

'CURIOUS'



Part One
Welcome



In partnership with Chameleon Education
www.chameleonedn.com

Great leaders essentially act as authentic chameleons, consistently displaying their true selves throughout the changes of contexts that require them to play a variety of roles.

Goffee & Jones

Great leaders essentially act as **authentic** chameleons, consistently displaying their **true selves** throughout the changes of contexts that require them to play a **variety of roles**.

Goffee & Jones

The first four words you see describe you

U U L
 L U U L A Z Y S B
 N D M Q N L M H A P P Y F
 R W T G Y J D I M P A T I E N T G
 C G E N U I N E H E L E G A N T C T G
 P O H E C Y T P R E Y P E A C E F U L C B
 C M K C A X U G S L R E S E R V E D G U Q
 M O P B C L T P O M Z W I T T Y C
 C A U S E C A F B A Y A A O F U A
 O H R S R N U Y S N N U S E N T I M E N T A L R X
 S A A S Q T L G T M D L Z G L O V E L Y H P D I D
 I R G I Q R A Z U V I K D E P E N D E N T G S N H
 O N M E O G I T S B H N L O Y A L N L E T H A R G I C
 M C I O N R C I Z B O G O V E R D R A M A T I C R H N
 A E N U A C P N C O T A L E N T E D S V T R G R A D L
 R G S T U G J R C H A R I S M A T I C P I C A
 E Q N E O O N S T H O N E S T N U O T E F
 D Z B F V N A I V E F S H Y J Z E L I F X
 W D Q J O Z I I C U
 C D K I N D Y Y V T A L
 J L K R K V P A S S I O N A T E Z X H E L
 I N S E C U R E S T H O U G H T F U L L J
 E L O Q U E N T J V W R E S T L E S S
 H E J O U T S P O K E N U F T E X
 O U T G O I N G C N G K L
 E G U O S W E E T
 V L O

Expected outcomes from Session 1

Be able to ask the fundamental leadership question

Recognise the difference between a *fixed* and a *growth* mindset

Understand the difference between leadership and management

Identify the stages of high performing teams and audit your own team



A large, lively dance floor at a party. The floor is covered with a black and white checkered pattern. Numerous people are dancing and socializing. The room is dimly lit, with colorful stage lights (pink, blue, green, yellow) creating a festive atmosphere. The ceiling is decorated with many small, twinkling lights. In the background, there are more people and what appears to be a stage or bar area with warm lighting.

dancefloor

balcony

What is really going on here?

What's *really* going on with my team/ my department?

What's *really* going on with me?

Fixed Mindset

Believes abilities are fixed



Avoids challenges



Gives up easily



Sees effort as pointless



Ignores feedback



Feels threatened by others' success



Growth Mindset

Believes abilities can grow



Embraces challenges



Persists through setbacks



Sees effort as the path to growth



Learns from feedback



Finds inspiration in others' success



“Leadership is not about a
title or a designation...
It's about **impact, influence
and inspiration**”

