

DISCOVERING LEADERSHIP SESSION 2: COMMUNICATION AND INSIGHTS

Insights

- Identifying why self-awareness and perception is important in leadership.
- Being an effective leader begins with YOU:



Being self-aware



Being aware of the impact you have on others



Knowing what really matters to you



Behaving in alignment with your core purpose and values



Expressing yourself authentically

Connection

- If relationships are like a connecting bridge, how do we ensure we meet in the middle, and avoid a tug of war from one side to the other?
- You know when you just meet someone and connect? How is that? What's the opposite like?
- Who do you need to connect more with? Write down the name of someone in your life who you would like to improve your relationship with.

Perception

- How would you define perception? Can we change our perceptions?
- No right or wrong way of seeing things, just different viewpoints. All see the world through our own personal filter. Uniquely coloured by what we know, believe and our past.
- Going to look at how our perceptions help us uncover our personal, maybe unconscious bias.

Individual colour energies

Earth Green	Fiery Red	Sunshine Yellow	Cool Blue
View the world through what they value and what is important to them	Have a strong determination that influences those they interact with	Radiate enthusiasm and encourage participation	Maintain a detached and objective standpoint
Prefer democratic approaches that respect the individual	Approach others in a direct and straightforward manner	Have a desire to be involved	Like information to be accurate and complete before proceeding
Seek harmony and depth in relationships	Are single-minded and determined in their focus on results	Approach others in a persuasive, engaging and inviting manner	Value independence and intellect

- All four colour energies are equally positive and bring strengths to an individual and a team. All four colour energy strengths can be overextended and turn into weaknesses.
- What was your top colour preference?
- Do you recognise these traits in yourself and others?

Leadership colour energies

Earth Green	Fiery Red	Sunshine Yellow	Cool Blue
Are helpful and supportive	Are direct and to the point	Are enthusiastic, engaging, encouraging and appreciative	Are thoughtful and take a considered approach
Are careful not to overuse their authority	Quickly establish the pros and cons of a particular course of action	Imagine “what could be”	Use sound rationale and logical reasoning for making assessments and decisions
Rely on personal and subjective criteria, e.g., values, opinions, and beliefs	Demonstrate a sense of urgency	Enjoy stimulating group discussion	Give others time to think through issues before coming to a conclusion

- It is about dialling up or down aspects of our leadership / communication preferences.

Final reflections

- We each have all four colour energies within us; it is the combination of the four energies that creates the unique YOU.
- Every time you meet someone you have the opportunity to practise your skill of recognising and adapting to their colour energies.
- What considerations might we make in interactions with each colour?
- What challenges might we face leading each colour?

Next session

Understanding the challenge – 18th May. If you can't make it let us know.

Any questions or concerns about the programme please contact leadership@diabetes.org.uk