



SPORTING
PEOPLE

Active Essex
Introduction to Leadership
and Management
in Small Organisations



Welcome and Introduction

INDIVIDUAL, WORKFORCE & ORGANISATIONAL EXCELLENCE



SHEEPISH...

What kind of sheepish are you feeling today as you join the session?



**TEXT
CHAT**



There are so many challenges in leading and managing small organisations



But the biggest is the limited resource. So everything becomes about balance.

Where is your and your colleagues' time, attention, energy and effort best spent?

About Today



INDIVIDUAL, WORKFORCE & ORGANISATIONAL EXCELLENCE



A Model of Leadership

INDIVIDUAL, WORKFORCE & ORGANISATIONAL EXCELLENCE



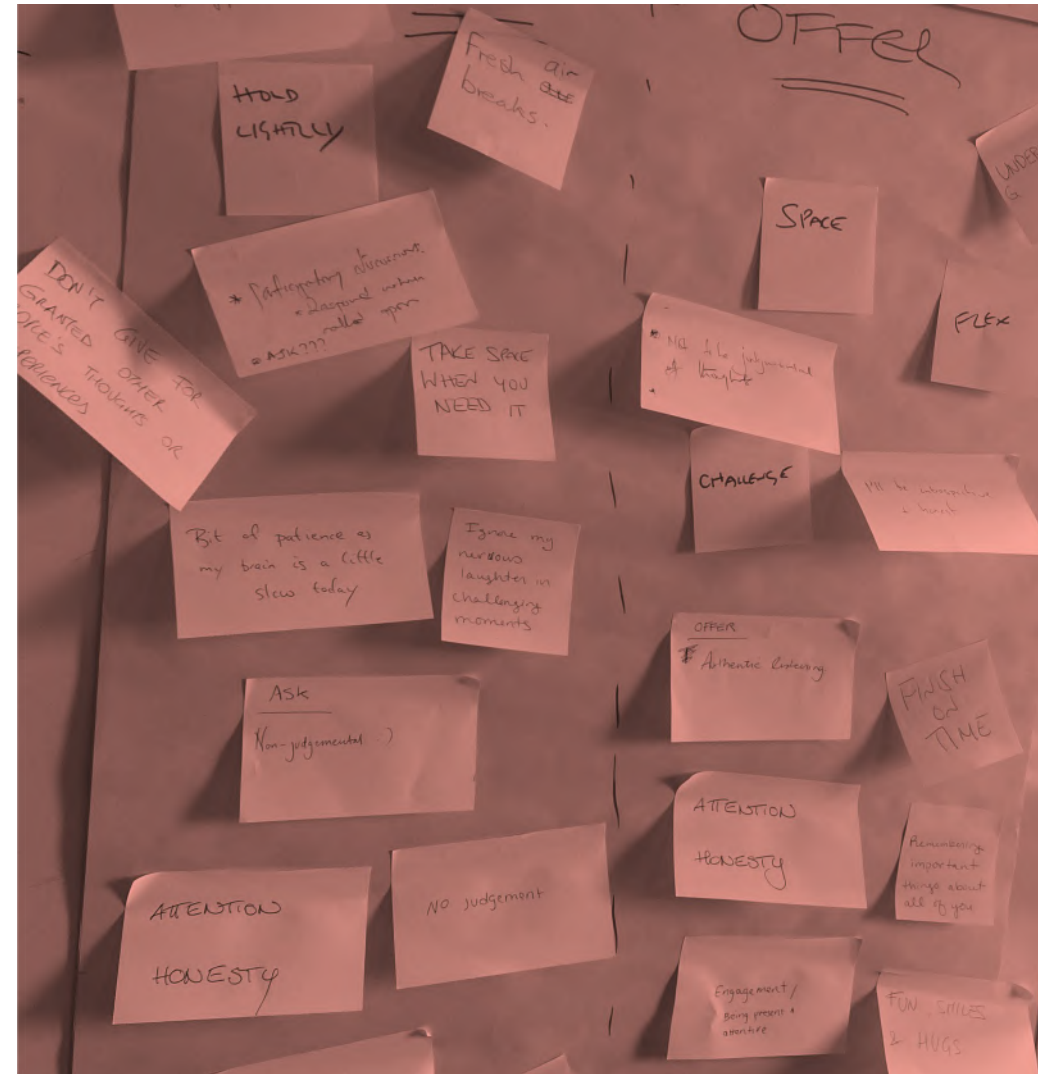
WHAT IS ALWAYS THERE?

