



Leadership

Supporting, encouraging and developing others to achieve a shared goal

GETTING STARTED Understanding emotions

STEP 0

I know how I am feeling about something

What are different emotions?

When do you feel different emotions? What causes this?

STEP 1

I know how to explain my feelings about something to my team

Why is it helpful to be able to explain your feelings to others in your teams?

What do you need to think about when you talk about your feelings?

STEP 2

I know how to recognise others' feelings about something

How can you tell how other people are feeling?

How should you react to others' feelings?



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INTERMEDIATE Managing tasks

STEP

3

I manage dividing up tasks between others in a fair way

How can you share tasks between people in a fair way?

How can you tell if there are problems with how you have divided up tasks?

STEP

4

I manage time and share resources to support completing tasks

Why is it important for a leader to be able to manage time and resources?

How can you support your team?

What could you do if things don't go to plan?

STEP

5

I manage group discussions to reach shared decisions

What do you need to do to plan a good meeting?

How do you make sure everyone has a chance to contribute their ideas?

How do you get to decisions?

STEP

6

I manage disagreements to reach shared solutions

When have you experienced disagreements that end up being helpful?

What do you think works to turn disagreements into shared solutions?



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ADVANCED Managing and supporting others

STEP
7

I recognise my own strengths and weaknesses as a leader

What are good leaders able to do?

How can we identify what strengths and weaknesses are?

What can we do about our strengths and weaknesses?

STEP
8

I recognise the strengths and weaknesses of others in my team

What sort of skills might you need to look for in your team?

How can you identify strengths and weaknesses in others?

STEP
9

I recognise the strengths and weaknesses of others in my team, and use this to allocate roles accordingly

How can we understand what we need from people carrying out particular roles?

How do we match strengths and role requirements?

What can we do if there are still gaps?

STEP
10

I support others through mentorship

What does mentorship mean?

What do you think makes mentoring work well?

STEP
11

I support others through coaching

How does coaching differ from mentoring?

What are the benefits of using a coaching approach?

STEP
12

I support others through motivating them

When do you feel more or less motivated?

What are the critical things that a leader can do to maintain motivation in their teams?



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MASTERY Adaptive leadership

STEP 13

I reflect on my own leadership style and its effect on others

What do we mean by leadership styles?

How does each leadership style affect others?

STEP 14

I reflect on my own leadership style, and build on my strengths and mitigate my weaknesses

What are the strengths and weaknesses of different leadership styles?

How can you adapt your leadership style to mitigate your weaknesses, and play to your strengths?

STEP 15

I reflect on my own leadership style, and adapt my approach according to the situation

When is each of the eight major leadership styles effective or ineffective?

How can you adapt your leadership approach to the context?