

Conscious Leadership

Delegate booklet

2nd December 2020



James Heale

James Heale is a leadership expert with a track record of success at providing one-to-one executive coaching and personalised leadership development programmes to ambitious individuals and organisations. James's breadth of experience and passion for sharing best practice has made him a sought-after figure amongst high-performing organisations that are focussed on achieving success.

James established Flywheel Learning, following six, successful years as Headteacher of Vyners School and Executive Headteacher of the Vanguard Learning Trust in West London. Now, he serves as Director of Leadership and Development for Tower Hamlets Education Partnership, supporting nearly one hundred East London schools operating in one of the most diverse and deprived boroughs in the country. James is also Strategic Lead for PiXL Leadership, the largest education leadership organisation in the country.

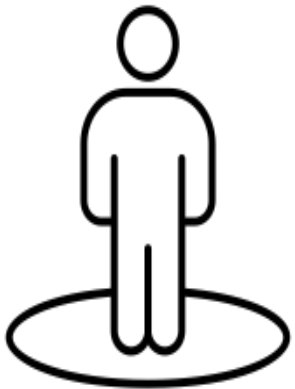
James's executive coaching and leadership development programmes, delivered in person and online, are in demand from leaders and individuals. He is retained by businesses and charitable trusts up and down the country. James has also provided leadership training and development to The Football Association, NHS, Not on the High Street and to CEOs and senior executives of private companies.

James is a TEDx speaker and is frequently a key contributor to national conferences, both as speaker and facilitator.

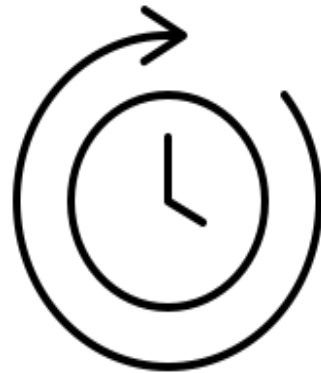


Part 1 – Leader No. 1

- What do great leaders do?
- Who do I bring to leadership?
- What does high-performance leadership look like?
- Leading when I'm thriving vs just surviving



You as a Leader



Future



Engage



Deliver

Leadership Guest List

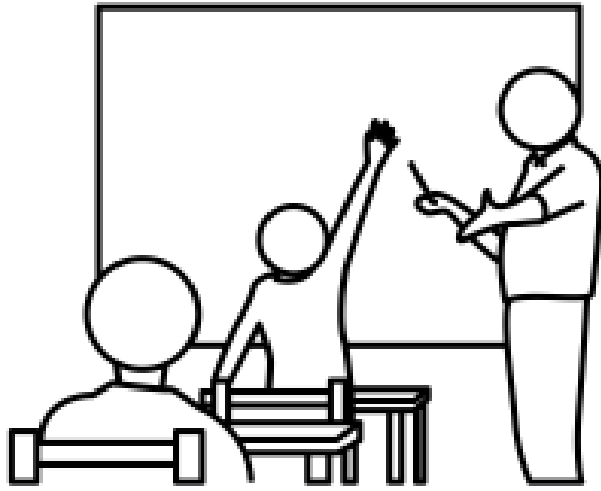


Who will I invite?



Why?

The shift from 'doing' to 'being'



Operator



Manager




Leader

Shift to seeing the whole, the big picture

How much of my time is spent in each area? What do I do when I'm there?



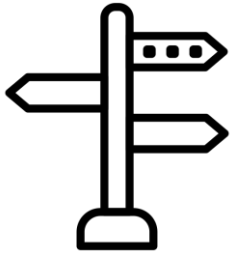
Operator

	% Time 
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Manager

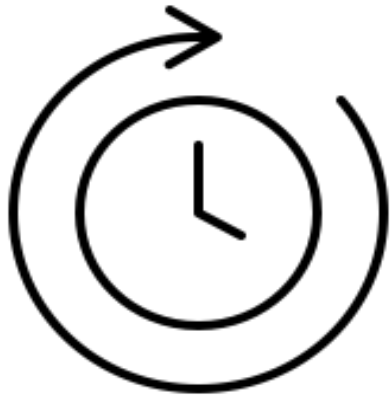
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Leader

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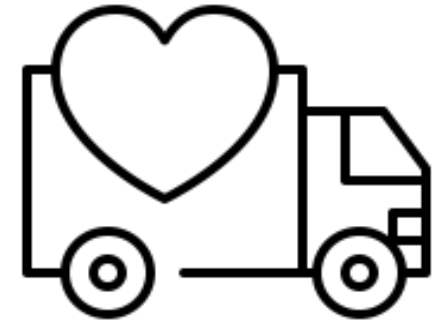
The shift to conscious leadership