What takes up our time, energy, attention and focus at work?

As many ideas as you can think of...



**Go to [menti.com](https://www.menti.com)
and enter 5426 534**



WHAT IS ALWAYS THERE?

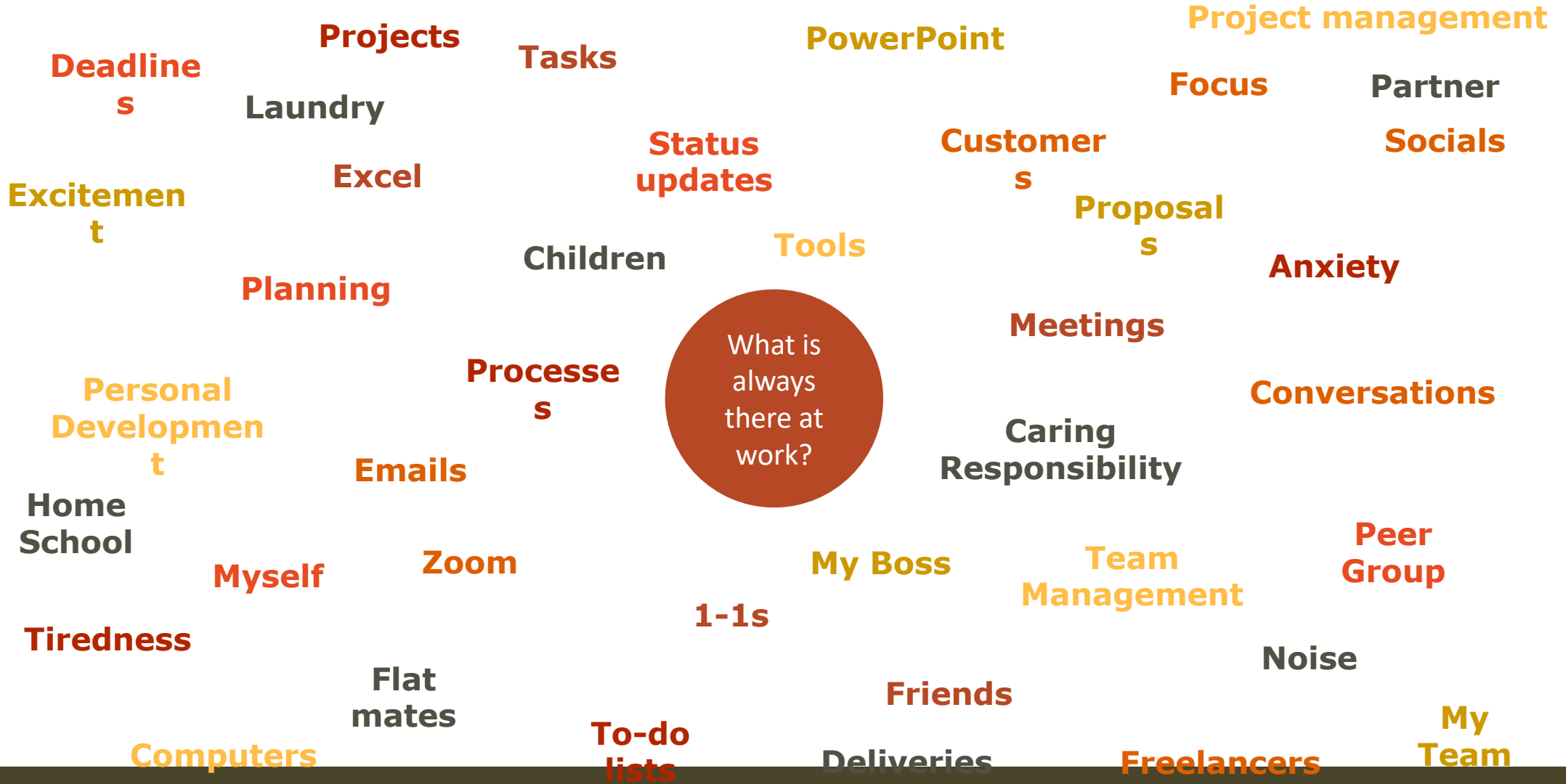
What takes up our time, energy, attention and focus at work?