Robin S Sharma



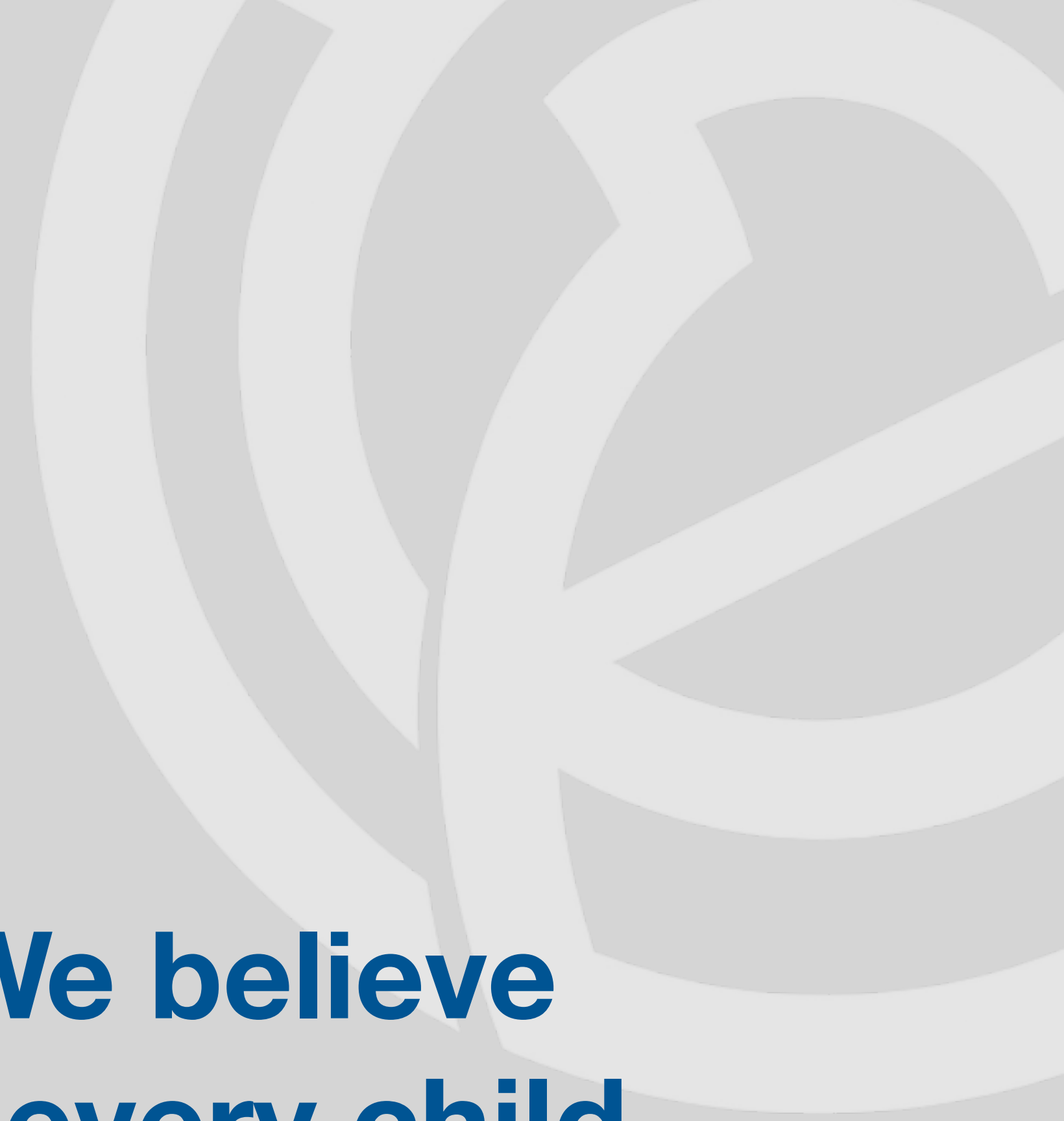


ANDREW TRIMBLE
ON LEADERSHIP

MANAGER	LEADER
Executes vision	Creates vision
Focus on process	Focus on behaviours
Short-range view	Long-range view
Manages change	Initiates change
Eye on the bottom line	Eye on the horizon
Accepts the status quo	Challenges the status quo
Does things right	Does the right thing



