



Leading from the ground up



For new or renewing leaders

Module: Transition into a new leadership role

Conversation guide

1. Supervisor history: Think of your first supervisor in the paid workforce. How have they influenced the way you supervise? Was the experience of their supervision positive or negative? What would you do the same or differently?

2. Emotional journey: Who will you rely on for support during emotional down times?

3. Organisational values: Look at your organisational values and the direction the executive team are taking the organisation. What do they tell you about how you would lead your team?

4. Key network members: Acting in isolation is toxic to effective leadership. Who are the key people you need to foster good relationships with if you are to perform well as a leaders?



5. Reliable information: Everyone has a view about things. How will you decide who's input is reliable? Who are these people and what is it they do that gives you confidence in their input?

6. Workplace set up: How will you use/design your space so you can have confidential conversations with team members or stakeholders?

7. Business status: You are leading as specific part of the organisation. How would you assess its current status? What does this tell you about your short term and long term priorities?

8. Learning path: What were the things you already knew that you could successfully apply to your new role? What is it you still need to learn about your role and the issues/opportunities in front of your team? What strategies and activities can you adopt to help you learn and find ways to help your team flourish?



Additional Notes