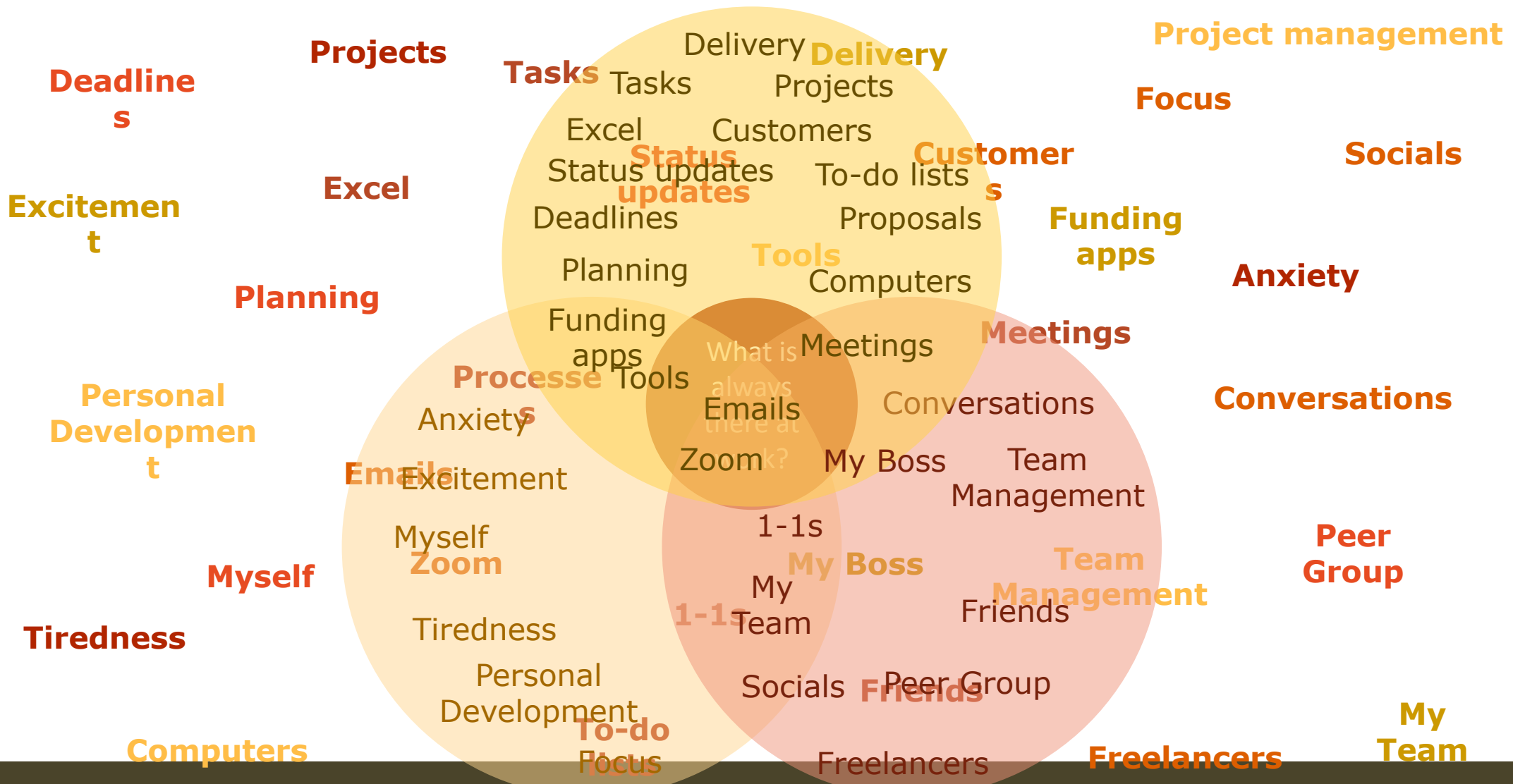
As many ideas as you can think of...



