

Welcome: Manuplex! 😊 ①

- Invest in leaders
- long-term development
- See you in 2024

Favourite leader?

Rob: Stated (RS)

- Driven, communicator, empathetic,
① Supportive!

- Cecil: ② Work ethic, come from nothing!

- Martin: ③ Enjoy work,
Trust, Support, Same goals

- Paul: ^{by 95} Tenacious, 2-way give-take
"Have your back"

- Andy: Empowers, promotes
- Train up!

+

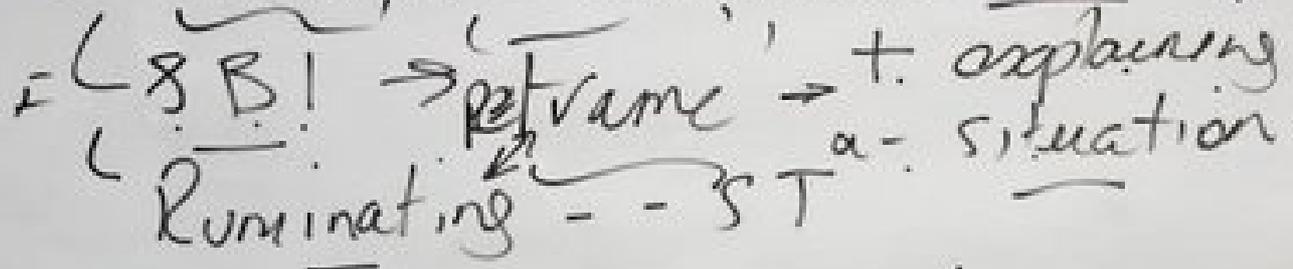
②



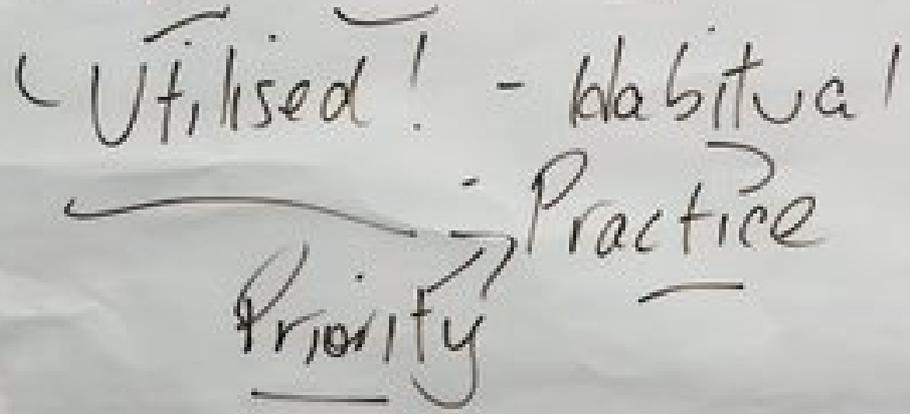
Expectations

* Bird profiles *

Constructive Conversations



Different views of leadership



Why:

• Rewarded

Valued
4

I believe:

- Competition, challenges, 'learning'
- Quality team - Empowering

Common Goals

- A workplace - innovation, respect, empowerment

↓ HERO

- TRUST - Beliefs, Values

Consistency of Action (Never ask, R I won't)

5 of Standards
Leading key org



H
uc
Abstractly

Problem Solving
Intense, Bugin
Inclusive
Friendships

Reactive

Responsive

Getting invested in process is valued, enjoyable - push outcome

Direct Outgoing Optimistic Team Player Detailed

Bird Style

6

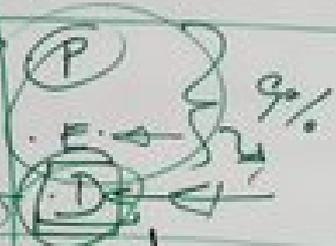
B

~~Social~~ ~~Self~~ ~~US~~
 Eagle
 Owl

~~Self~~ ~~Social~~ P
 Direct
 Detail
 Parrot
 Dove

G

Diversity



Energetic reflection
 Goal Orient. of our
 Fish leader S

R

E
 P
 D
 Role
 Matt

25% Owl
 Direct / clarity
 50% 40% 10% 40%

Confidence +
 Trust

Earned

Glean - depth
 (Guarded)

50% 50% 100%

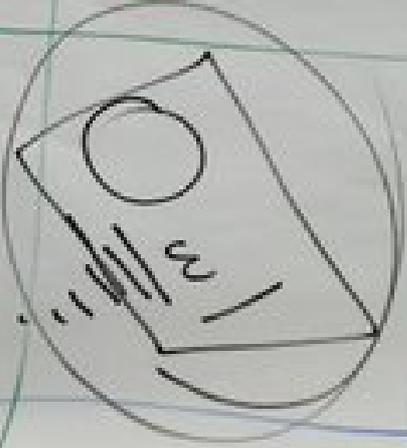
Easy Results
 Fun (Tranched Time imp.)
 Snowboard

S

P
 Owl

Direct / Avoid
 Eye for detail
 31% 60% 55% 70%

K



Process
 What's in
 40% Range

Matt

Glean

Ideas for Future

⑦

- Constructive
Const.