VISION

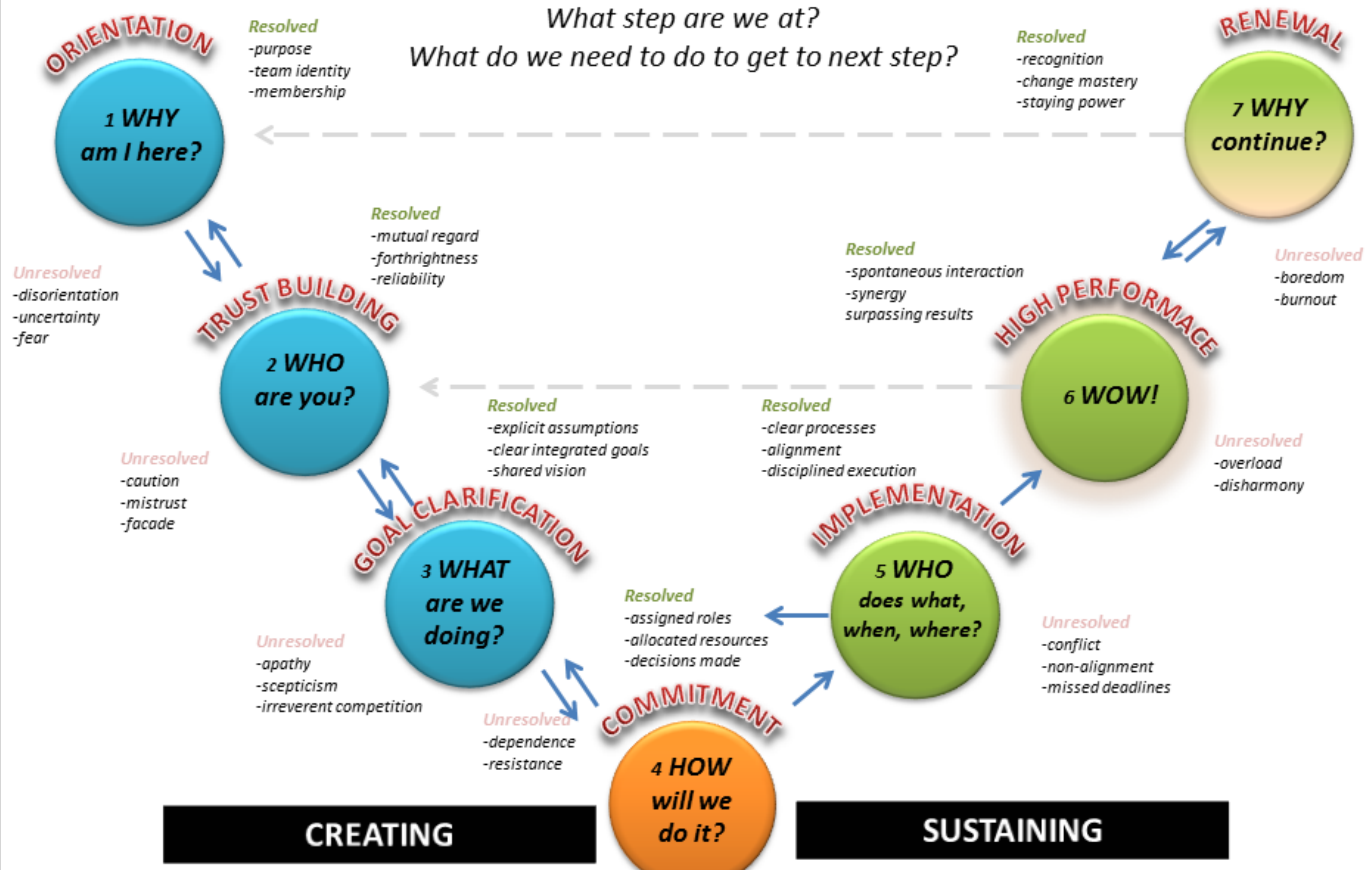


**We believe
in every child**



Mr President, I'm putting a man on the moon!

DREXLER-SIBBET TEAM PERFORMANCE MODEL



CURIOSUS



Part Two
Welcome



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Do you love your wife?

SOURCE: TOM BILYEU

Expected outcomes from Session 2

Understand whole brain thinking and personal/team profiles

Recognise the difference between a *fixed* and a *growth* mindset

Identify actions to handle challenging situations

Understand what is meant by servant leadership

Our Four Different Selves

A
Rational Self

Analyses
Quantifies
Is logical
Is critical
Is realistic
Likes numbers
Knows about money
Knows how things work

Imagines
Speculates
Takes risks
Is impetuous
Breaks rules
Likes surprises
Is curious

D
Experimental Self

B
Safekeeping Self

Like preventative action
Establishes procedures
Gets things done
Is reliable
Organises
Is neat
Timely, Plans

Is sensitive to others
Likes to teach
Is supportive
Is expressive
Is emotional
Talks a lot
Feels

C
Feeling Self

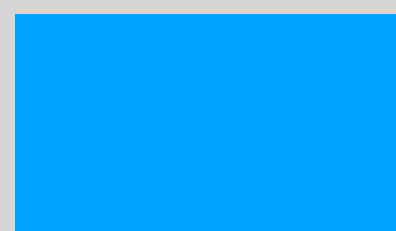
Can Appear....

Rigid
Cold & calculating
Ruthless
Limited by need for proof
/ explanation
Short-term

Unfocused
Lazy
Impulsive / rash
Oblivious of deadlines
To guess

Nit-picking
Bossy
Stuck in a rut
'Boring'

Over-sensitive
Un-businesslike
Lacking discipline
Emotional



Carole	4	7	10	3
Laura R	7	6	6	5
Brid	4	4	6	10
Gwen	2	9	6	7
Laura A	4	4	7	9
Silvana	4	4	10	6
Paul	8	3	8	5
Darren	5	3	8	8
Catriona	4	5	8	5
Laura McL	2	8	10	4
Yasmin	6	9	6	3
Rachel	3	4	10	7
Tomas	4	4	11	5
Laura D	6	7	4	7
Sinead	6	6	3	9
Raymond	5	3	10	6
Julie	3	6	8	7

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Dealing With Difficult Conversations