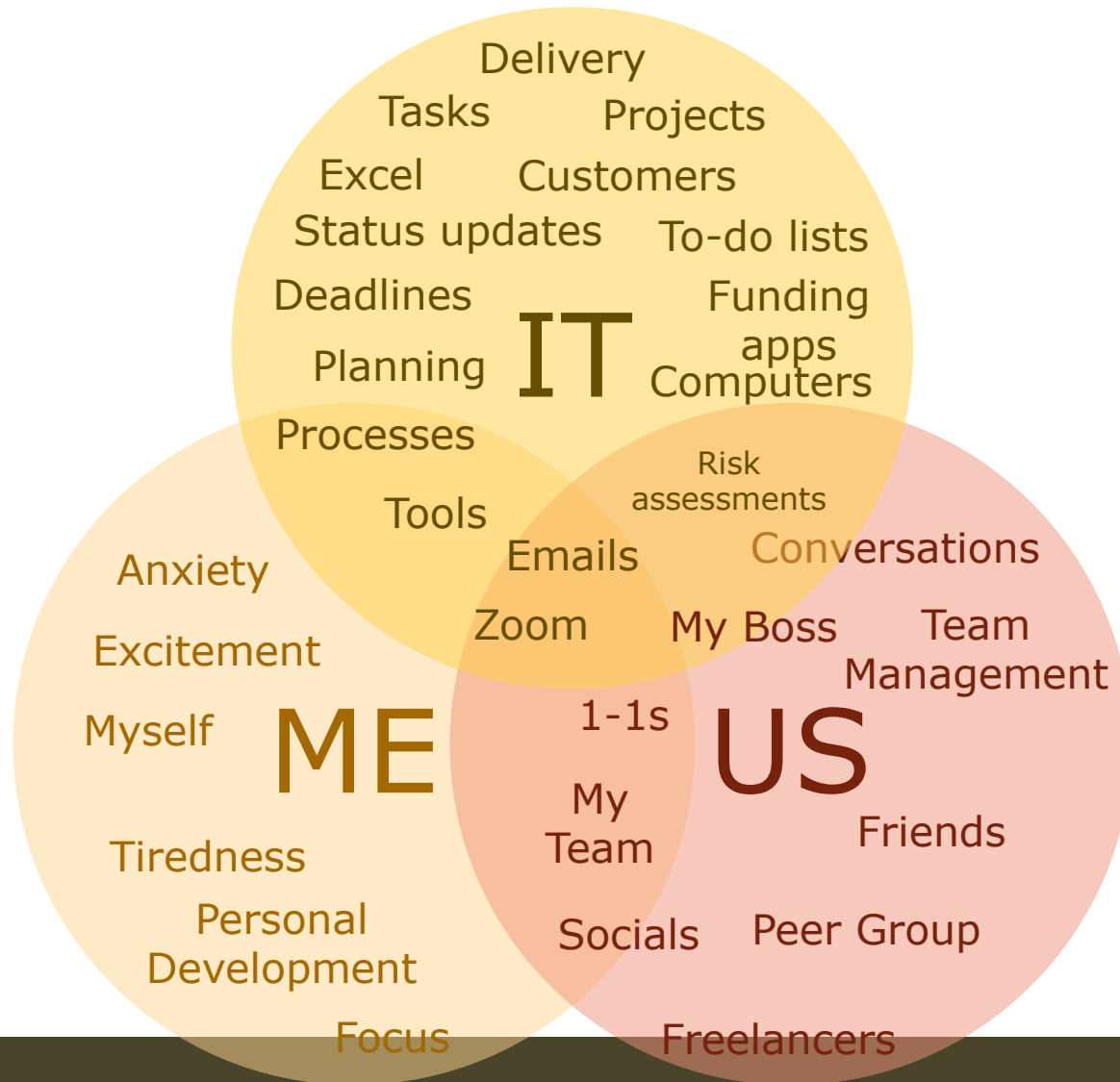
MENTI







What is
always
there at
work?



INDIVIDUAL, WORKFORCE & ORGANISATIONAL EXCELLENCE

What is
always
th
work?

The **ME**, **US** and **IT** are all important but...

ME

Developing as individuals in the workplace, our expertise, actions, skills, behaviours and how we show up

US

Developing our social connections, groups, interactions, and how we feel and work together

IT

Delivering and improving the actual work that we need to deliver in our organization. Our tools, actions and tasks