- BC.

- DISC

- PLAN) TIME



⑤

3.47

C
|
V
|
S
|

M
Systems

vs

(8)

Leadership

(E)
O

P.P.D

BA D
BAGH

Clear Process

People

Items Address Agenda

- Cardinal sin of leadership

Shawn

Recognize
Expect

React
Respond

accept

System
to
Output

11
12
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49
50

100%

9.1 Language

9

LOW &
SLOW

No
Choice

ITKT
UNW
DWT

38%

55%

Voice

BL

Rapport

Like
no



Challenge



10

Interested,
not interesting

Listen! ②

Asking! ①

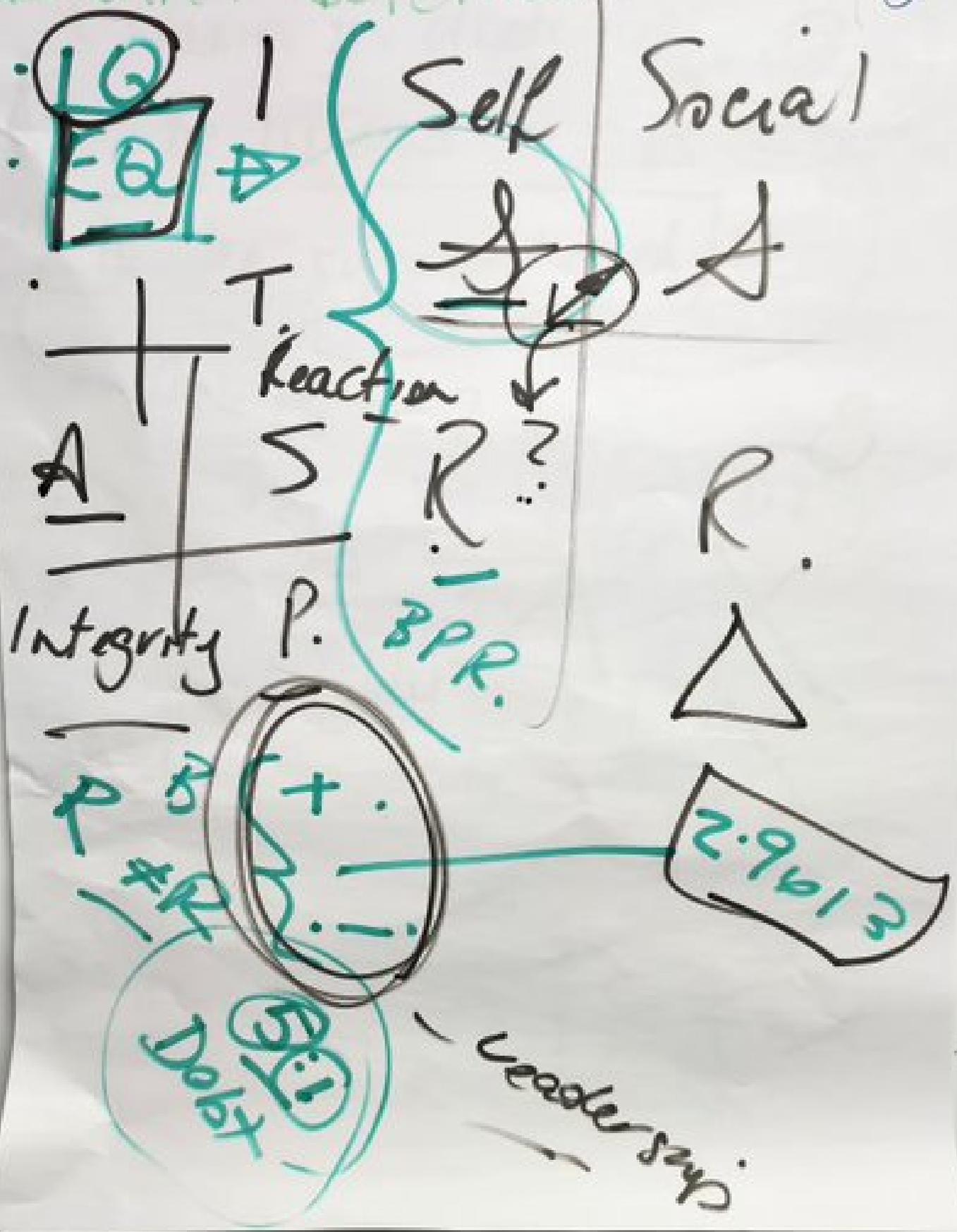
"Ask not tell"

?

