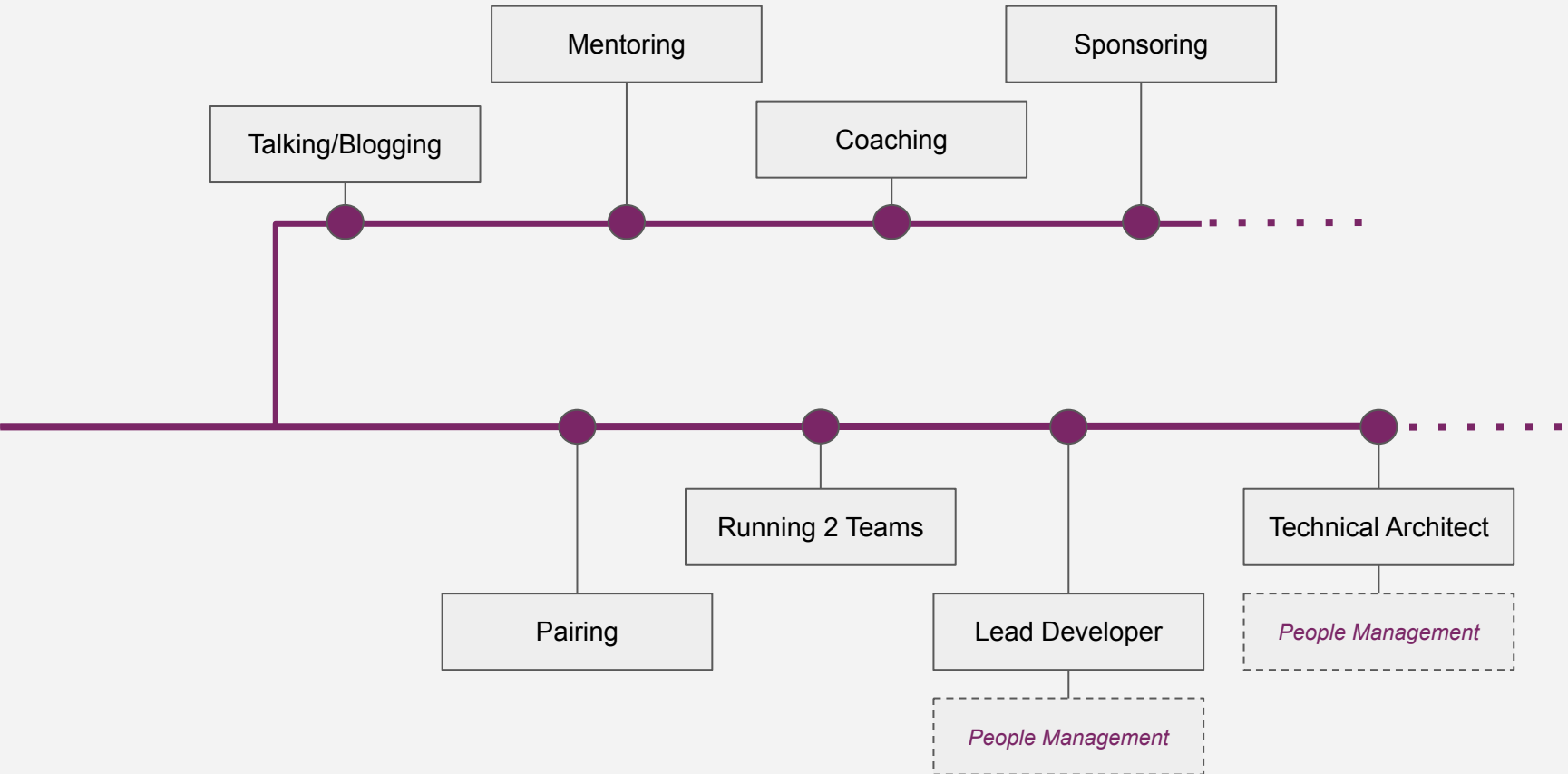


# Learning Leadership

Jessica White

# My Journey So Far



Polls.