IT

US

INDIVIDUAL, WORKFORCE & ORGANISATIONAL EXCELLENCE

ME, US and IT

How do you divide your focus and energy between developing the Me, Us and It.

What % do you spend on each?

What would you like to be different for you?

What would you like to be different for those in your team?



INDIVIDUAL REFLECTION



HOW WE FOCUS AND USE OUR ENERGY

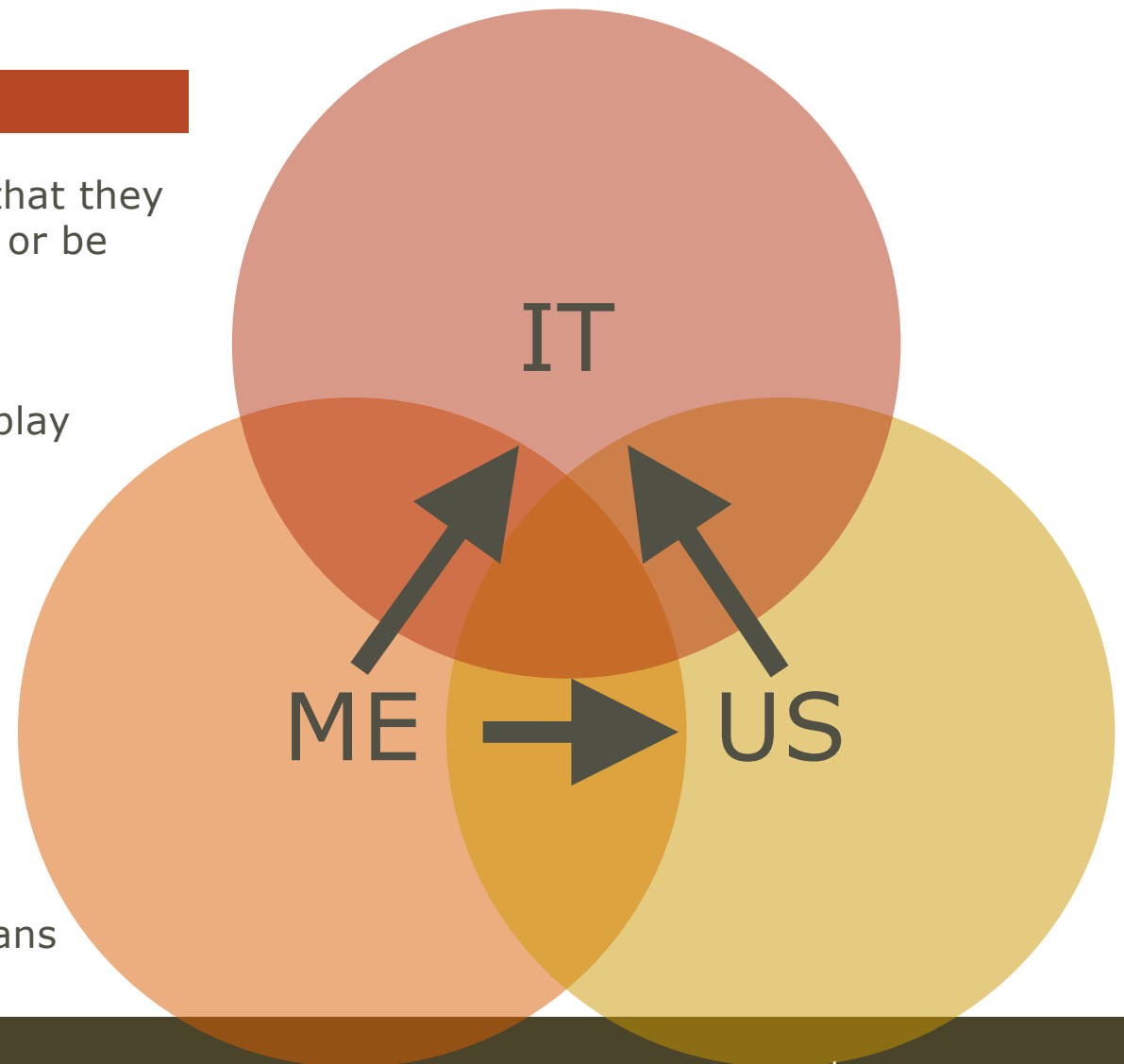
Most people in work focus so much on **IT**, that they have little space to invest in the **US** or **ME**, or be intentional in their work

