

LEA Summit 2023

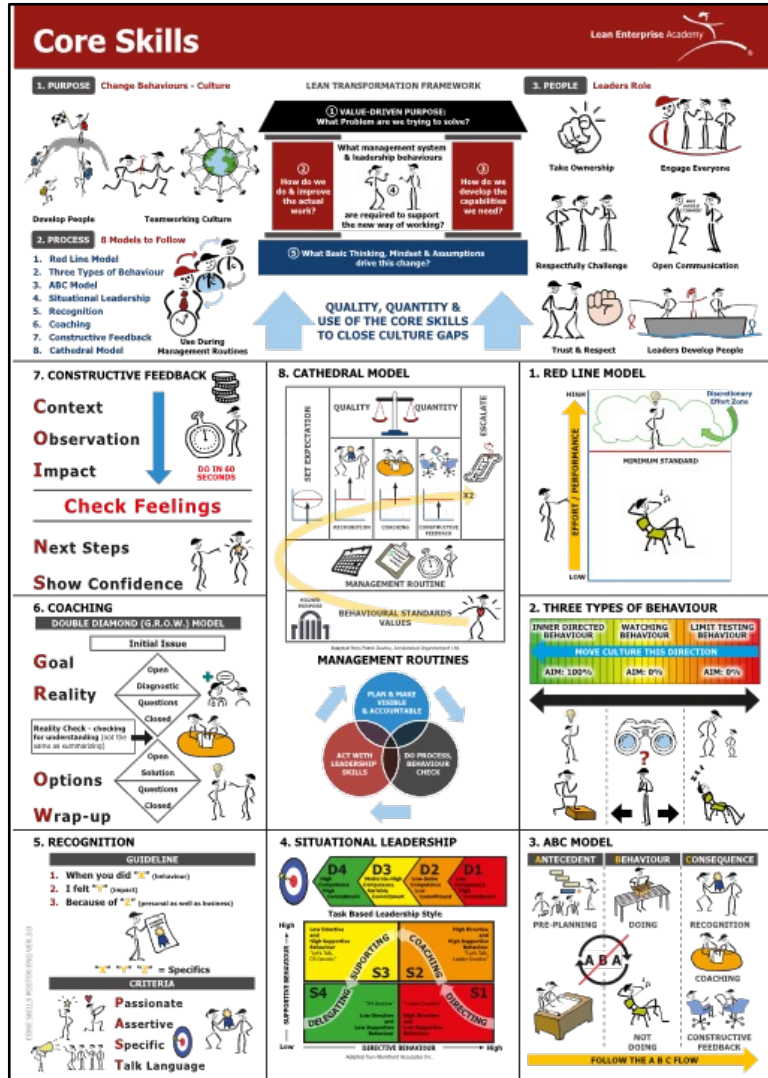
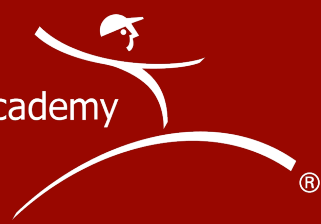
Learning Session – Core Leadership Skills and Behaviours

Peter Watkins, David Marriott



- Teach Poster Overview – PW/DM (25)
- Leadership Behaviour Exercise – DM (25)
- Coaching – PW (15)
- Coaching Behaviours – DM (30)
- Management Routines – PW (10)

Core Leadership Skills Teach Poster



Purpose, Process,
People

Why do we use
a Teach
Poster?

Behavioural
Models

Core Leadership Skills



1. PURPOSE Change Behaviours - Culture



Develop People

Teamworking Culture

2. PROCESS 8 Models to Follow

1. Red Line Model
2. Three Types of Behaviour
3. ABC Model
4. Situational Leadership
5. Recognition
6. Coaching
7. Constructive Feedback
8. Cathedral Model