②

Daniel Goleman

(11)



Bad leaders

" Remain in dialogue
? · Be listened to · Δ



- to be supported

Ask

Reaffirm

Styles ~~Grant~~

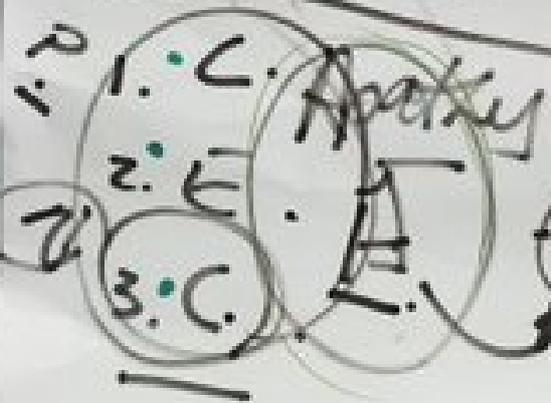
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20/31

Accountability

- Sell benefits

Sympathy

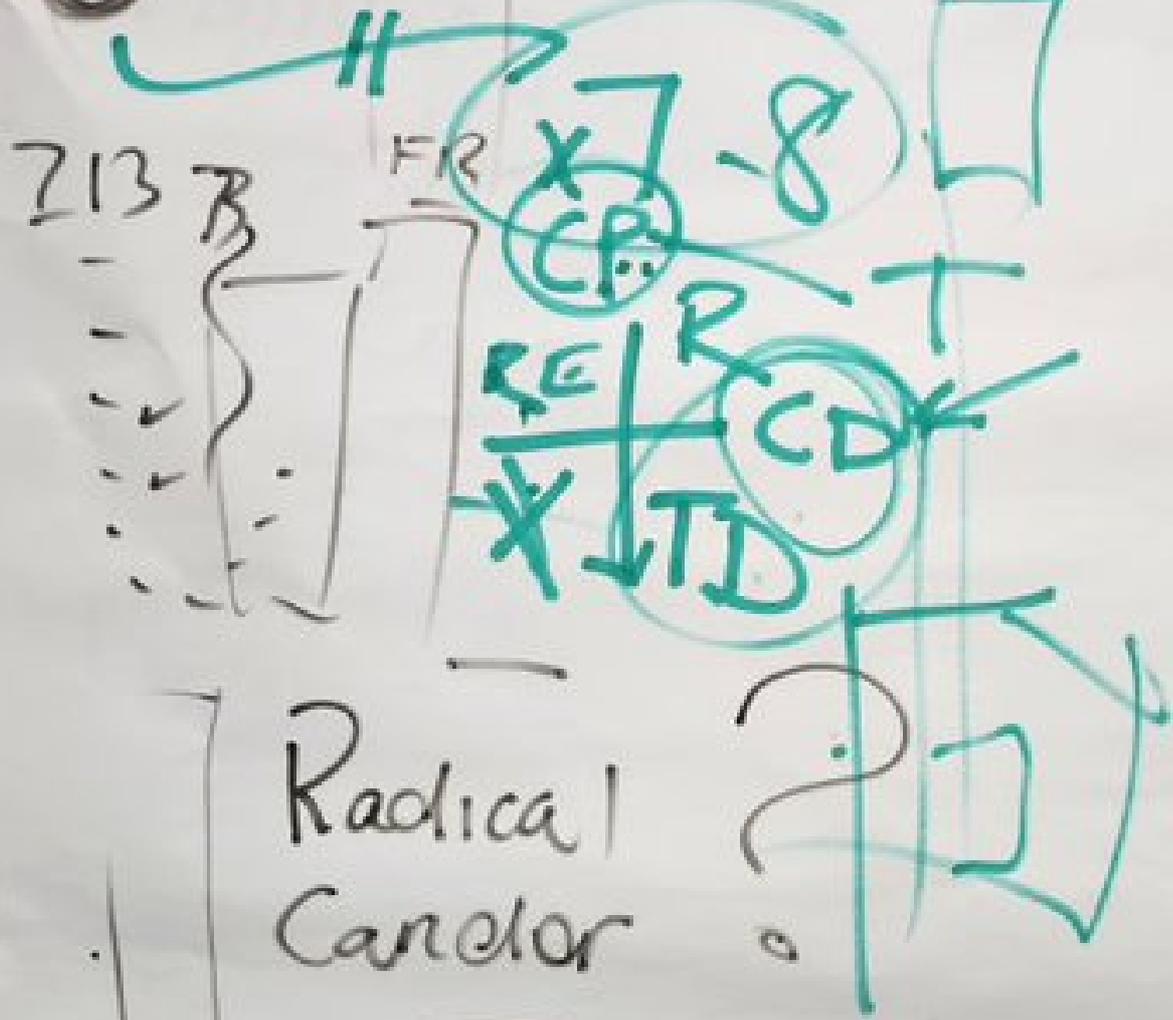


S
E

B

F G

SRE COIN 13



Radical
Cancer

Kim Scott

1 word:

14

- Informative
 - Inspiring
 - Refreshing
 - Ahh - Empowering
 - Thought-provoking
 - Fun
- 3