Our individual skills, expertise, attitude all play a huge role in what we do

Our behaviours also affect how those we work with feel and behave

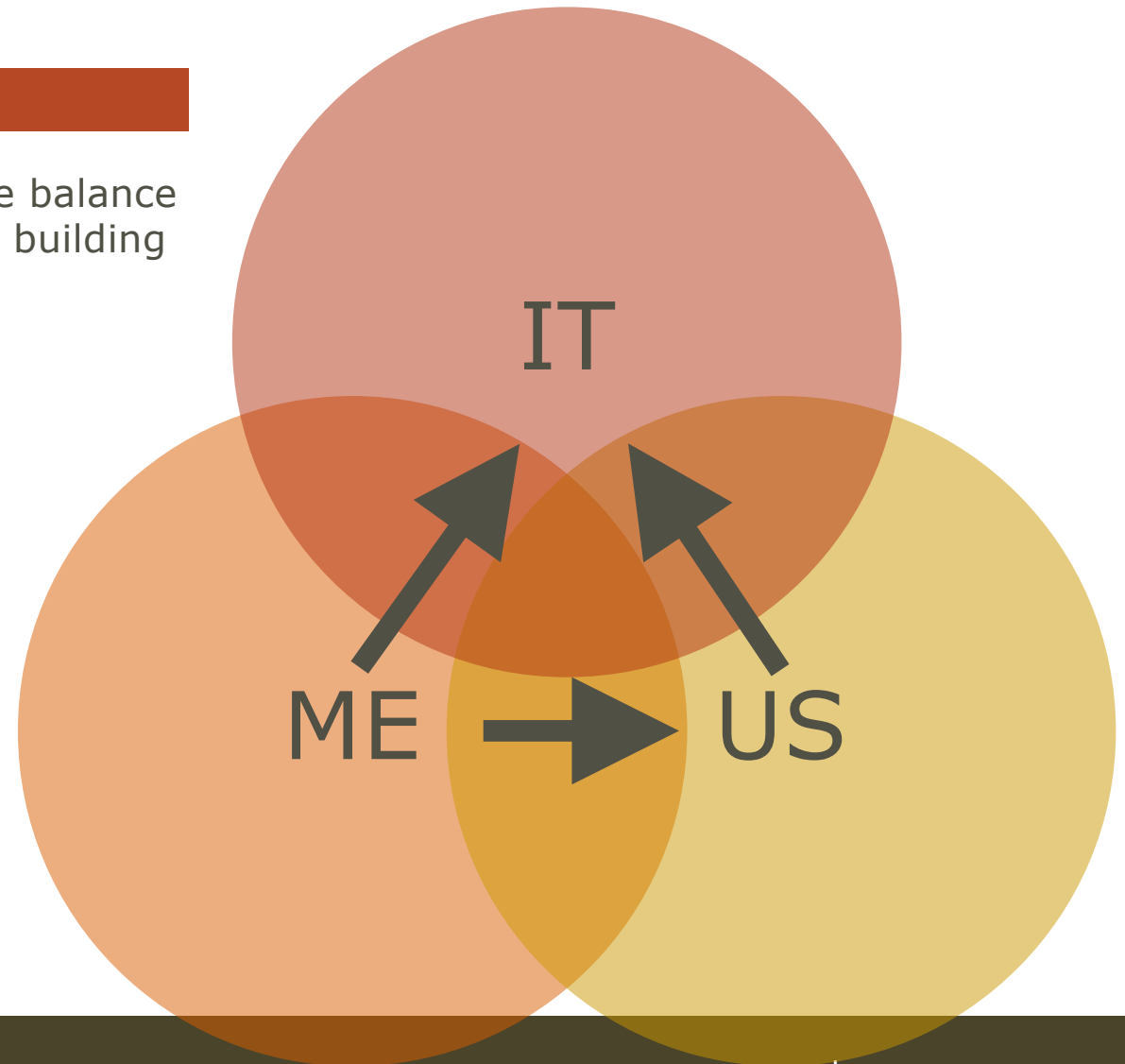
This affects each other persons ability to be their best and do what needs to be done alone and as a group

