHOULD I?

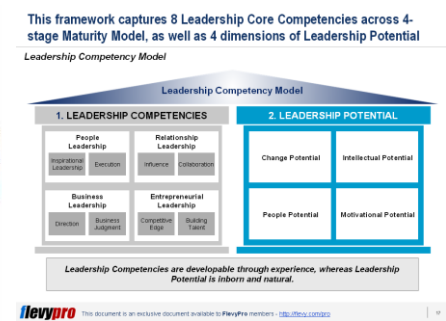
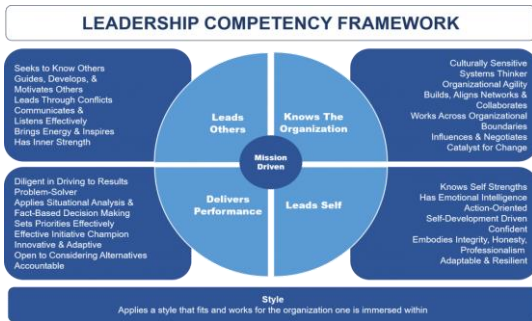
WHY WOULD THEY WANT TO CHANGE?



FOCUSED ON OUTCOMES



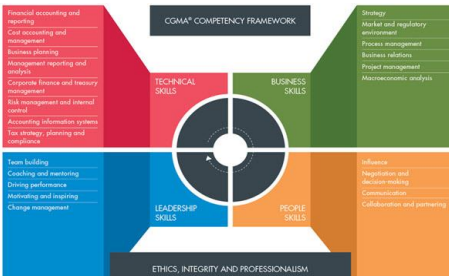
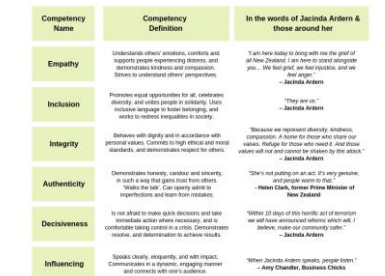
MOST COMPETENCY FRAMEWORKS LACK IMPACT



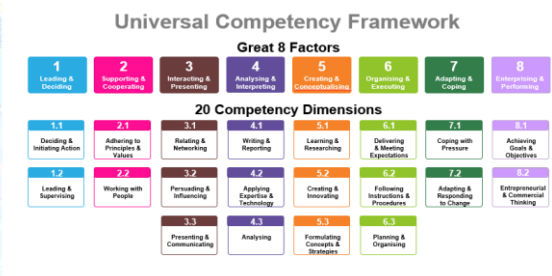
Drive Performance	Lead Change
<input type="checkbox"/> Optimize talent <input type="checkbox"/> Drive creativity and innovation <input type="checkbox"/> Drive network performance <input type="checkbox"/> Lead global / cross-cultural teams <input type="checkbox"/> Transform a low collaboration culture <input type="checkbox"/> Transform a high conflict culture	<input type="checkbox"/> Design and drive new strategies <input type="checkbox"/> Deliver rapidly changing products, services and processes <input type="checkbox"/> Deliver under high uncertainty and ambiguity <input type="checkbox"/> Lead through mergers and acquisitions <input type="checkbox"/> Adjust to frequent leadership change
Manage Risk and Reputation	Deliver Results
<input type="checkbox"/> Deliver in high-risk-taking contexts <input type="checkbox"/> Deliver in risk-averse contexts <input type="checkbox"/> Operate with high resource constraints <input type="checkbox"/> Ensure safety & security of persons or operations <input type="checkbox"/> Represent the organization externally <input type="checkbox"/> Ensure environmental sustainability	<input type="checkbox"/> Deliver high margins <input type="checkbox"/> Grow the business through innovation <input type="checkbox"/> Grow the business through market share <input type="checkbox"/> Grow the business through cost-competitiveness <input type="checkbox"/> Grow the business through geographic expansion <input type="checkbox"/> Run an intact business <input type="checkbox"/> Manage a broad portfolio of products and services <input type="checkbox"/> Deliver exceptional customer service <input type="checkbox"/> Lead a centralized team