# Common themes

# Mentoring / Coaching / Sponsoring

# Mentoring

- *Mentor normally has experience the mentee wants to gain or learn from*
- *Can be very structured and action based*
- *Trust is important.*

# Coaching

- *Coach may not need related experience*
- *More focus on helping guide rather than instruct*
- *Trust is important.*

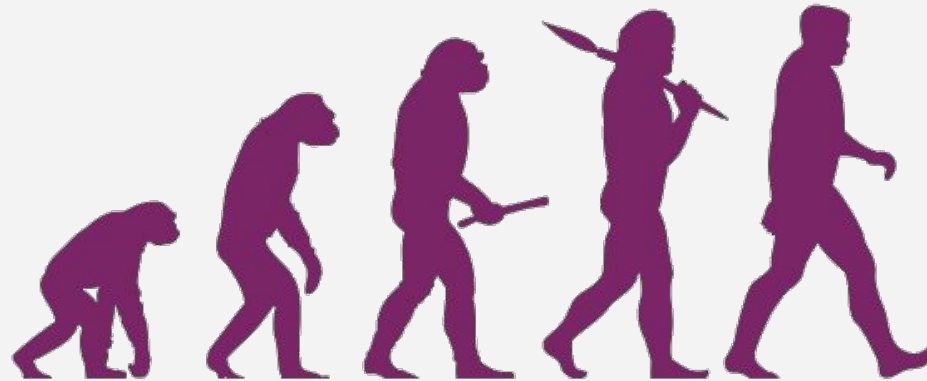




# Sponsorship

*Promoting talent and  
providing opportunities  
for others*

# How are these related



# Management

# Management

- *Can include elements of coach, mentor and sponsor depending on style*
- *Relates to business needs*
- *Ensure you are a support and not a therapist*

# People and Technical Leadership

# Overlap

- *Tech is lead by people*
- *Both have business concerns*

# Leadership Methods

# Leadership Methods

- *Leading by example*
- *Scientific Methods*
- *Gaining trust*
- *Removing Silos*



# Leadership Methods



# Leadership Methods

## Goals

- What do you want?
- SMART goals

## Reality

- What blockers would stop them being achieved?
- Identify strengths to help achieve the goal.

## Options

- Possibilities of what you can do to the achieve goals
- How others may have an effect on these options

## Will

- What are your first actions?
- How realistic do you think it is that you will do these actions?

