

Stepping up to Management & Leadership Development Programme

WELCOME TO THE KICKOFF SESSION







**75% of people left
their roles because of
their direct manager**

Agenda

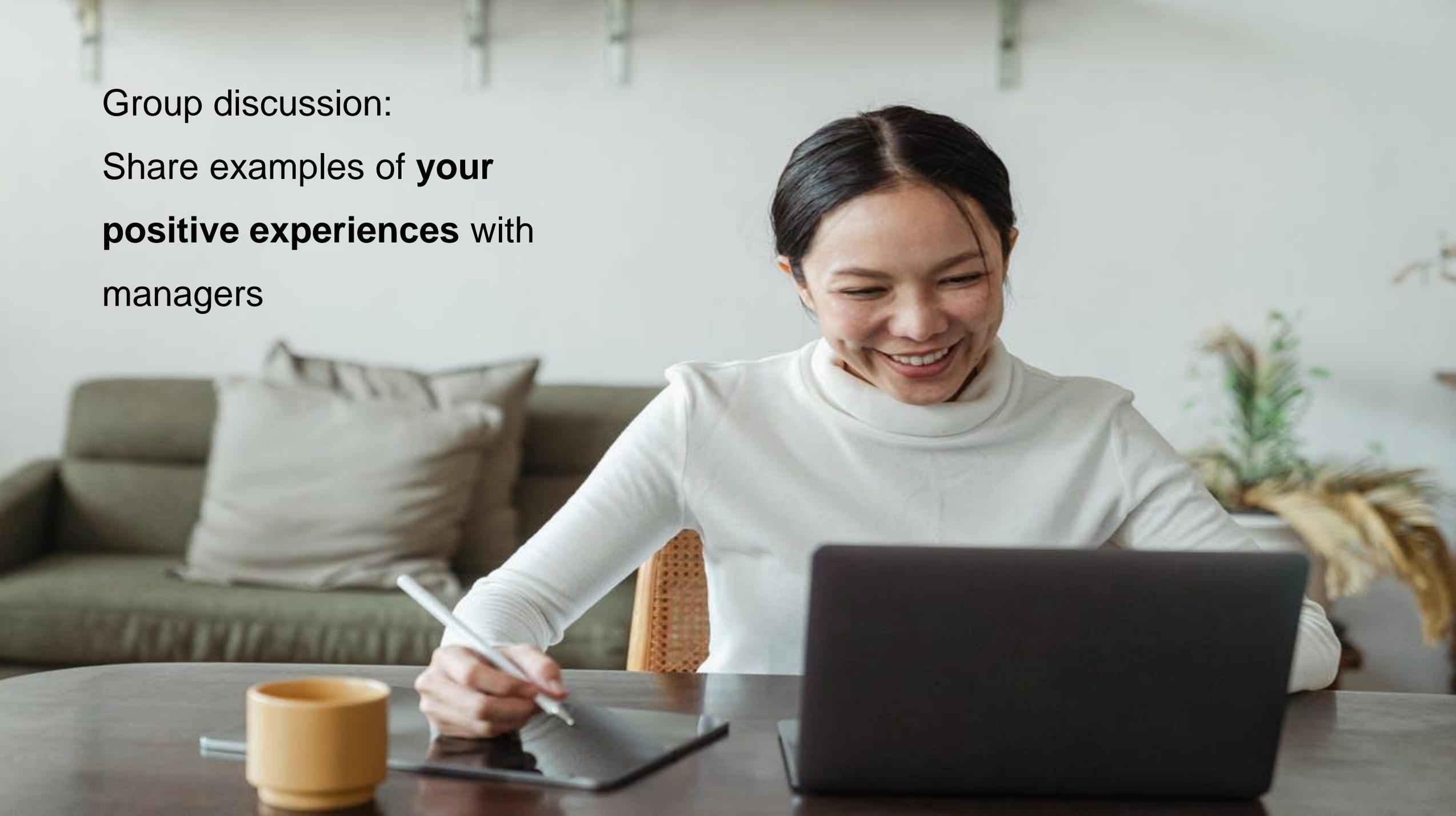
- Welcome, agenda, outcomes
- Why it's important to develop management skills
- Understanding the programme
- Break
- How to learn
- Key documents and support
- Reflection time
- Close



Welcome
to your team
within a team



Group discussion:
Share examples of **your
positive experiences** with
managers



Why do you think you should be developing your management skills?