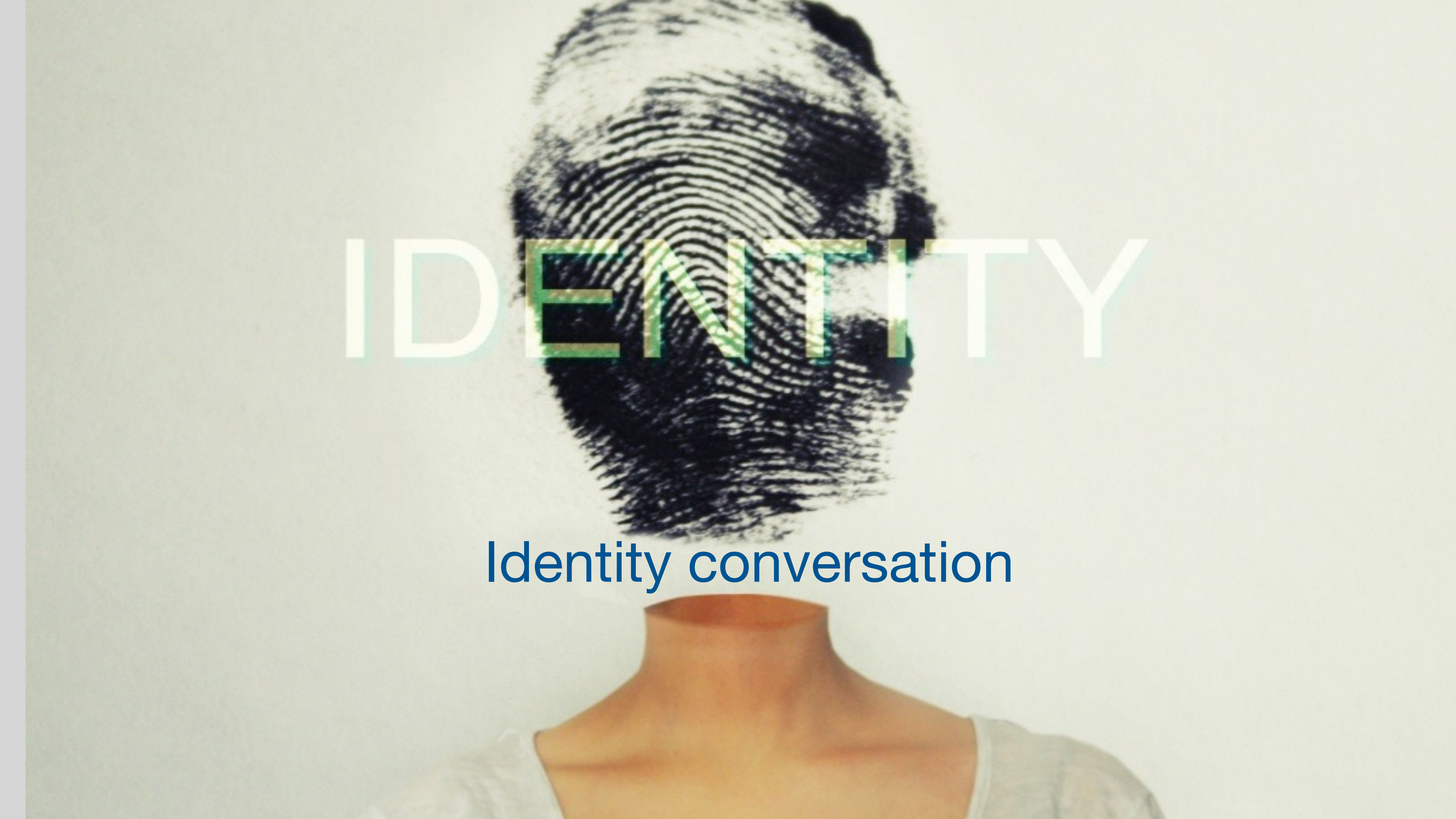






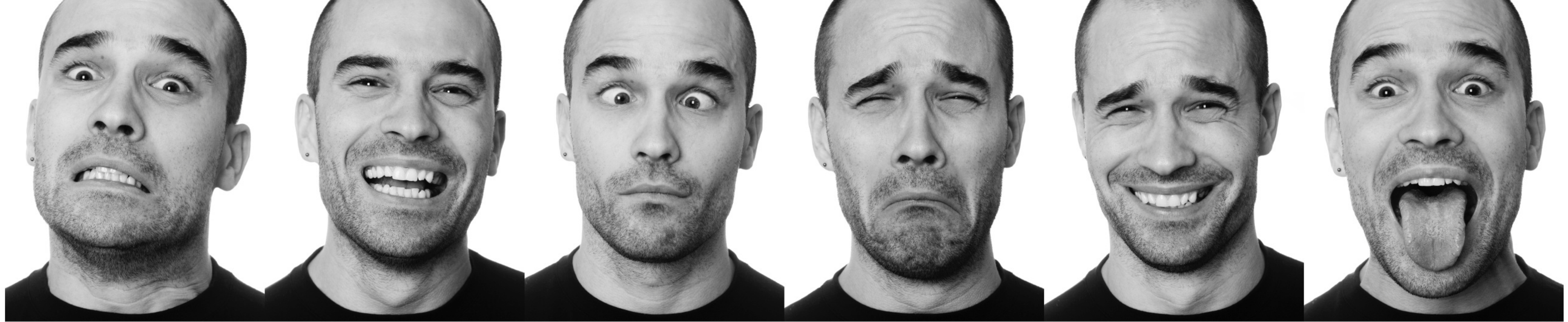


I'm right conversation



IDENTITY

Identity conversation



Feelings conversation



90 % advocacy

10% curiosity

Two useful techniques

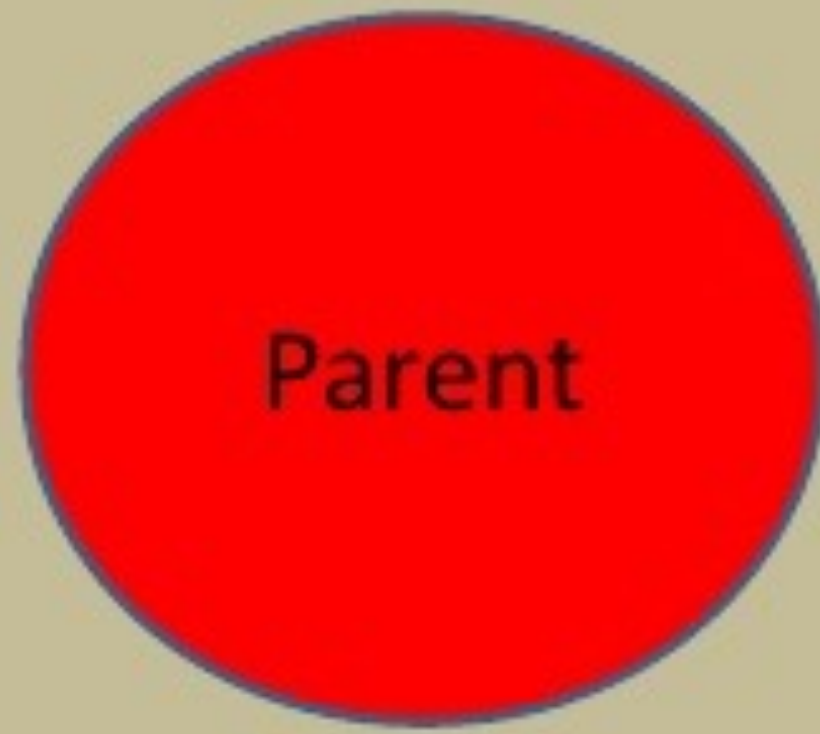
PARC

Pause
And
Reflect
Choose

HEAT

Hear
Empathise
Acknowledge
Take action

