

Virtual Masterclass Series

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Challenging People to Think Differently

Courageous Conversations

To explore what stops us having courageous conversations

To introduce tools and techniques to build your confidence and competence in having more courageous conversations

To consider your approach to addressing conflict – using Perceptual positions

To understand the six key mindset shifts to enable better conversations

To review your learning and commit to putting it into action

Agenda

Introduction and objectives

Courageous conversations – what stops us?

How to overcome barriers

The importance of thinking assertively

Using a positive mindset and overcoming assumptions

Perceptual positions

Empowerment dynamic

Group work to review own strategies for successful conversations when under pressure

Action planning

Close

Being a Virtual Coach

To enhance your role as a virtual coach

Be able to apply the GROW model as a useful framework

What is coaching and when is it the right approach to use?

Share the challenges of coaching leaders in the current climate

Be able to apply key skills that will move you into coaching conversations

Agree strategies for becoming a virtual coach

Agenda

Introduction and objectives

When to move from expert to coach?

What do your leaders need from you now?

A coaching framework - GROW

Live demonstration - 5-minute coaching conversation

What stops you providing coaching to your leaders

Tips and techniques

How can you develop better coaching conversations with your leaders?

Sharing of action points

Questions and close

Refreshing your leadership style in a virtual world

What is your default leadership style under pressure? – when to tell, when to coach?

The key communication skills that will get you into coaching conversations

The challenges of leading remotely

Reflection on your current leadership style and to consider what your people need from you now

Agenda

Introduction and Objectives

Leadership Styles - The challenges of leading virtually

What styles do we prefer to use and actually use when under pressure?

The difference between leadership and management

The benefits of using coaching

Key Skills

Live Demonstration of a 5-minute coaching conversation

Tips and techniques to help create a coaching conversation

Reflection

Key Messages

Questions and Close

Managing Your Team Remotely

To share tips and techniques on how to lead virtual teams

To share best practice on running effective team meetings and 1-1's

To be able to flex your style to meet the different needs of your team members

To get the balance right between task and wellbeing

To understand how to manage in a potential "hybrid" model going forward

Agenda

Introduction and objectives

Feedback on 1-1 conversations

What challenges are you facing running virtual meetings?

Running virtual meetings

Why are individual 1-1's so important now?

Connecting 1-1

Communicating in a virtual world

The future

Close

Wellbeing and Resilience

Explore the concept of resilience

Share experiences that have challenged your resilience and how you have responded

Consider approaches to develop your personal resilience

Creating a positive mindset

Agenda

What is resilience?

Working with your i-resilience profile

Exploring what tests your resilience

What are your current strategies to support your resilience and wellbeing?

The 'Chimp' paradox

Developing your resilience – tools and techniques

Leadership for the Future

To recognise the leadership behaviours required to drive success in the future, sharing recent thought leadership research

To identify good leadership practice around different businesses and common success factors

To reflect on your own leadership behaviours and commit to a personal action plan

Agenda

Update on latest research on Leadership - McKinsey Article

Value driven leadership

How values help you with decision making

Discussion forum around best practice

Personal leadership action planning

Personal Impact and Brand

To raise awareness of personal brand and the impact you make on others using EI

To define your personal brand and how you want to be seen by others

To plan how you can develop your personal brand with your key stakeholders

Agenda

Welcome and introduction

Objectives

Why is brand important?

Using EI to understand the impact you have on others

Critic and advocate feedback exercise

What is your current brand in the organisation?

How do you want to be known by others?

Develop your personal brand statement

Online Brand

How do you develop and maintain your brand?

Key take aways

Questions and Close