Breakout groups:

- Group 1 – Benefits to the company
- Group 2 – Benefits to the manager
- Group 3 – Benefits to the employee





Understanding the Programme

Goal: To create **authentic managers** who **inspire, empower** and develop **successful teams** to achieve Morgan Sindall Infrastructure's **business goals and objectives**



By the end of the programme learners will be able to:

- Trust and empower employees to achieve
- Listen effectively and with empathy
- Recognise & value individuals' strengths and seek to inspire continued self-development
- Create a working collaboratively culture within teams.
- Create an environment of psychological safety to enable people to speak up
- Inspire and engage people toward a vision, goal and purpose
- Be their authentic self and 'Walk their why.'

Stepping up to Management & Leadership Programme

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Description

Delegates Programme Overview

In today's environment of change, successful managing means moving away from a 'one size fits all' approach to providing a team with direction, motivation and individual support.

The most successful leaders and managers take time to listen to the needs of the individual's team member. They are emotionally intelligent, they understand themselves, and they understand others. They work to create a safe environment where every voice counts.

The Stepping up to Management and Leadership programme will support you to become the managers you want to be. Over the next 24 weeks, you will learn new skills and techniques to support you on your journey. You will also have the opportunity to



● **Completed**

Supporting files

[Morgan Sindall Infrastructure - Cohort 1.pdf](#)

[PROGRAMME OVERVIEW.Stepping up to the Management](#)