Transactional Analysis



Parent

Parent Ego State

Behaviours, thoughts and feelings copied from parents and parent figures.



Adult

Adult Ego State

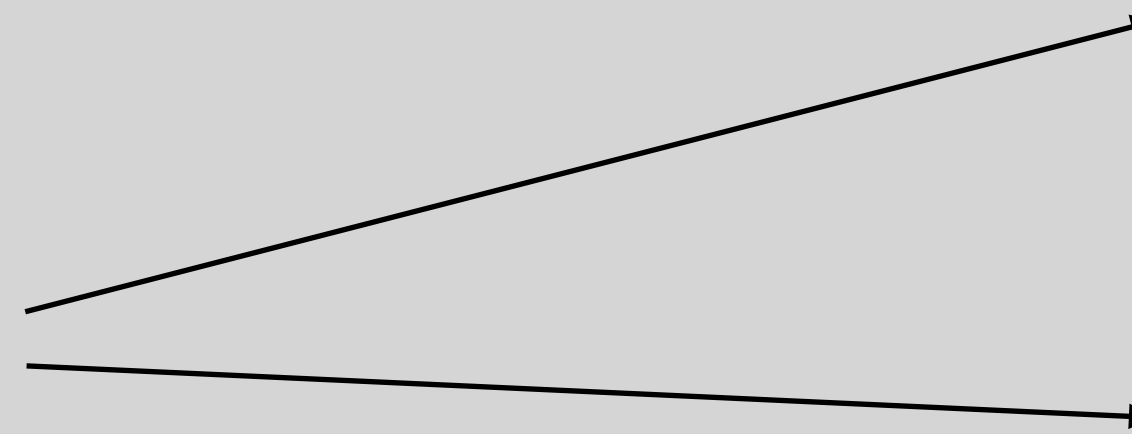
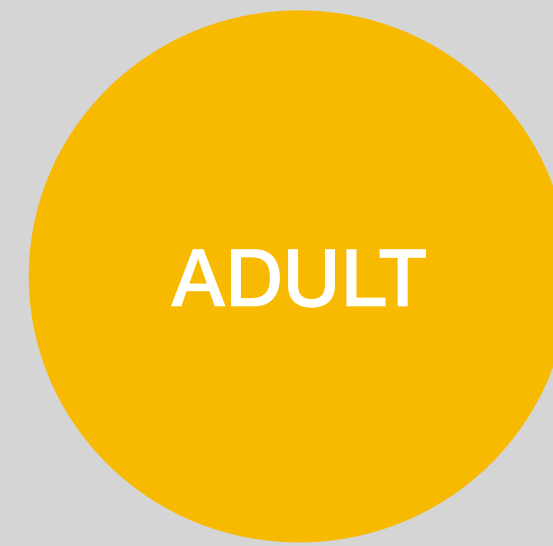
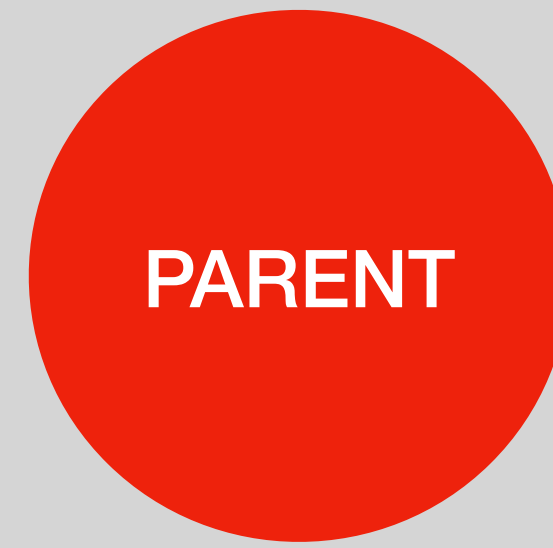
Behaviours, thoughts and feelings are direct responses to here and now.