# Listen and research

- *Keep learning*
- *Consider others opinion*
- *Research own assumptions*

# Business cases and options

- *KPIs*
- *People/Operational*
- *Cost*
- *Maintainability*

# Scaling leadership

*Teaching leadership to enable  
others to influence and develop.*

# Teaching Leadership

# Encouraging Collaboration

*Pairing in teams, across  
disciplines, knowledge sharing*

# Pairing through leadership

*Observe and feedback. Leadership is a skill and needs training.*

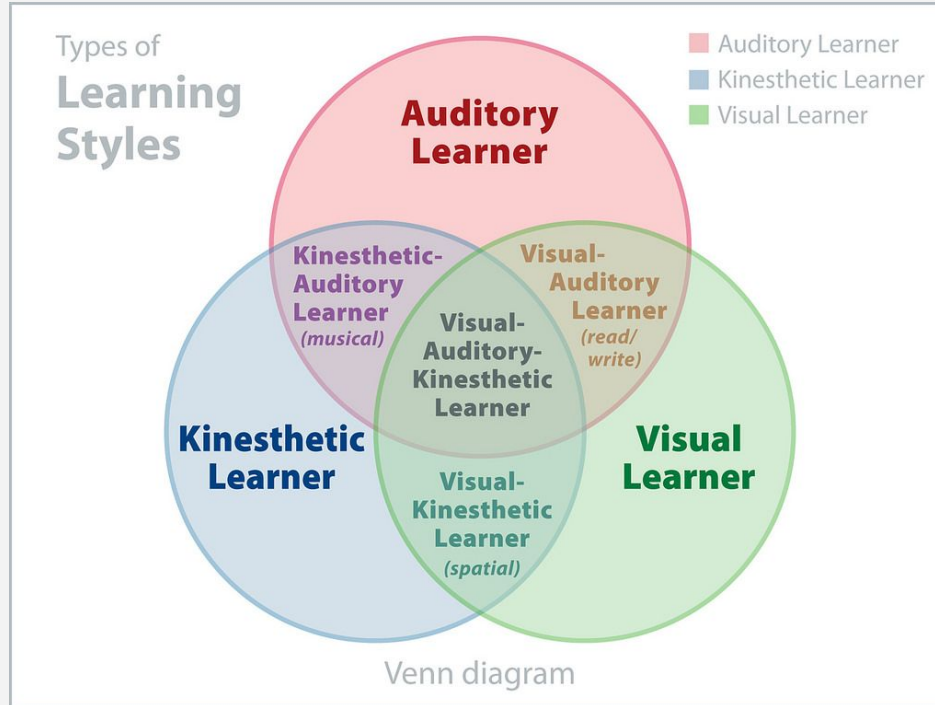


# Learning paths

*Provide spaces to practice and learn*

# Learning Styles

# Learning Styles



# Learning Styles

- *These are themes not defined boxes*
- *Help them figure out the best style for them*
- *Your style might not match. That's ok*

# Communication

# Communication

*Helping others find their own way, while providing a safe environment for failure*

# Communication

*Candour.*

*Honesty.*

*Actionable feedback.*

# Communication

*Talk to others. Ask for honest feedback. Be open to criticism.*



# Communication

*Being human, being flawed, is an okay thing to be honest about.*

# Feedback loops

# Feedback is different

*Your feedback comes from the performance of others or progression in projects.*

# Acknowledging Progress

*Find ways to acknowledge  
your impacts. Endings are  
important.*

# Common Errors

## Common Errors

*You can't do everything for yourself. In these roles Heros cause harm.*

## Common Errors

*People don't fix in boxes.  
Adapt to different styles,  
remember they might not be  
your own.*

## Common Errors

*It's ok to admit when you  
can't do something. Help find  
someone who can*



## Common Errors

*You are not a therapist.  
Acknowledge when people  
need professional help instead  
of an empathetic ear.*

# Keep Your Passion

# Keep your passion

*Make time for your own  
learning and development.*

*Make time for the things you  
enjoy in this industry.*

Keep your passion

*Acknowledge your impacts  
and celebrate them.*

# Keep your passion

*Passion is infectious and a  
great leadership tool.*

# Resources

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## Situational Leadership:

- ❑ **Imperial College London Slides:** <https://www.imperial.ac.uk/media/imperial-college/administration-and-support-services/staff-development/public/impex/Situational-Leadership.pdf>

## Motivational Theory:

- ❑ **Drive Daniel Pink (Book):** <https://amzn.to/3wD8Mc4>
- ❑ **Drive by Daniel Pink (Video):** <https://www.youtube.com/watch?v=u6XAPnuFjJc>

## GROW / SMART

- ❑ **GROW model:** <https://www.performanceconsultants.com/grow-model>
- ❑ **SMART:** <https://www.atlassian.com/blog/productivity/how-to-write-smart-goals>



# Resources

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## Learning Styles

- ❑ **Comprehensive Guide on Different Learning Styles:**  
<https://www.educationcorner.com/learning-styles.html>

## Communication Styles

- ❑ **Radical Candour:** <https://www.radicalcandor.com/our-approach/>
- ❑ **5 Dysfunctions of a Team:**  
[https://www.amazon.co.uk/Five-Dysfunctions-Team-Leadership-Lencioni/dp/0787960756/ref=asc\\_df\\_0787960756/?tag=googshopuk-21&linkCode=df0&hvadid=310737150369&hvpos=&hvnetw=g&hvrnd=4774256077831738236&hvpon=&hvptwo=&hvqmt=&hvdev=c&hvdvcmdl=&hvlocint=&hvlocphy=1006965&hvtargid=pla-487653304767&psc=1&th=1&psc=1](https://www.amazon.co.uk/Five-Dysfunctions-Team-Leadership-Lencioni/dp/0787960756/ref=asc_df_0787960756/?tag=googshopuk-21&linkCode=df0&hvadid=310737150369&hvpos=&hvnetw=g&hvrnd=4774256077831738236&hvpon=&hvptwo=&hvqmt=&hvdev=c&hvdvcmdl=&hvlocint=&hvlocphy=1006965&hvtargid=pla-487653304767&psc=1&th=1&psc=1)

Thank you.

Please ask any questions.