How to Learn





10

Formal
Learning

20

Non-Formal
Learning

70

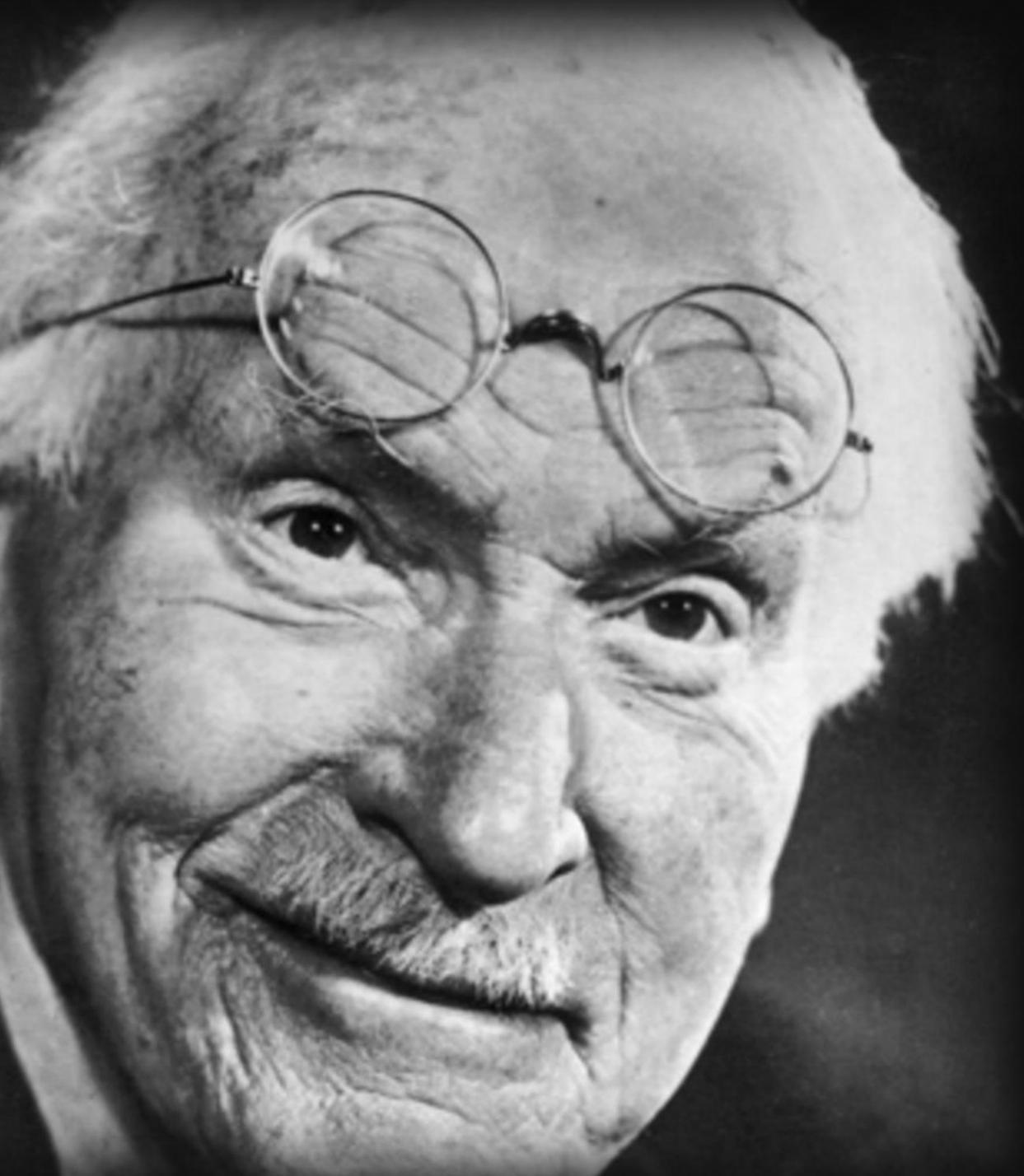
Informal
Learning



Your Insights Discovery Style

Why explore your style?

- Understand Yourself: what is it about you, that's unique?
- Understand Others: explore and leverage the diversity in your organisation
- Adapt and Connect: strategise how to use this information to create better internal and external working relationships
- Take Action: towards self development, team development and leadership development...



- **Wisdom accepts that all things have two sides.”**

- **Carl Jung**

Perception

You will see the world differently from the way other people see it.





Perception and Connecting with Others

- To connect with others, we should try to see their perspective
- As a team, we're all heading in the same direction, but sometimes we carry different maps
- Insights Discovery is the common map that we can all share
- Insights Discovery is all about adapting and connecting to each other, to exchange useful information, as effectively as possible

Insights Discovery Colour Energies



cheerful reflective concise challenging caring assertive
enthusiastic determined firm factual well-argued reliable
accommodating objective active steady fun sensitive
accurate tactful driving constant structured harmonious
strong-willed purposeful convincing cautious calculating amenable
persuasive patient influencing diplomatic logical sociable
outgoing courageous co-operative forceful conventional optimistic
mobile friendly stable consistent decisive correct
loyal calm daring analytical engaging exact
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The Four Insights Colour Energies



Cool Blue

**Showing no bias,
Objective, Detached**



Earth Green

**Still, Tranquil,
Calming, Soothing**



Sunshine Yellow

**Cheerful, Uplifting,
Spirited, Buoyant**

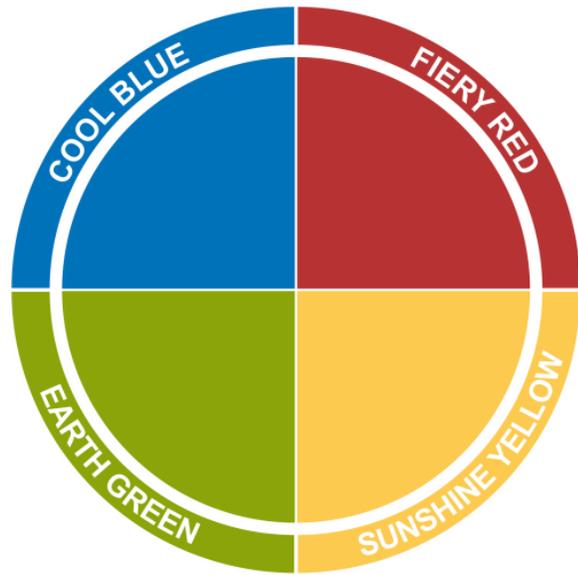


Fiery Red

**Positive, Affirmative,
Bold, Assertive**

Your Colour Mix





We each have **all four** colour energies within us. It is the **combination** of the four energies that creates the unique

YOU

The Jungian Preferences

Dr. Carl Jung was a Swiss doctor and one of the 20th century's greatest psychologists. He was interested in our nature, specifically:

- How we are oriented to our environment
- How we make decisions
- How we interpret information

Jungian Preferences and the Colour Energies

Your 'Attitude'

Introversion

Quiet

Observant

Inwardly focused

Depth focused

Intimate

Reserved

Reflective

Thoughtful

Cautious



Extraversion

Talkative

Involved

Outwardly focused

Breadth focused

Gregarious

Flamboyant

Action oriented

Outspoken

Bold

Jungian Preferences and the Colour Energies

Your 'Decision Making' Functions

Thinking

Formal

Impersonal

Analytical

Detached

Objective

Strong-minded

Competitive

Particular

Task focused



Feeling

Informal

Personal

Illogical

Involved

Subjective

Flexible

Accommodating

Ambivalent

Relationship focused

When you see the next slide, write down what is there for you.



What was there for you?

Sensation (S)

- Horse
- Sun
- Grass
- Orange

Intuition (N)

- Friendship
- Open space
- Freedom

Jungian Preferences and the Colour Energies

Your 'Perceiving' Functions

Sensation

Specific



Present-oriented



Realistic



Consistent



Down-to-earth



Practical



Precise



Factual



Step-by-step



Intuition

Global

Future-oriented

Imaginative

Unpredictable

Blue-sky

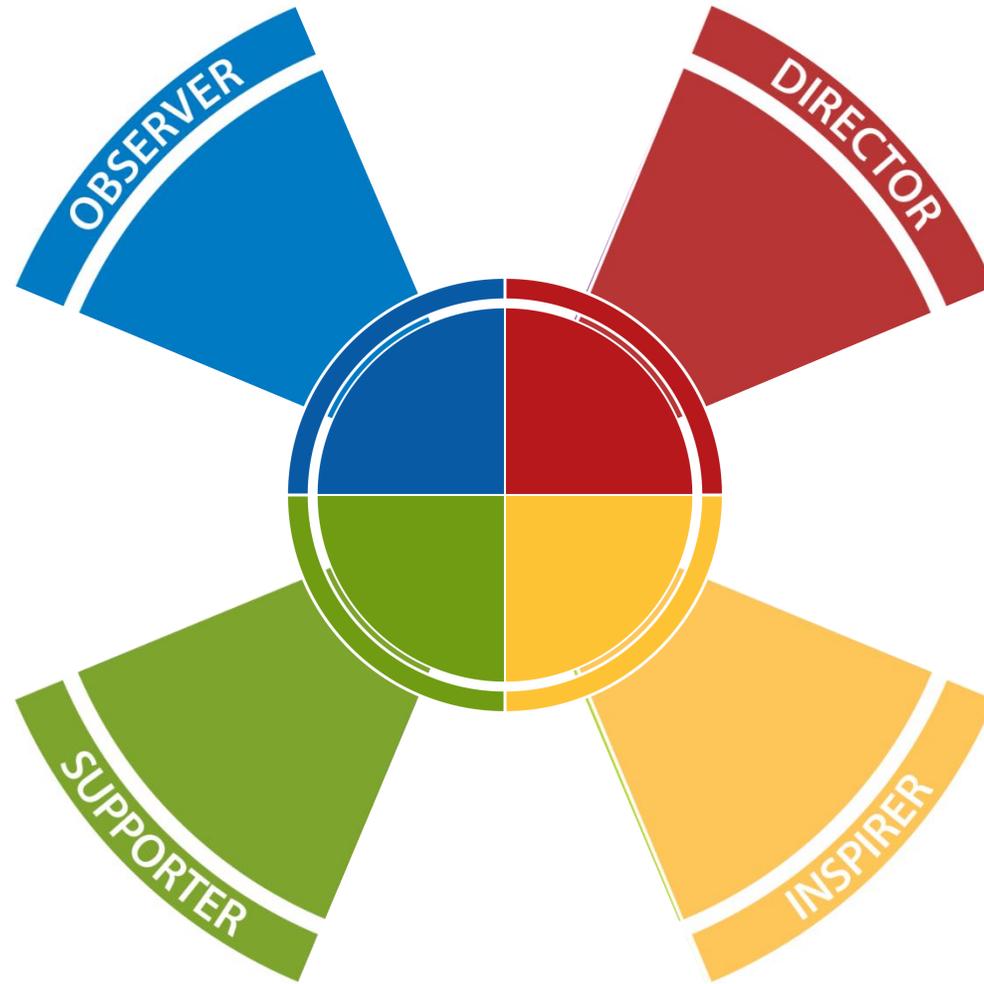
Conceptual

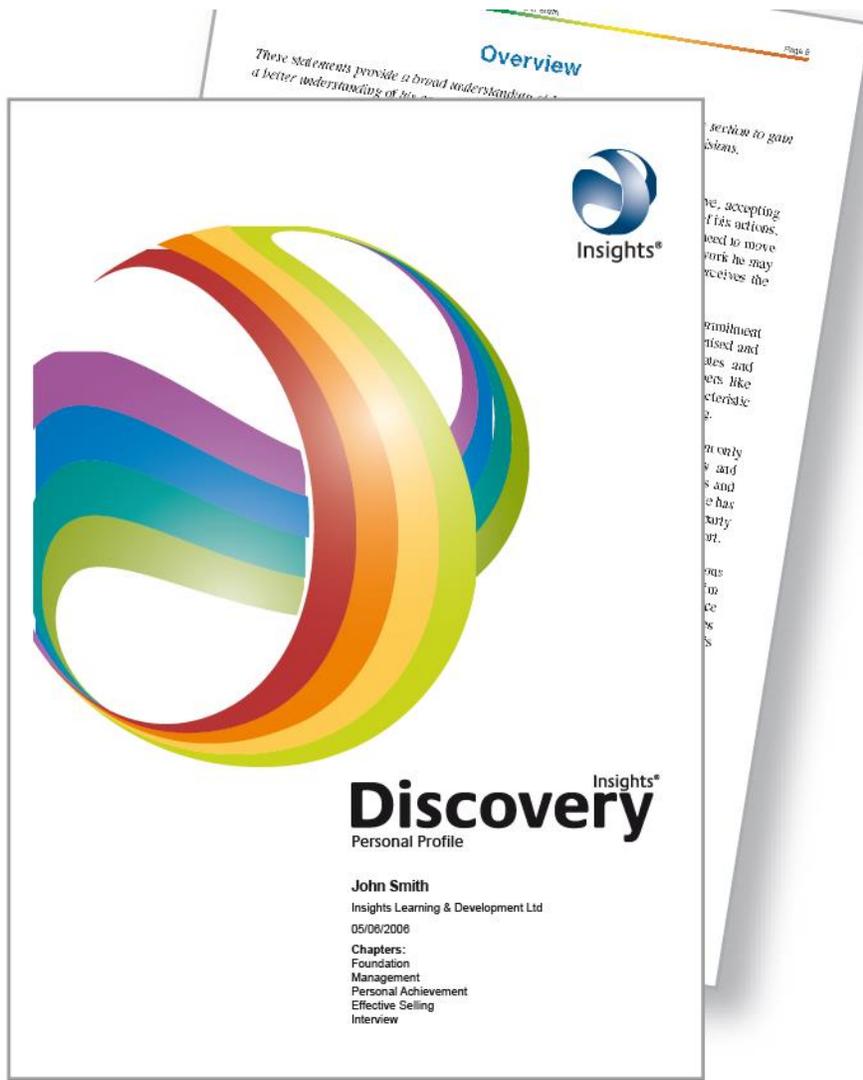
General

Abstract

Spontaneous

The Eight Types



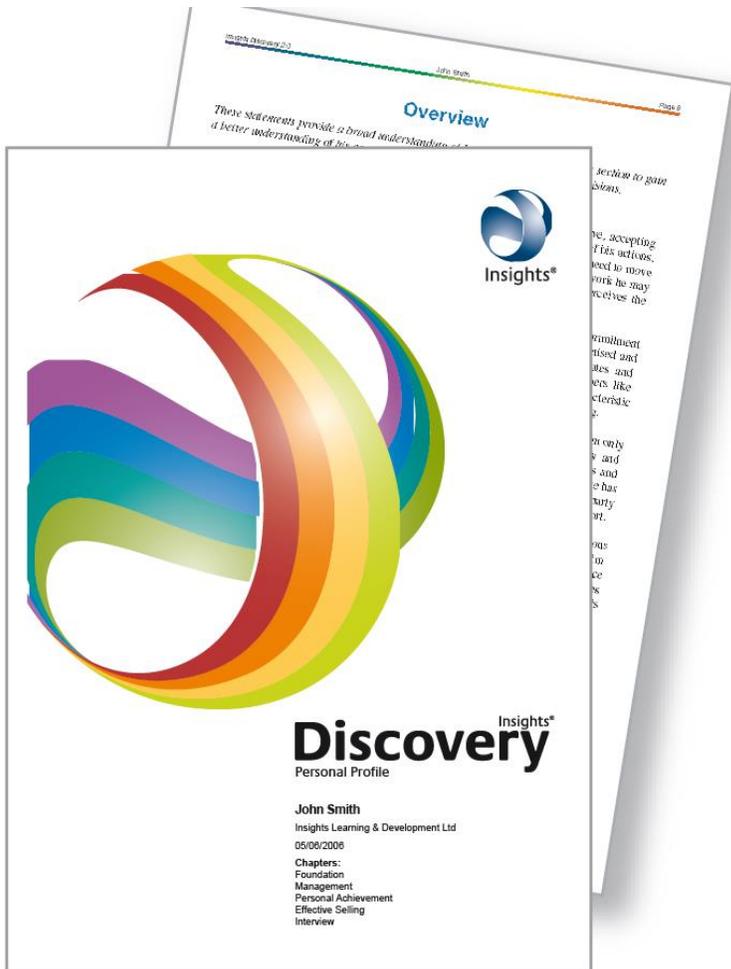


