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

Grappling with it together

GSK
GlaxoSmithKline

Volvo

BP

Spectris

Rolls Royce

CooperVision

Porsche

Airbus

Serco
Leader & Manager Led Discussions - Why

“helping with the discipline of informal team discussions”

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
Mixed formats

Stories led

Group exercises

Psychology of decision-making

Dilemma formats

How’s your multi-tasking?
SAY THE COLOUR NOT THE WORD

BLACK ORANGE GREEN BLUE GREY BLACK
ORANGE BLACK GREY GREEN BLUE
GREEN BLUE ORANGE BLUE GREEN
BROWN BLACK GREY GREY BLUE
BLUE ORANGE BLUE GREEN
PINK GREY BLUE BLACK

SAY THE COLOUR NOT THE WORD

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

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
Questions?

THANK YOU
Candid · Creative · Collaborative