



CONVERSATIONS

that matter

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EXECUTIVE TEAM ESPRIT

THE STATE OF MIND OF BEING A TEAM

A defining attribute of organisations that achieve exceptional outcomes is the degree to which their executive connect and perform as a team. A team achieving great performance doesn't happen by accident, it occurs through ongoing focus and through the individuals coming together with trust, strong bonds of connection, and the ability to converse at deeper and more courageous levels. The best Executive Teams achieve this – and this is at the core of the Conversations that Matter program.

THE CHALLENGES OF EXECUTIVE TEAMS

As busy people it can be difficult for Executives to develop the deeper relationships with other Executive Team members that support the trust needed for renewal, transformation and a coordinated big picture approach. In many organisations silos form where Executives become protective of their particular business functions and focus on their outputs rather than those of the whole organisation. Often Executive Teams lose sight of the fact they are a team. Setting the example of working together as a team to achieve organisational goals inspires the rest of the organisation to do the same.

Add into the mix the struggle many Executives face to keep on top of their personal and professional development. Executives find it difficult to do the self-reflection, get the feedback and stay abreast of new ideas and developments that keep them being exceptional leaders.

THE CONVERSATIONS THAT MATTER PROGRAM

This program addresses these challenges and creates the conditions for the individuals of the Senior Executive Team (and depending upon scope, members of the extended leadership team) to:

1

Enhance the sense of being a 'Team'

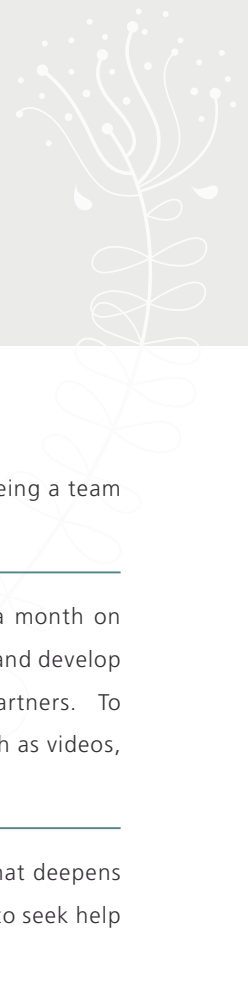
2

Build greater capacity to have deeper, more insightful, and productive conversations

3

Build greater self awareness and create opportunities for transformative personal and leadership development

Conversations are at the heart of this program. Participants learn and engage in more genuine, authentic, generous and partnership based conversations. They then have conversations encompassing this approach structured around a program of monthly learning topics.



The Conversations that Matter program rolls out through 4 stages:

STAGE 1

A half day workshop that covers the intelligence of deep, connected conversations, being a team and an overview of the program.

STAGE 2

Six months during which participants have two planned, but casual, conversations a month on scheduled topics. Through conversing on the topics they stretch their learning, impart and develop their own wisdom and deepen the connection they have with their conversation partners. To support these conversations participants are provided with topic related resources such as videos, articles, exercises, questions and suggested actions.

STAGE 3

Mid way through the program participants are guided through a reciprocity process that deepens the development of trusting relationships and creates the opportunity for participants to seek help around something they personally wish to achieve.

STAGE 4

To complete the program a half day reflection and consolidation process ensures that participants have embedded the learning for their leadership, recognise and acknowledge the positive shift in them as a team and consider their next steps.

Topics for the conversations are drawn from the field of Positive Psychology and Positive Organisational Development. They provide personal and professional learning and growth and expand into areas of research that underpin exceptional and authentic leadership. The subjects that participants converse about are recognised as central to exceptional leadership and the emergence of evolutionary organisations. Topics include:

- Willpower
- Motivation
- Grit
- Mindset
- Goals
- Mindfulness
- Curiosity
- Engagement
- Failing Well
- Strengths
- Flow
- Habits
- Savouring
- Meaning
- Job Crafting
- Purpose
- Values
- Career
- Calling
- Reciprocity
- Generosity
- Trust
- High Quality Connections
- Authenticity
- Vulnerability
- Friendship
- Civility
- Listening
- Hope
- Optimism
- Resilience
- Self Efficacy
- Personal Growth
- Wellbeing
- Happiness



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Participants report that the conversational aspect of this program is very rewarding and enjoyable. In addition it has spin offs such as:

- Stronger and more genuine interpersonal relationships
- Enhanced comfort and authenticity in sharing both professional and personal wisdom
- Higher levels of trust in each other
- The capacity to slip into deeper levels of communication than before
- Greater degrees of respect and understanding
- Empirical knowledge of the benefits of an intentional positive approach within the workplace
- Depth of identification of the Executive members as a 'team'
- Greater overall organisational strategic focus including openness to new and emerging approaches around organisational design
- A trickle down of these benefits to others in the organisation

The participants at the core of this program are the Senior Executive Team, but it can also expand to incorporate the extended leadership cohort. The nature of the program, including its flexibility and acknowledgement of the wisdom of the participants makes it ideal for senior executives, yet it comfortably incorporates varying levels of leadership skill and experience. A recommended option is that a sibling program runs parallel with this program that incorporates the Executive Assistants of the Senior Executives.

The program is ideal for organisations that have diverse and disparate divisions that hold the risk of being silo oriented, organisations that have undergone recent change, organisations that have grown rapidly or where new leaders have come into existing Executive Teams.

Designed to make the most of the 70:20:10 learning model through the relational aspect of the conversations, this is not an ordinary 'training program'. It is a transformative opportunity to create something that will have long lasting impact on the Senior Executive Team and the whole organisation.

BUILD THE ESPRIT
THE LIVELY ENGAGED STATE OF MIND
OF BEING A CONNECTED, COHESIVE EXECUTIVE
LEADERSHIP TEAM.