3M LEADERSHIP COMPETENCY FRAMEWORK

Competency Name	Competency Definition	In the words of Jacinda Ardern & those around her
Empathy	Understands others' emotions, attitudes and supports people experiencing distress, and demonstrates empathy and compassion. Strives to understand others' perspectives.	"I've been lucky to drop with the rest of all these people. I can have in one of our days... we're kind of on the outside, and we just open." - Jacinda Ardern
Inclusion	Provides equal opportunities for all, understands diversity and seeks people to enhance, build inclusive teams to best managing, and work to resolve inequalities in society.	"They're just... - Jacinda Ardern
Integrity	Behaves with dignity and in accordance with personal values. Committed to high ethical and moral standards, and demonstrates respect for others.	"Because we represent diversity, Ardern, compassion. A honor for those who share our values. Right for those who need it, and those values are not and cannot be stolen by the attack." - Jacinda Ardern
Authenticity	Demonstrates honesty, candor, and sincerity. Is not afraid to share truth and offers "Vulnerability." Can clearly admit to experiences and team that matters.	"She's not putting on an act. It's very genuine, genuine honesty." - Neven Clark, former Prime Minister of New Zealand
Decisiveness	Is not afraid to make quick decisions and take immediate action when necessary, and is comfortable being correct if a choice. Demonstrates resolve, and determination to achieve results.	"While it's not easy to make all of those decisions as all these different values which we're solving, that's our core competency." - Jacinda Ardern
Influencing	Speaks clearly, eloquently, and with impact. Communicates in a dynamic, engaging manner and connects with key audiences.	"When Jacinda Ardern speaks, people listen." - Amy Chandler, Business Checks



Competency of Leadership Potential	Technical Competencies					Business Competencies					Leadership Competencies					
	Financial Accounting & Reporting	Cost Accounting & Management	Business Planning	Management Reporting & Analysis	Corporate Finance & Treasury Management	Market and Regulatory Environment	Business Management	Business Relations	Product Management	Corporate Finance & Treasury Management	Macroeconomic Analysis	Team Building	Coaching and Mentoring	Driving Performance	Marketing and Recruiting	Change Management
Leadership Potential 1.4	Financial Accounting & Reporting	Cost Accounting & Management	Business Planning	Management Reporting & Analysis	Corporate Finance & Treasury Management	Market and Regulatory Environment	Business Management	Business Relations	Product Management	Corporate Finance & Treasury Management	Macroeconomic Analysis	Team Building	Coaching and Mentoring	Driving Performance	Marketing and Recruiting	Change Management
Leadership Potential 1.5	Financial Accounting & Reporting	Cost Accounting & Management	Business Planning	Management Reporting & Analysis	Corporate Finance & Treasury Management	Market and Regulatory Environment	Business Management	Business Relations	Product Management	Corporate Finance & Treasury Management	Macroeconomic Analysis	Team Building	Coaching and Mentoring	Driving Performance	Marketing and Recruiting	Change Management
Leadership Potential 1.2	Financial Accounting & Reporting	Cost Accounting & Management	Business Planning	Management Reporting & Analysis	Corporate Finance & Treasury Management	Market and Regulatory Environment	Business Management	Business Relations	Product Management	Corporate Finance & Treasury Management	Macroeconomic Analysis	Team Building	Coaching and Mentoring	Driving Performance	Marketing and Recruiting	Change Management
Leadership Potential 1.1	Financial Accounting & Reporting	Cost Accounting & Management	Business Planning	Management Reporting & Analysis	Corporate Finance & Treasury Management	Market and Regulatory Environment	Business Management	Business Relations	Product Management	Corporate Finance & Treasury Management	Macroeconomic Analysis	Team Building	Coaching and Mentoring	Driving Performance	Marketing and Recruiting	Change Management