Future



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Just surviving

At my best

High energy

Low energy



List of **VALUES**

Accountability	Diversity	Intuition	Safety
Achievement	Environment	Job security	Security
Adaptability	Efficiency	Joy	Self-discipline
Adventure	Equality	Justice	Self-expression
Altruism	Ethics	Kindness	Self-respect
Ambition	Excellence	Knowledge	Serenity
Authenticity	Fairness	Leadership	Service
Balance	Faith	Learning	Simplicity
Beauty	Family	Legacy	Spirituality
Being the best	Financial stability	Leisure	Sportsmanship
Belonging	Forgiveness	Love	Stewardship
Career	Freedom	Loyalty	Success
Caring	Friendship	Making a difference	Teamwork
Collaboration	Fun	Nature	Thrift
Commitment	Future generations	Openness	Time
Community	Generosity	Optimism	Tradition
Compassion	Giving back	Order	Travel
Competence	Grace	Parenting	Trust
Confidence	Gratitude	Patience	Truth
Connection	Growth	Patriotism	Understanding
Contentment	Harmony	Peace	Uniqueness
Contribution	Health	Perseverance	Usefulness
Cooperation	Home	Personal fulfillment	Vision
Courage	Honesty	Power	Vulnerability
Creativity	Hope	Pride	Wealth
Curiosity	Humility	Recognition	Well-being
Dignity	Humor	Reliability	Wholeheartedness
	Inclusion	Resourcefulness	Wisdom
	Independence	Respect	
	Initiative	Responsibility	
	Integrity	Risk -taking	

Write your own:

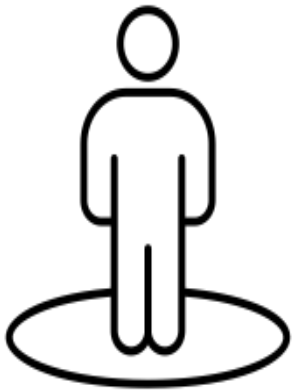


Part 1 - reflections

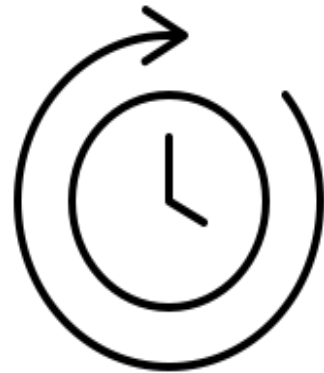
- What?
- So What?
- Now What?

Part 2 – Leading people and teams

- What are the qualities of high-performing teams?
- How does my team measure up?
- How do we build greater trust and constructive conflict?
- What is my role in developing others?



You as a Leader



Future



Engage



Deliver




Flywheel
Learning

What are the attributes of a high-performing team?

The team evolution curve



Where are we and why?



The 5 Dysfunctions of a Team



What do we do well and what needs more work?

Conscious Teamship

Trust

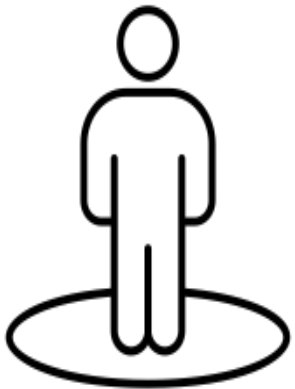
Conflict

Part 2 - reflections

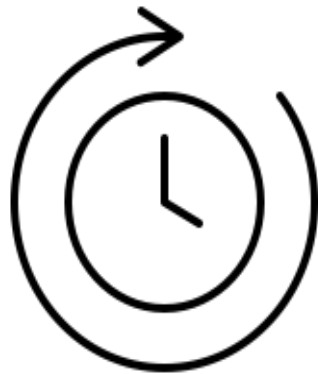
- What?
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Part 3 – Leading a culture

- What is the business I am creating?
- How am I acting as a cultural architect?
- What are the everyday behaviours that build our culture?
- What can we learn from other organisations?



You as a Leader



Future



Engage



Deliver

The 3Ps of culture

Play	
Purpose	
Potential	

ME and WE



How am I deliberately growing the 'we'?

How am I deliberately growing the 'me'?

PURPOSE

Vv
vv

dream

Vv
vv

spirit

Vv
vv

BELIEFS

Vv
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Vv
vv

GREATEST IMAGINABLE CHALLENGE

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CHARACTER

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Vv
v

VALUES

Vv
vv

Part 3 - reflections

- What?
- So What?
- Now What?

Notes page

Notes page

Notes page

Notes page

Keep in touch...



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https://www.ted.com/talks/james_heale_the_courage_to_be_vulnerable_lifting_the_mask_on_leadership

How else can we help?

- Individual and team coaching
- Strategy and vision days
- Targeted development work inc.
 - Better decision making
 - Creating a coaching culture
 - Growing future leaders
 - Learning from high-performing teams