Child

Child Ego State

Behaviours, thoughts and feelings are replayed from childhood.

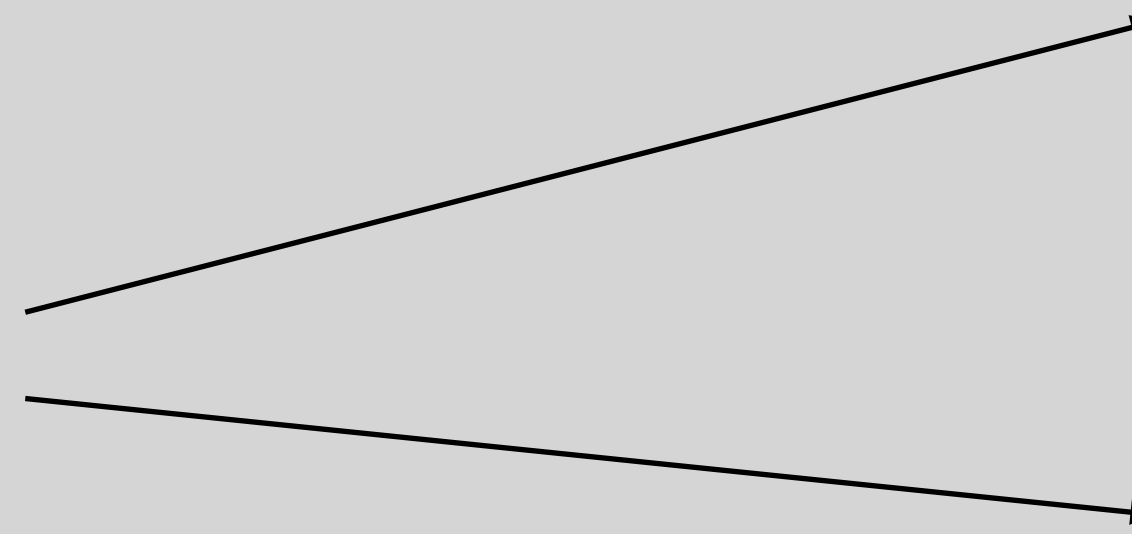


Nurturing parent

Controlling parent



Reasoned, logical, assertive



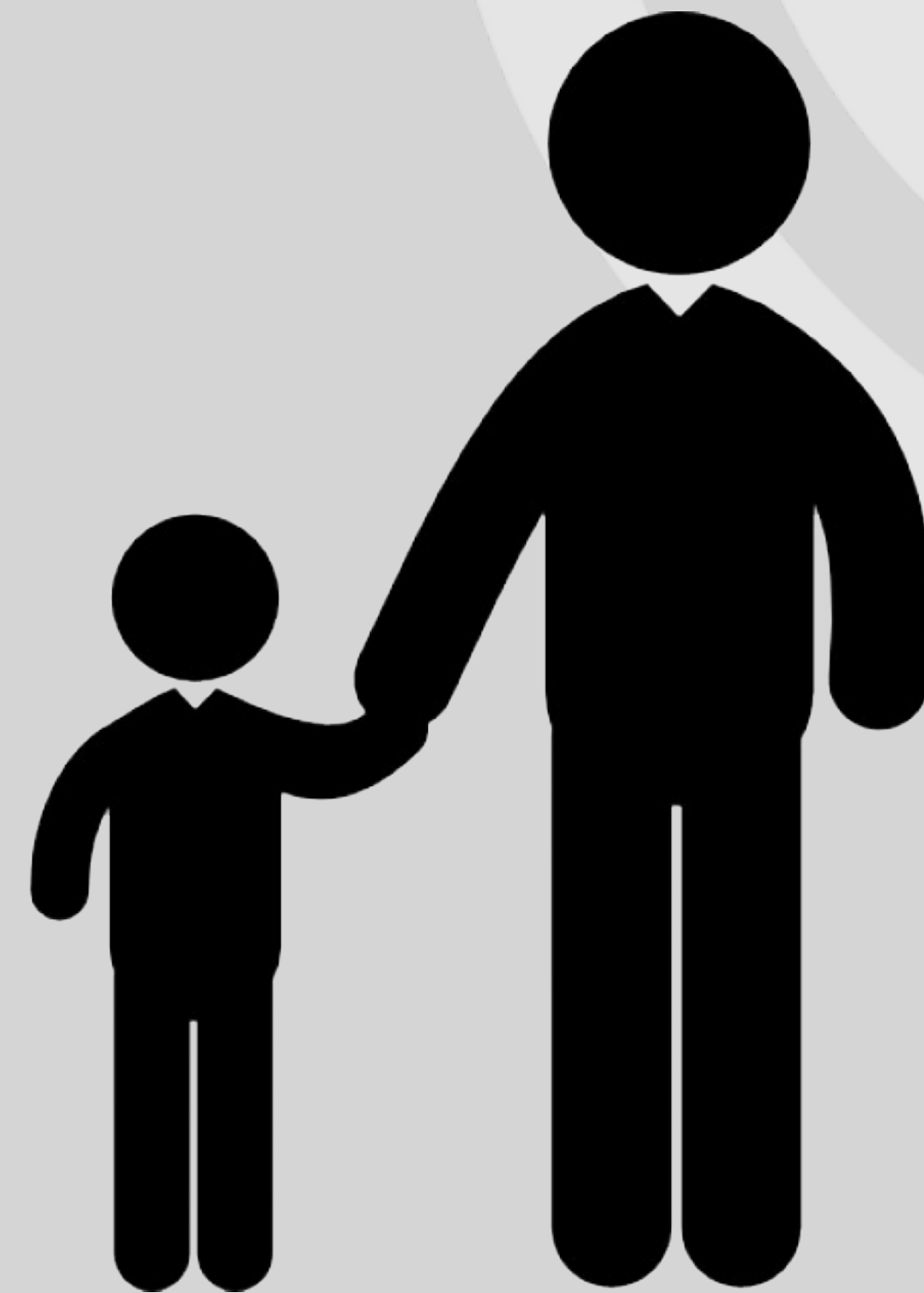