Your Insights Discovery Personal Profile

Insights Discovery Personal Profile

- Overview of your personal style
- Interacting with others
- Decision making
- Key strengths and weaknesses
- Value to the team
- Communication – effective and barriers
- Possible blind spots
- Opposite Types
- Suggestions for development

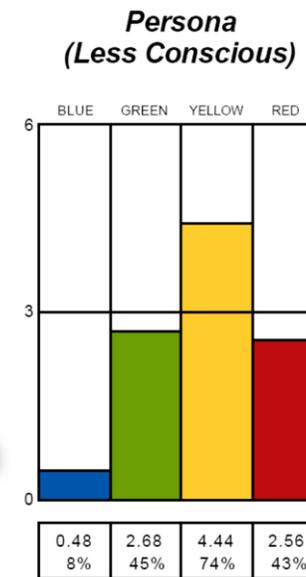
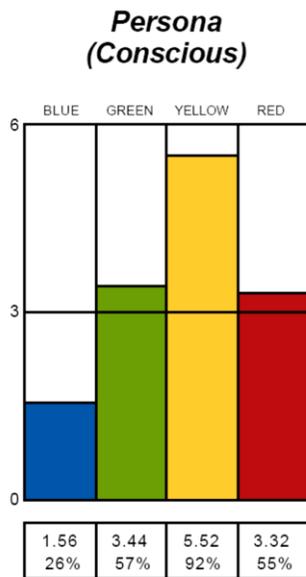




Face Validity

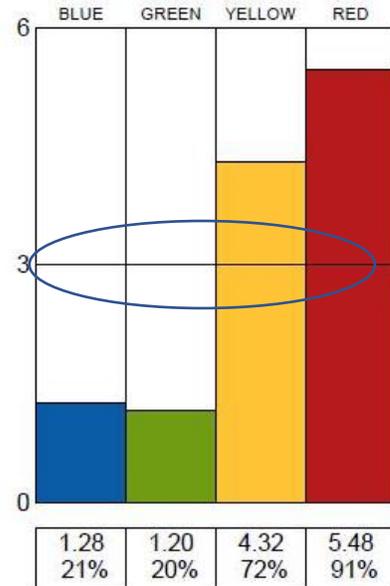
- **Graph I – Conscious Persona**
- More prepared self; your intentional self
- Like a selfie photograph of you

- **Graph II – Less Conscious Persona**
- More instinctive self
- Shows up when relaxed or under stress
- Like a candid photograph

