

# Emerging Leaders in Sustainability

EAUC CONFERENCE SESSION  
19<sup>th</sup> June 2018

# Today's programme

1pm – 1:45pm. Learning about each other and our networks.

1:45pm – 2:15pm. Hot topics!

2:15pm – 3:30pm. Development of hot topics into Elevator Pitches to pitch to key stakeholders.

3:30pm – 4pm. An introduction to coaching skills.

# Workshop protocols

- Confidentiality
- Seek clarification where necessary
- Listen to others
- Respect differences
- Stay open minded

# What is Emerging Leaders



# What are the learning outcomes

- Coaching skills
- Leadership models and theories
- Change management
- Project management
- Collaboration
- Cross sector work and knowing your networks
- Personal resilience
- The business case
- Negotiating skills
- Emerging trends and models for sustainability
- Effective communication

# How this is delivered

5 taught and participatory days

5 action learning sets

Online platform for sharing

Mentors and strengthscape

# Content

## Session 1

Network mapping  
Introduction to susthingsout  
Coaching (T-Grow)  
Action learning sets practice

## Session 2

Leadership styles and models  
Skills for leading change  
Emotional intelligence  
Introduction to ideas flow  
and insights from Wendy  
Purcell

## Session 3

Building the business case  
Meet Colin Malcolm SLR  
Consulting  
Project Management  
Hot topics and assessing  
materiality  
Dragons den presentations

## Session 4

Dimensions of understanding –  
self, others, wider context  
Meet Jessica M&S  
Engaging with middle managers  
Resilience  
Initial project ideas

## Session 5

Partnership working when  
leading and managing change  
Skills and challenges of  
partnerships  
Models of change  
management  
Planning your own projects

## Action Learning Sets

Peer support in your own  
challenges, utilising coaching  
techniques to overcome barriers.

# Networks

David and Katherine present their networks and how these have and could develop.



# Introductions and welcome

Learn about your neighbours!

In 3's introduce yourself and your role....

Then compare network maps (from homework task) (10 mins)

- are they similar?
- are there common stakeholders you engage with?
- Have you found gaps in your maps that could be developed?

Share your thoughts with the group

# Hot Topics - Importance of Horizon Scanning



- On a post it write down **Sustainability Hot Topics**. Try to do at least two for each category in your
  - University or College or Organisation
  - Region
  - Nation
  - Global
- Put them up on the corresponding Flip chart paper. If someone else has already put up the same topic please add yours to theirs.

# Hot Topics cont....

- In your groups choose ONE subject from any of the categories.
- To narrow your choice use your powers of negotiation and persuasion to discuss and agree one topic you all agree on.

# Preparing the case

- Examples of Elevator pitches, one page summary documents

# Your 'Elevator' speech



|   |   |
|---|---|
| <b>“What our project is about...”</b>     | <b>Project Definition</b>   |
| <b>“Why it's important to do...”</b>      | <b>Shared Need, Sense of Urgency, interests of stakeholders, added value, benefits, risks and opportunities</b> |
| <b>“What success will look like ...”</b>  | <b>Shaping a Vision + Milestones</b>  |
| <b>“What we need from you...”</b>         | <b>Responsibilities, Commitments, Project Plans, finance and value</b>  |
| <b>“What you can count on from me...”</b> | <b>Commitments, Action, Follow-up</b>   |

# Pitching to the panel

**Present your Elevator Pitch to the panel...in  
3 minutes!!**

# Coaching skills and practice



‘Coaching is the art of facilitating the performance, learning and development of another.’

(Downey.M *Effective Coaching* 2003)

# Baking a cake

Neale, Spencer-Arnell and Wilson in 'Emotional Intelligence Coaching'

- ▶ **Mentor -**  
share the recipe and the experience of how they did it
- ▶ **Coach -**  
ask about what you want to achieve, have you got everything you need to do it,
- ▶ **Counsellor –**  
explore any anxieties you have about baking the cake
- ▶ **Trainer –**  
demonstrate, give you the equipment, observe and feedback



# Five Key Skills

1. Building and maintaining rapport
2. Active Listening
3. Questioning
4. Reflecting back and summarising
5. Goal setting

*Julie Starr 'The Coaching Manual'*

# Exercise

- Round 1
  - Listener – no talking
  - Talker- talks for 3 mins about an issue
  - Observer – observes only
- Round 2
  - Listener – can only ask questions
  - Talker – 3 mins
  - Observer – observes only
- Round 3
  - Listener- asks questions and summarises at intervals
  - Talker – 3 mins
  - Observer – observes only

# Summing up

- What is Emerging Leaders  
'Taster sessions':
  - Network map – uses and development
  - Hot topics
  - Developing the Business Case/ Elevator Pitch
  - An introduction to coaching practice.

Thank you!

Find out more about Emerging Leaders  
(updates for cohort 2 coming soon):

[http://www.eauc.org.uk/shop/mms\\_single\\_event.php?event\\_id=5671](http://www.eauc.org.uk/shop/mms_single_event.php?event_id=5671)