



Cultivate Self-Awareness

Session 2: Intentional Leader

Key Topics:

- Peer Team Expectations and Development
- GROW: Development Conversations
- 360 Results, Feedback, and Integration
- Individual Development Plan

Peer Teams: The Foundation of your Development Network

Leadership is a team sport

- In your experience, what are the most important factors for successful team relationships?
- What do you commit to GIVE to your team? *What key strengths differentiate you? How can you leverage your skills to contribute to your team's success?*
- What specifically do you each hope you GAIN from your Peer Team? *What can they do to Support your development? Challenge you?*



Learn from and support each other

Challenge your thinking / approach to business issues

Provide "real time" feedback on leadership behaviors and feedback

Accountability on commitments and engagement



Be OPEN to New Ideas



Be CURIOUS



You define what is important to you by what you dedicate your time to.

Make TIME

GROW Model for Development Conversations

** originally developed by performance coach Sir John Whitmore*

Goals - what do you want?

Reality - what is happening now?

Options - what could you do?

What/When - what **will** you do? When?

Your IDP: Where to Start: Your Career Goal



NEXT: "Strategic Leadership Focus"

- Decide: *How will I be different at the end of this programme?*
- Write a statement that captures how you want to be perceived.
- Next, identify 3 goals that will move you toward your career and leadership goals.

PROGRAMME COMPETENCIES		
SELF AWARE	BUILD RELATIONSHIPS	IMPACT RESULTS
<input type="checkbox"/> Being Resilient <input type="checkbox"/> Courage <input type="checkbox"/> Demonstrates Self-Awareness <input type="checkbox"/> Instills Trust <input type="checkbox"/> Manages Ambiguity <input type="checkbox"/> Nimble Learning (Agility) <input type="checkbox"/> Self-Development <input type="checkbox"/> Situational Adaptability	<input type="checkbox"/> Builds Effective Teams <input type="checkbox"/> Builds Networks <input type="checkbox"/> Collaborates <input type="checkbox"/> Communicates Effectively <input type="checkbox"/> Drives Engagement <input type="checkbox"/> Drives Vision and Purpose <input type="checkbox"/> Ensures Accountability <input type="checkbox"/> Interpersonal Savvy <input type="checkbox"/> Manages Conflict <input type="checkbox"/> Persuades <input type="checkbox"/> Values Differences	<input type="checkbox"/> Action Oriented <input type="checkbox"/> Balances Stakeholders <input type="checkbox"/> Business Insight <input type="checkbox"/> Cultivates Innovation <input type="checkbox"/> Decision Quality <input type="checkbox"/> Drives Results <input type="checkbox"/> Financial Acumen <input type="checkbox"/> Global Perspective <input type="checkbox"/> Manages Complexity <input type="checkbox"/> Organizational Savvy <input type="checkbox"/> Resourcefulness