FOCUS ON WHAT YOU WANT THEM TO ACHIEVE



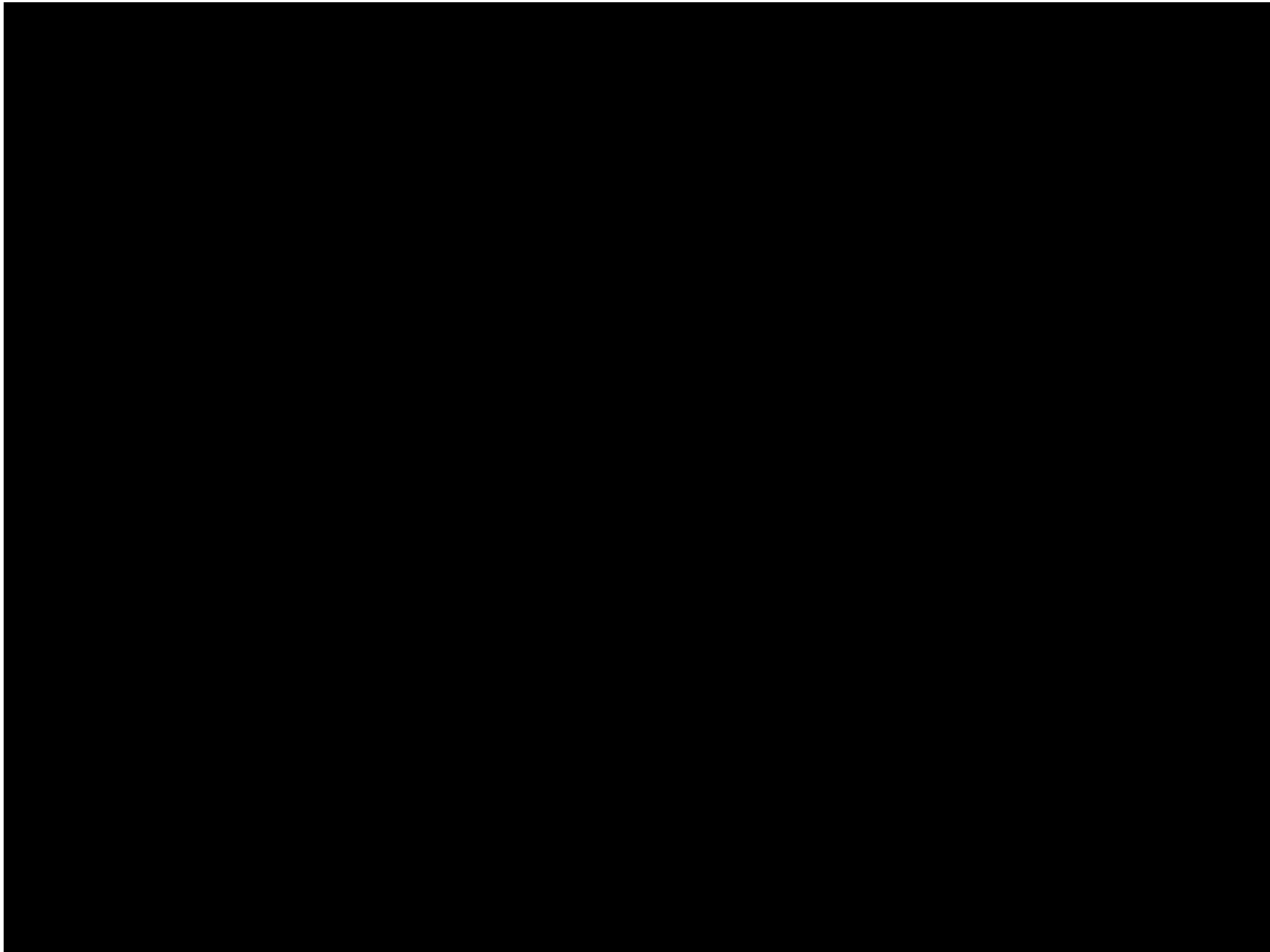
1. Create clarity
2. Generate energy
3. Deliver success



1. Coach your team
2. Show appreciation
3. Lead with trust

NEW LEADERSHIP SKILLS AND MINDSETS

ANYONE KNOW WHAT THIS IS...?!



LEADERS 'GOTTA HAVE FAITH'

LEAD
FLEXIBLY

LEAD FOR
AGILITY

LEADING
THROUGH
INCLUSION

LEADING WITH
TRUST

LEADING
WITH
HUMILITY

NEW DEVELOPMENT TECHNIQUES

Nudging



NUDGES – SOME EXAMPLES

Ask your team to suggest a check-in when they need it rather than at set times.

Instead of 'Can I give you some feedback?' try 'Is there any feedback that you would find useful?'

Ask your team each week 'What are you working on and how can I help?'

At your next team meeting kick off with telling someone about something great they did.

At your next team meeting, review how the week/month has gone – and start with reflecting on what you wish you had done differently.

SHORT AND SWEET LEARNING EXPERIENCES



'Great Leader Pathways'

Personalised and bite size content

Abercrombie
& Fitch

Informal Mentoring

"Touch Bases"

O₂

Learning Shots

3 minute videos

FACILITATE CLINIC STYLE LEARNING



Leadership Lounge



Discuss
challenges



Manager Club

KEY TAKEAWAYS

- Help your leaders develop insights about themselves
- Avoid mandatory training
- Focus on outcomes not competencies
- Provide a range of resources to cater for different learning styles
- Use persona to help customise learning options and messaging
- Provide a range of learning experiences
- Provide learning that is nudge based, just in time and in the flow of work

Toolkits, videos and tips,
plus a rolling schedule of
live training webinars.

£200 per license

20% off for Club members



DISRUPTIVE
LEADERS

UPCOMING WEBINARS



The best HR structures 1 March

Making change happen 15 March

An introduction to the EACH model 30 March

A stand out employment brand 11 April



DISRUPTIVE LEADERS

Great leadership comms 7 March

Ways to reward and recognise 11 April

Making hybrid work 16 May

Creating more innovation 13 June



SCAN ME



Would you mind leaving us a review?

Scan our QR code with your camera and write us a Google review!

Thank you so much!



THANK YOU