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Amplifying communication

- Enabling leader & manager led ethics & culture discussions

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Speakers

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Leader & Manager Led Discussions - Why

From...

....To



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Grappling with it together



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Leader & Manager Led Discussions - Why

"helping with the discipline of informal team discussions"

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Design approach

- Drawing from tested deliveries and existing client stories
- Ten to twenty minutes of preparation
- Five to thirty minutes team discussion
- Each has a standalone value, but also a cumulative impact
- Offering a variety of topics and styles

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Mixed formats



Stories led



Group exercises



Psychology of decision-making



Dilemma formats

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How's your multi-tasking?

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BLACK	GREEN	BLUE	GREY	PINK
ORANGE	BLUE	GREEN	BLUE	PURPLE
GREEN	GREY	ORANGE	BLUE	RED
BROWN	BLACK	BLUE	ORANGE	GREEN
PINK	GREY	GREEN	BLUE	BLACK

SAY THE COLOUR NOT THE WORD

RED	GREEN	BLUE	YELLOW	PINK
ORANGE	BLUE	GREEN	BLUE	WHITE
GREEN	YELLOW	ORANGE	BLUE	WHITE
BROWN	RED	BLUE	YELLOW	GREEN
PINK	YELLOW	GREEN	BLUE	RED


SAY THE COLOUR NOT THE WORD

Business impact


Please consider the following:

1. Where are we vulnerable to going too fast and not stopping to give ourselves time to think clearly?
2. Does our local working culture allow us to take the time to slow down when appropriate? If not how are we going to change this?
3. How are we at managing mixed or differing opinions? Do we slow down and engage our analytical thinking or do we stop thinking and jump to a conclusion/ argument?

Our experiences



GlaxoSmithKline



Leader Led Discussions - Benefits

Advantages for managers:

- Supporting own knowledge and leadership development
- Easy to fit into working schedule
- High impact, pertinent discussions to bring to team meetings
- Compliance and ethics in the normal course of business
- Team development/relationship building

Advantages for Ethics & Compliance:

- Distributing delivery responsibility
- Increasing retention and sense of responsibility within operating teams
- Minimising business disruption
- Building high numbers of manager advocates
- E&C enabling managers to be the "carriers of culture"

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Leader Led Discussions - Challenges

- First exposure and access
- Tracking and feedback, without stifling authentic discussions
- Cultural mix within examples
- Increasing delivery support (podcasts, videos)
- Labeling and increasing cross functional input
- Deliberately a slow burn

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Questions?

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THANK YOU

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Candid · Creative · Collaborative