Free child

Adapted child

Parent

controlling or nurturing

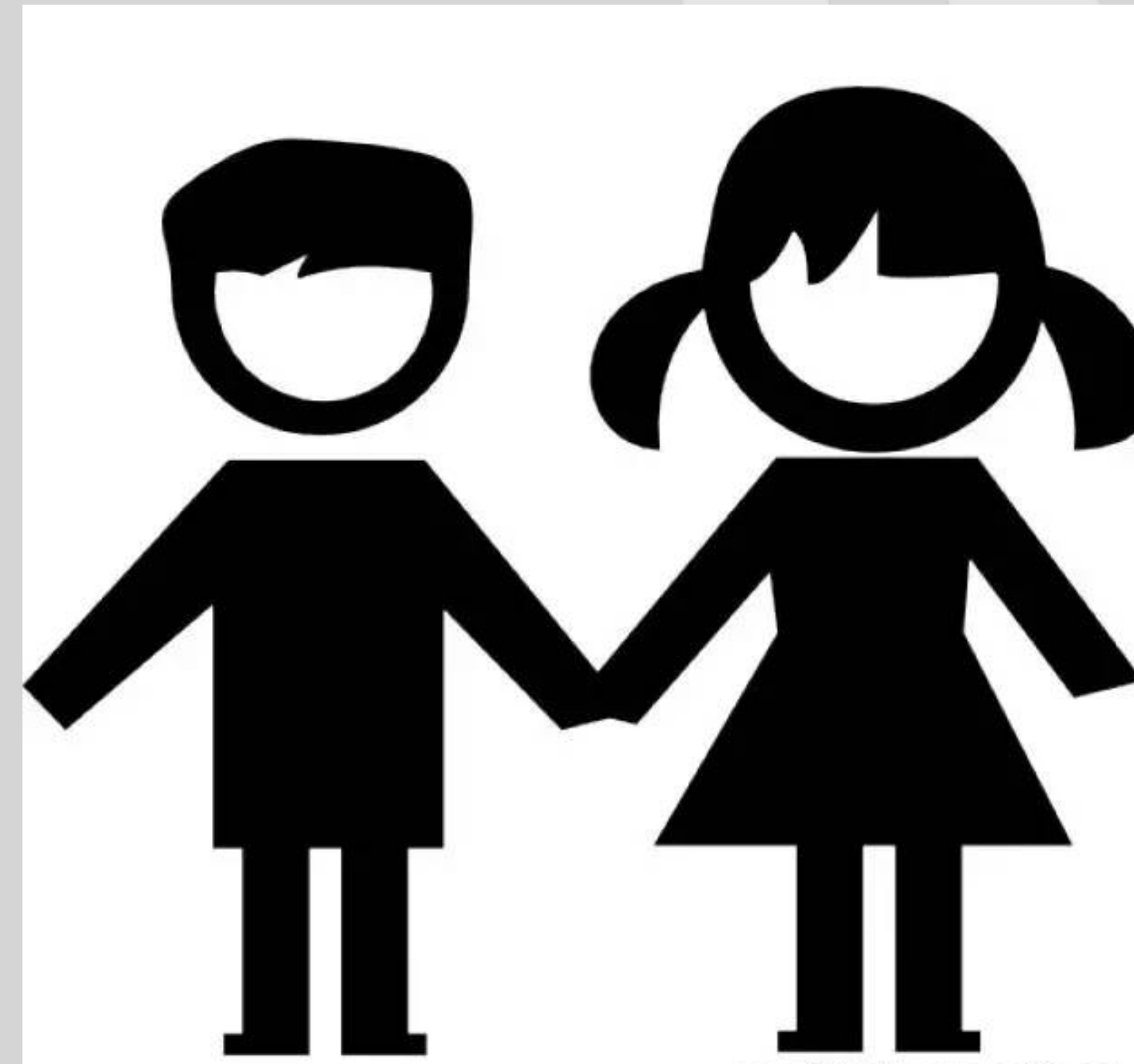
- sets limits
- disciplines
- judges
- criticises
- keeps traditions
- makes rules
- reassures
- cares for