Use During Management Routines

LEAN TRANSFORMATION FRAMEWORK



3. PEOPLE Leaders Role



Take Ownership



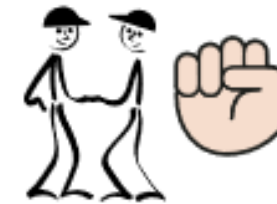
Engage Everyone



Respectfully Challenge



Open Communication



Trust & Respect



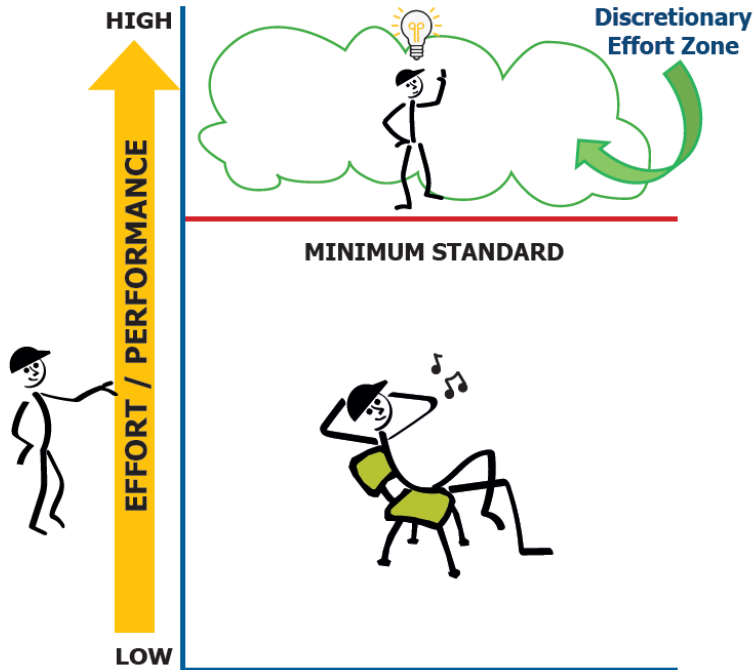
Leaders Develop People

QUALITY, QUANTITY & USE OF THE CORE SKILLS TO CLOSE CULTURE GAPS

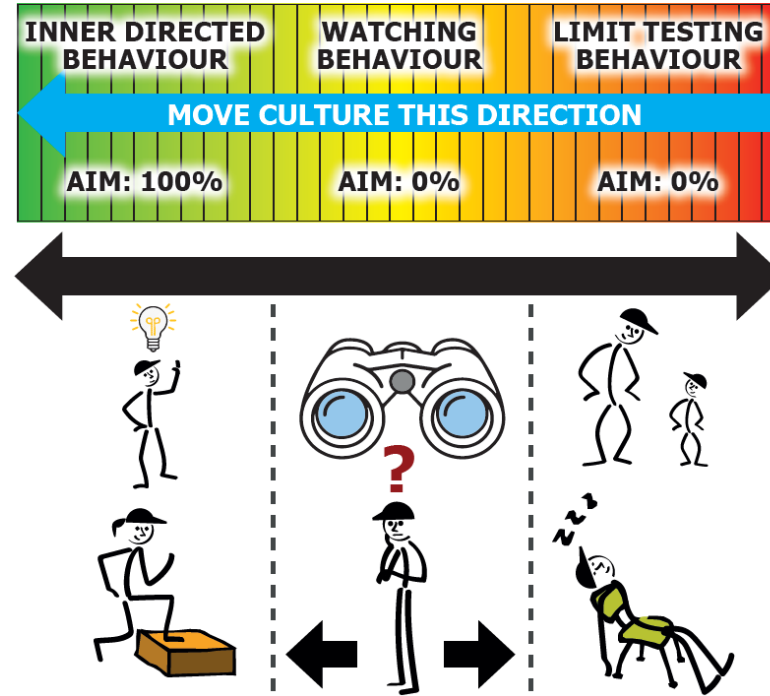
Core Leadership Skills



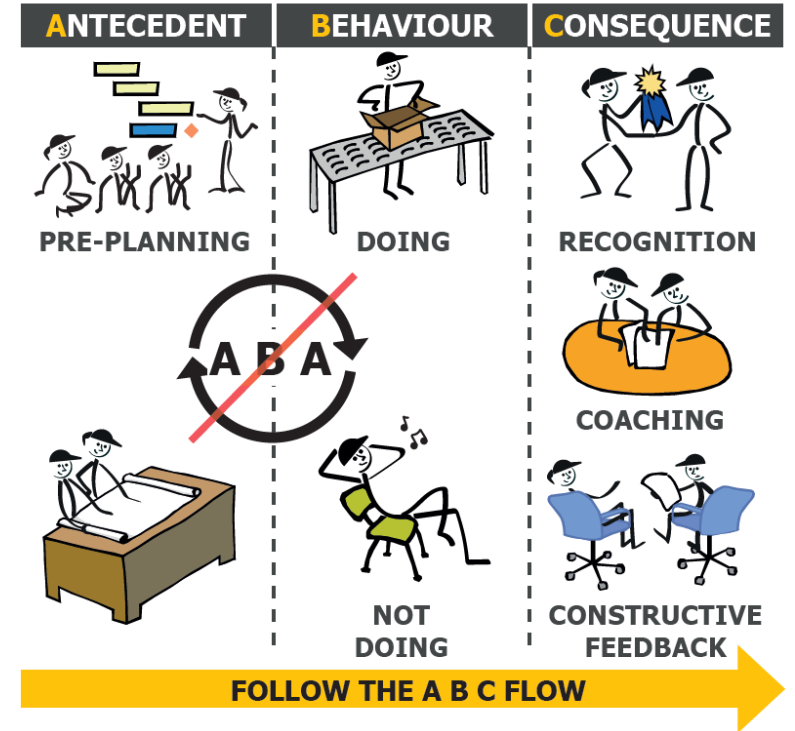
1. RED LINE MODEL



2. THREE TYPES OF BEHAVIOUR



3. ABC MODEL

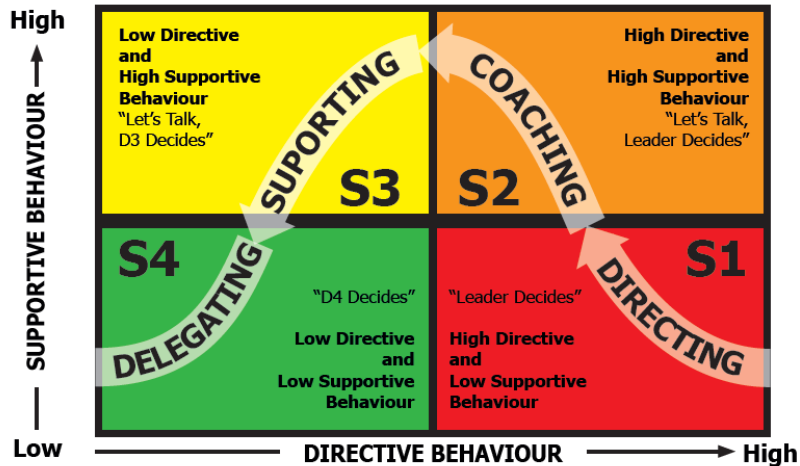




4. SITUATIONAL LEADERSHIP



Task Based Leadership Style



Adapted from Blanchard Associates Inc.

5. RECOGNITION

GUIDELINE

1. When you did "X" (behaviour)
2. I felt "Y" (impact)
3. Because of "Z" (personal as well as business)



"X" "Y" "Z" = Specifics

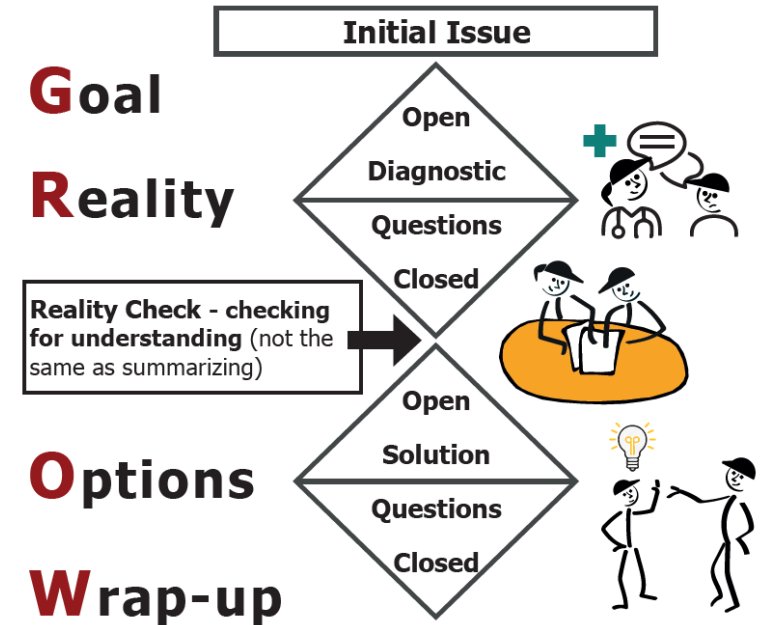
CRITERIA

- Passionate
- Assertive
- Specific
- Talk Language



6. COACHING

DOUBLE DIAMOND (G.R.O.W.) MODEL



Core Leadership Skills



7. CONSTRUCTIVE FEEDBACK

Context

Observation

Impact



Check Feelings

Next Steps



Show Confidence

8. CATHEDRAL MODEL



Adapted from Frank Devine, Accelerated Improvement Ltd.