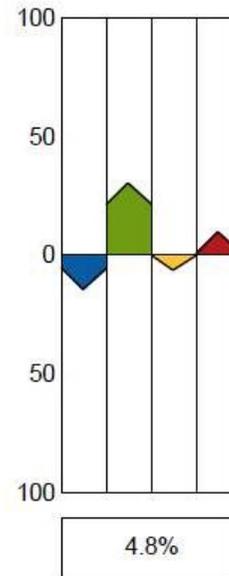


- The **direct** responses to the evaluator
- Your **intentional** self. Combines who you want to be, who you need to be, and who you believe others want you to be
- How you might **“ACT”**

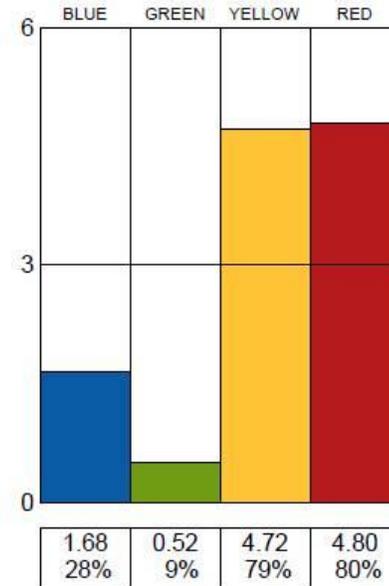
**Persona
(Conscious)**



**Preference
Flow**



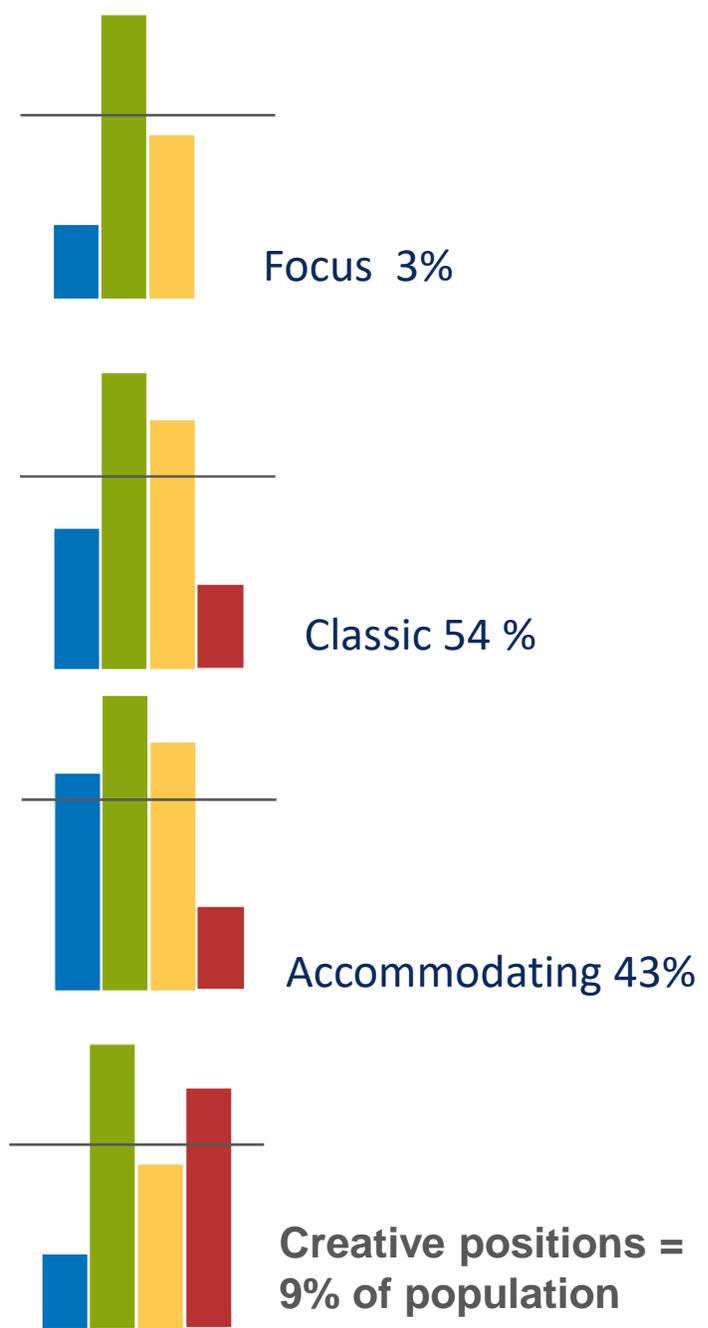
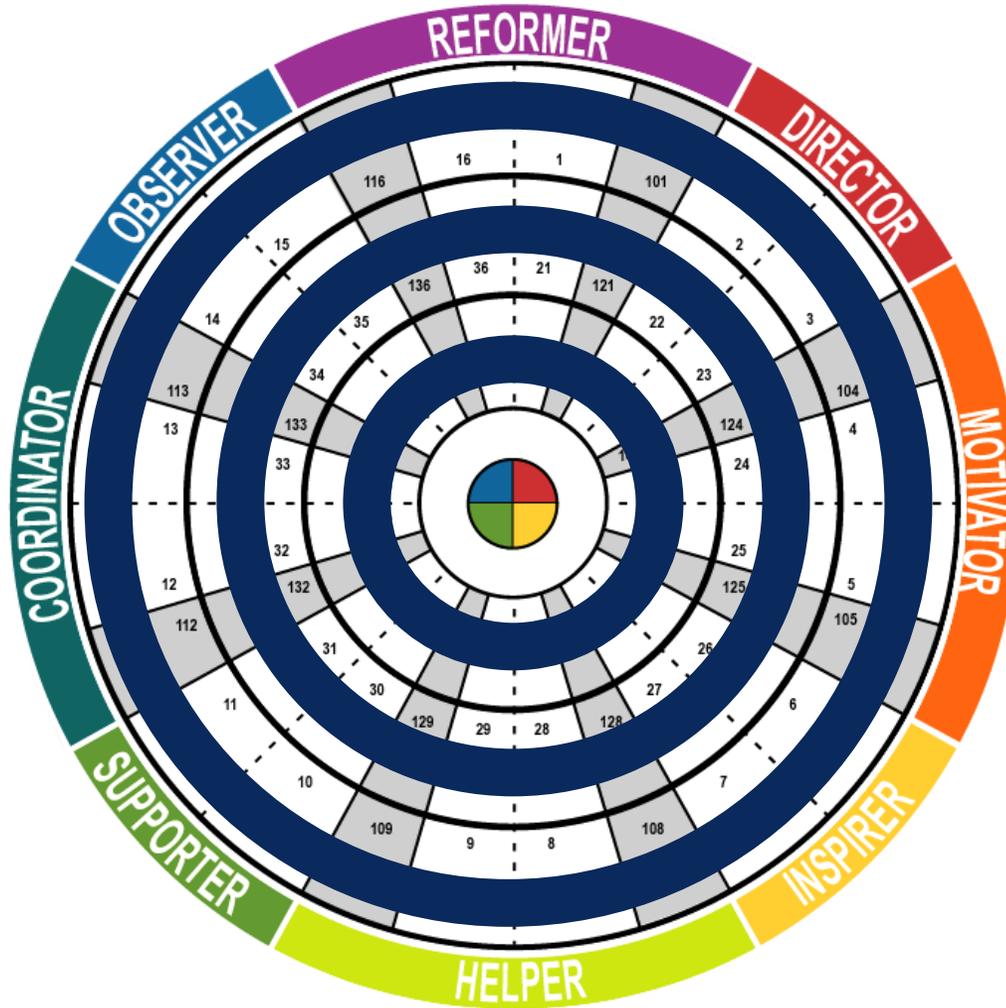
**Persona
(Less Conscious)**



- The **indirect** responses to the evaluator
- Suggests your more **instinctive** behaviour
- Highlights possible blind spots
- How you might **“REACT”**

- Measures energy flow from Less Conscious to Conscious Graph
- Highlights which colour energy you are putting effort into or suppressing

The Insights Discovery Wheel



Colourful Statements



A close-up photograph of a person's hand holding a silver pen and writing in a blue notebook. The background is softly blurred, showing a yellow curtain and a window with light streaming in. The text "In-between activities" is overlaid in white on the right side of the image.

**In-between
activities**



Personal Objectives

What are your goals for the programme?

- Think about **your aims and objectives** from this programme.
- **What will success look like know how will you know you've achieved it.**
- When we come back to the next session, you'll need to be able to **share your objectives.**

Feedback Poll



Thank you!