Child

natural/free or adapted

- loves/hates
- has fun
- is trusting
- asks for help
- sulks
- withdraws
- manipulates others
- explores/curious



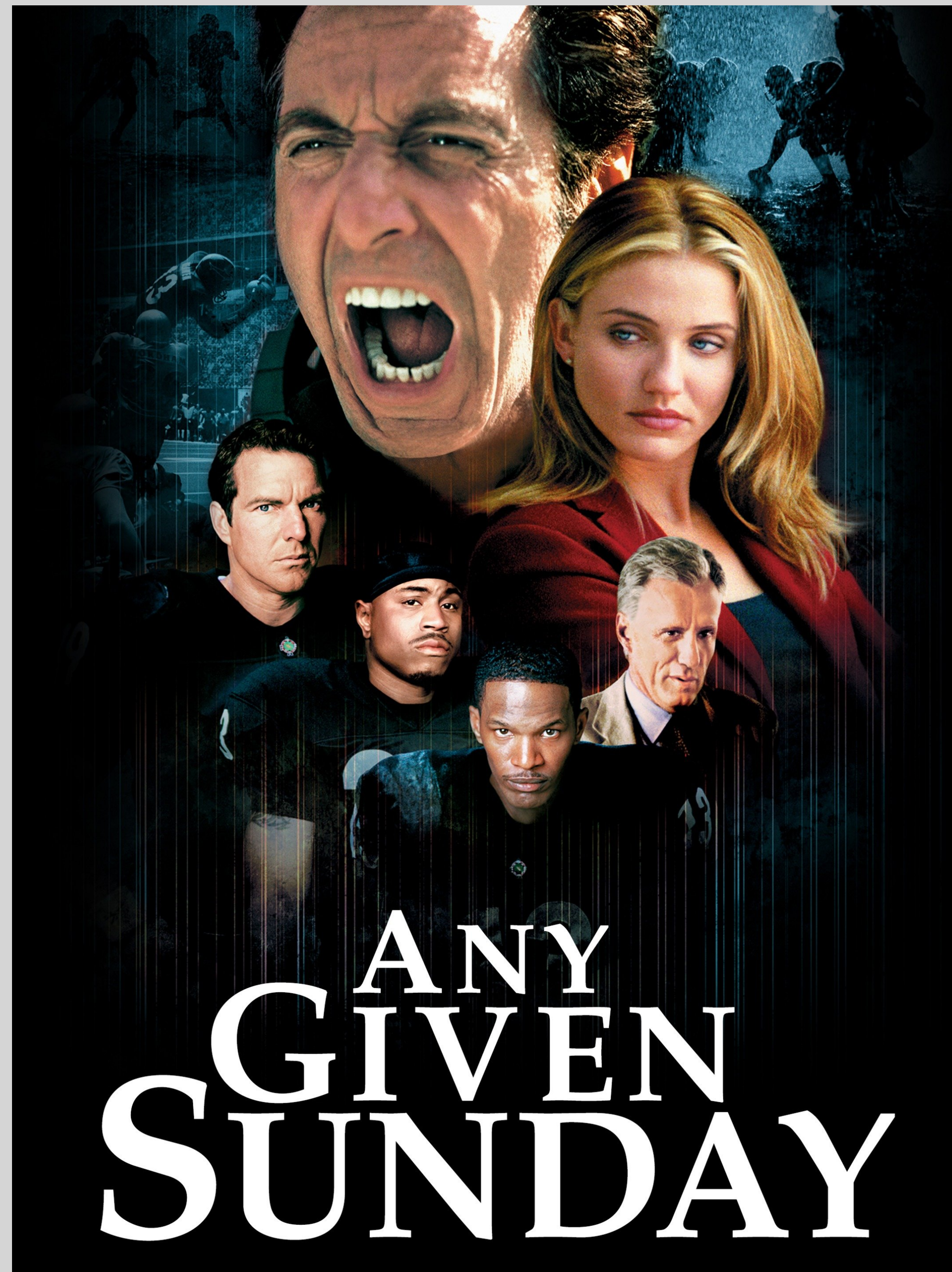
Adult

logical & reasoned

- gathers information
- sets out alternatives
- organises and plans
- interested and confident
- estimates probabilities
- anticipates consequences
- thinks before acting
- makes evaluated decisions



drive sway incite
motivate spark pique
motivation
inspiration spur provoke move induce
motivating persuade lead stimulate excite propel trigger
ambition inspire
impel



A red door with a black sign that reads "POSITIVELY NO VISITORS" in white capital letters. The door has a silver handle and a small circular lock. A window in the door shows a chaotic scene with a person in a dark jacket and a red mask, and another person in a dark jacket and a blue mask. The scene is dark and appears to be a crime scene or a scene of destruction.

POSITIVELY
NO
VISITORS

Catch people doing the right things
(the little things.....the inches)

Reflections

What will I stop?

What will I keep?

What will I start?