



Paraplanner Assembly

What kind of paraglanning leader could I be?

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Reflecting on what got you here today...



Agenda

1.

Leadership at a glance

2.

Reflecting on what led you here

3.

What's in your leadership mocktail?

4.

Tackling conversations with confidence

5.

Reflections

6.

Close

Leadership buzzwords!

Research tells us some interesting things....

- When looking at skills and behaviours for leaders in today's world, we hear about...
 - Authenticity
 - Inclusivity
 - Emotional intelligence
 - Empathy
 - Agility
- The discussion of terms like manager vs leader is still prominent – *what is the difference?*
- Clarity is key – *what is expected of leaders and managers in your organisation?*

Your journey to date...

...you'll have learned a lot!

- Imagine someone that you admire...
 - What is it about them you admire?
 - What skills, qualities or behaviours do they display?
 - What did they do to get you to see them as a leader?
- Now think about the other side of it....we've all had experiences that we don't want a repeat of...
 - What can you learn from that?
 - What kind of leader do you **not** want to be?





For this next section, I want you to imagine....

Say cheese!

Get yourself in front of the camera!

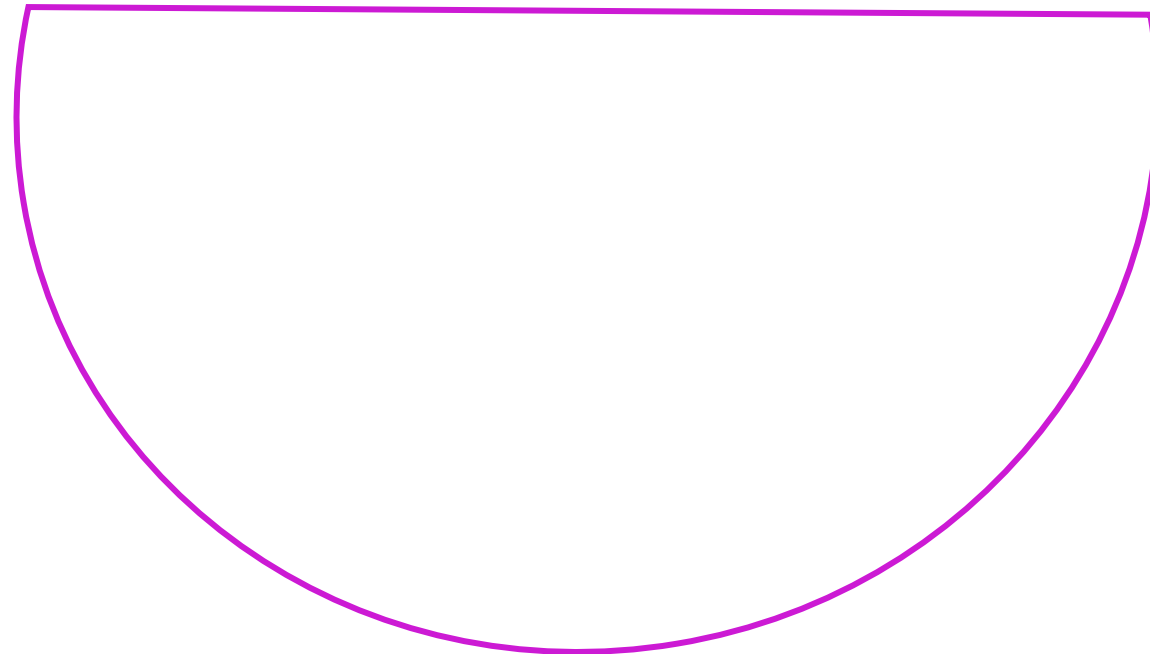
Consider the questions 'Why would anyone want to be managed by me?'

Record your answer! Whether that's a video or audio recording, that's up to you – as long as you **say it out loud!**

Keep a hold of the recording and save it somewhere – the key thing here is to review it again in 3 months, 6 months....whatever feels natural.

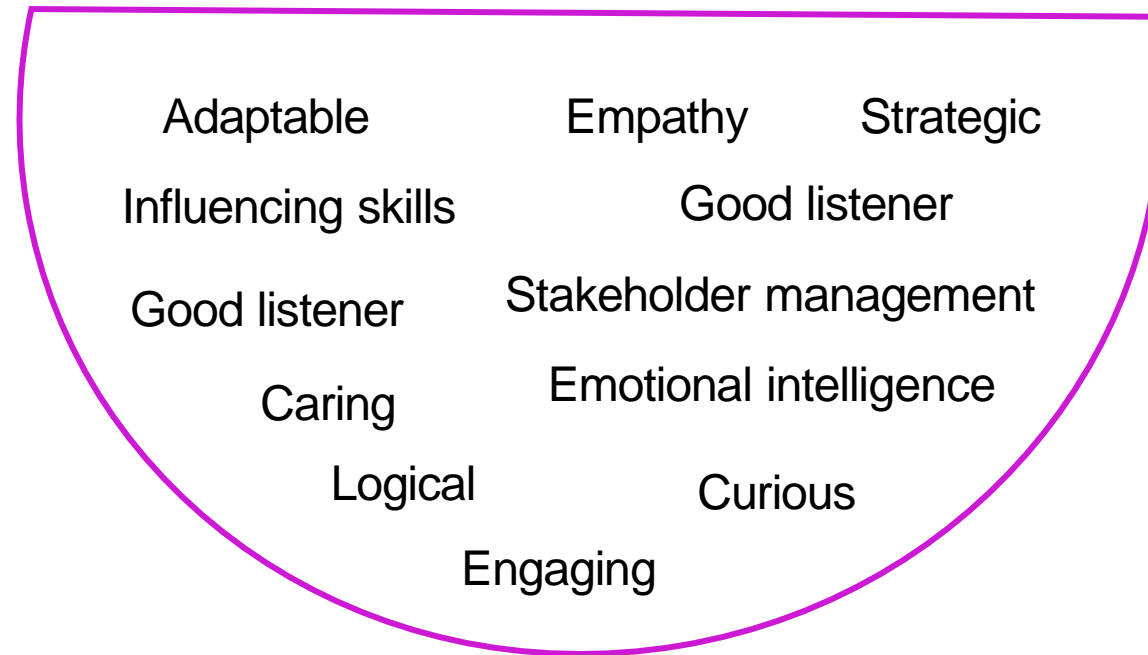
Something that might help you answer that question...