MANAGEMENT ROUTINES





Leadership Behaviour Exercise “Touch Game”



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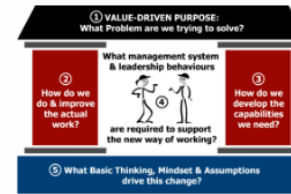


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Knowledge
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Capable
Teach & Coach Others

2 Hour, Online, On Demand, Self Paced Learning.
Purpose, Process & People of the Lean Transformation Framework.
Teach Poster, 4 Teach Videos, Teach Poster Facilitation Guide.
Learning Confirmation and Certificate of Completion.

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Knowledge
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Capable
Teach & Coach Others

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Purpose, Process & People aspects of Kaizen Activities.
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Learning Confirmation, Certificate of Completion.

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Knowledge
Understanding
Capable
Teach & Coach Others

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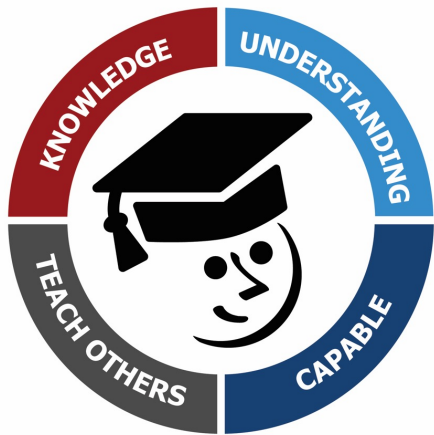
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