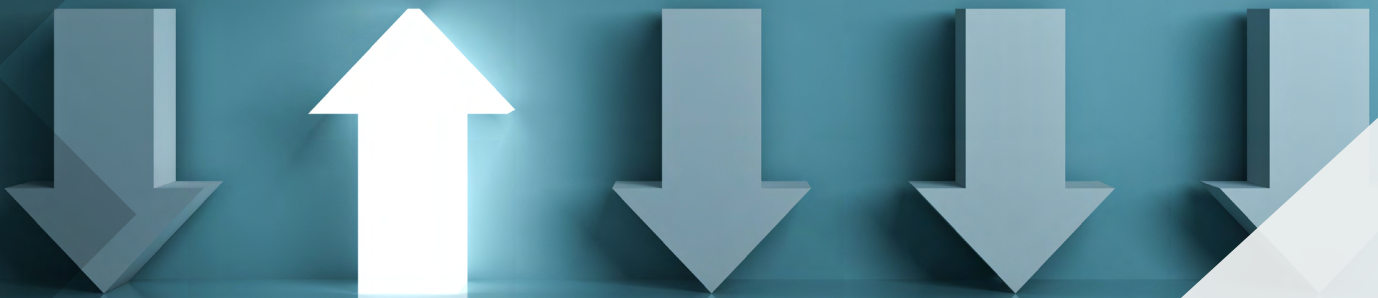




DISCOVER LEADERSHIP 'C'-CHOLOGY

Could it be that team success is achievable with eight (psychology based) leadership practices?



THE 8 PRACTICES

MINDSET | BEHAVIOUR | OUTCOME

- 1 COMMERCIALITY**
Profit | Costs | Time | Resources
Staying close to your numbers. Utilising time and resources effectively. Knowing which 'levers' help optimise profit and minimise costs
- 2 COLLABORATING**
Connection | Diversity | Relationships | Teamwork
Creating a healthy team culture. Building strong relationships. Valuing difference and developing great stakeholder, client and cross functional alliances
- 3 COMMUNICATING (PLUS!)**
Positivity | Awareness | Impact
Moving beyond 'transactional' and using advanced communication skills to create impact and inspire the team towards higher levels of engagement, accountability and achievement
- 4 CONTEXTING**
Vision | Meaning | Purpose | Framing
Crafting meaningful contexts which drive strategic focus, direction and energy, whilst ensuring a strong sense of purpose

- 5 CONTRACTING**
Roles | Contribution | Responsibility
Clarifying roles, responsibilities, objectives and plans. Creating a psychologically safe environment in which everyone (up, down and across the line) make their best contribution
- 6 COACHING & FEEDBACK**
Ask | Support | Challenge | Grow
Developing team and individual competence by adopting a dynamic coaching culture. Using coaching and feedback daily to support the whole team to thrive
- 7 CONFRONTING**
Truth | Tough Love | Change
Skilfully, sensitively and confidently facing in to challenges at work e.g. difficult feedback, under performance and dealing with resistance to change
- 8 COMPLETION & CELEBRATIONS**
Acknowledge | Reinforce | Validate | Learn
Honouring endings and providing an out-breath. Creating moments of reflection, gratitude, celebration and profound learning

For more information ...