....think about yourself as a mocktail...



Something that might help you answer that question...

....think about yourself as a mocktail...



All of this shows the power of feedback!

It's a good time to get comfortable with feedback about yourself – about who you are and the skills, qualities and behaviours you display.

Some top tips on approaching key trusted stakeholders for feedback:

- Tell them *why* it's important you get the feedback and why you've chosen them

- Ask specific questions

- Ask for both strengths and development areas

Think carefully about who to ask and your relationship to them – who are the people in your network that you trust?



So, you know what leadership qualities you have.....

Now let's think about taking the leap into your new leadership role...

What would you want to do in your first 30 days?

How would you set yourself up for success?

What help would you enlist?

What would you do to get to know your team?

What goals are important for your first month?



Going into conversations with confidence



What do you think the magic ingredients are...

....for a great conversation?

If you had to pick the top 3 ingredients, what would they be?

So, what happens if those ingredients are missing?

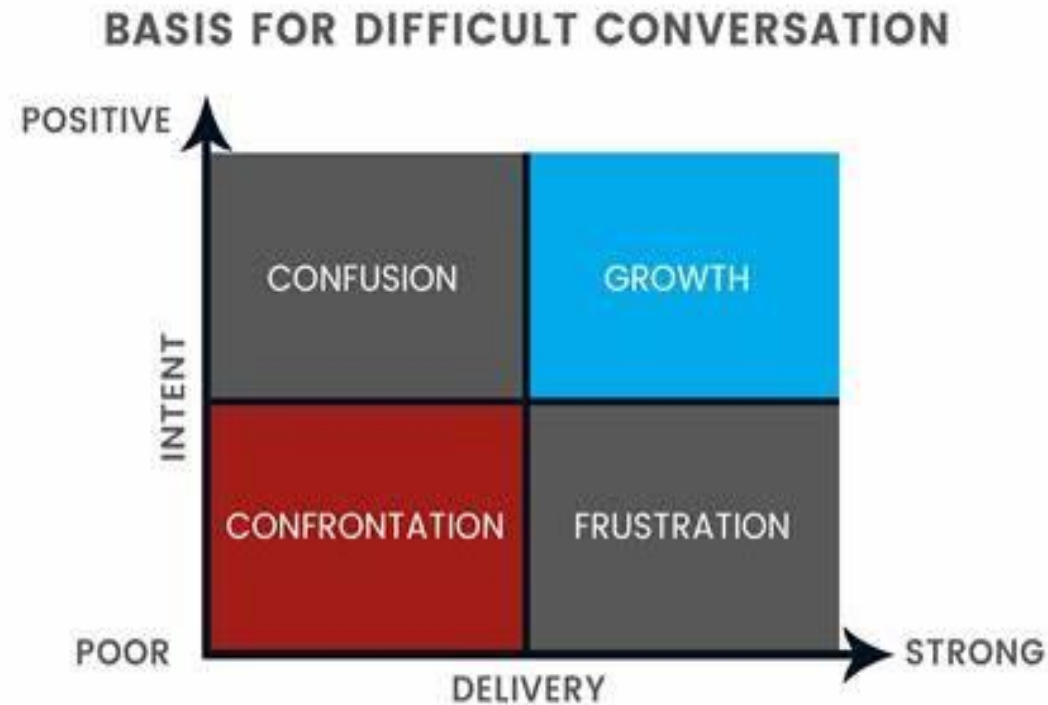
How do you rate yourself on those things?
How well do you currently do them?

How can you go into your next conversations with an eye on these ingredients and how well they are contributing to the conversation?



Now we know 'difficult' conversations are always at the front of our minds

But let's take some time to think about intent vs delivery and how that can help us...





Time to close

So, now what?

A reminder of key things to take away

- Reflecting on how your experience to date can influence you moving forward
- Do your video/audio recording of 'why me?'
- Draw your own leadership mocktail
- Consider that first 30 day plan
- Make a plan to ask for feedback
- Think about how you approach conversations in your day to day – what can you do more or less of?
- Turn it all into a development plan with key focus areas – and remember to ask for help!





Key reading and resources

For you to review

- Book - Why should anyone be led by you by Rob Goffee and Gareth Jones
- Book - The First 90 Days by Michael D Watkins
- Book - Wolfpack by Abby Wombach (a personal favourite of Sarah's!)
- [10 Ways to have a better conversation](#) – Celeste Headlee
- [The Power of Vulnerability](#) – Brene Brown
- A personal favourite of Sarah's is discovering leadership coaches on social media! If that's your thing, check out:
 - @leadershipheather
 - @katewaterfallhill
 - @vincentsanderson
- Podcast – [Eat Sleep Work Repeat](#) with Bruce Daisley

Thank you for
coming along!





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