Leading well involves self awareness, intentionality and recognizing that we humans are emotional, social beings...



TOP TIP

Each week schedule 5 mins to reflect on the balance you have had and/or your team has had on building the me, the us and delivering the IT. What would you like to be different?



Management & Leadership

INDIVIDUAL, WORKFORCE & ORGANISATIONAL EXCELLENCE



Balancing the demands of leadership and management in small organisations



If leadership in small organisations is...
setting direction and strategy for the team or organisation consistent with the wider world and ensuring the organisation has the people, skills, culture, support and resources they need



..and management is the planning, organizing and motivating of those people, places and other resources



Which do you feel more confident about your skills in? What do you get more time to do?

The Challenges

What are your biggest challenges for you in leadership and management of your organisations?



**TEXT
CHAT**

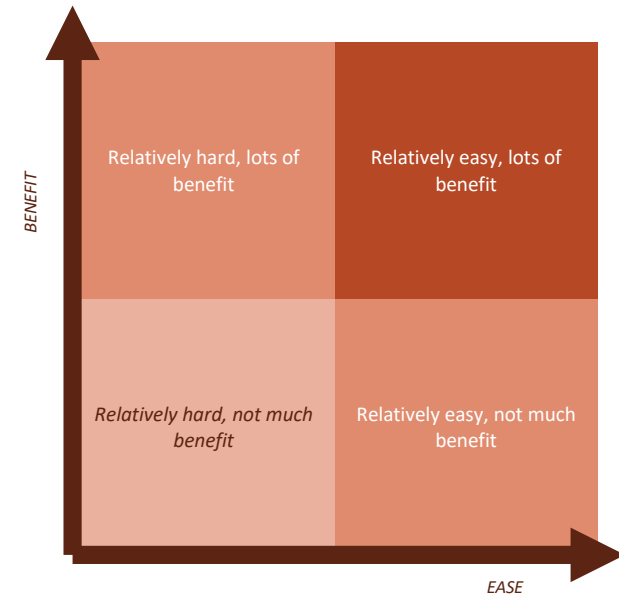


INDIVIDUAL, WORKFORCE & ORGANISATIONAL EXCELLENCE



The Challenges

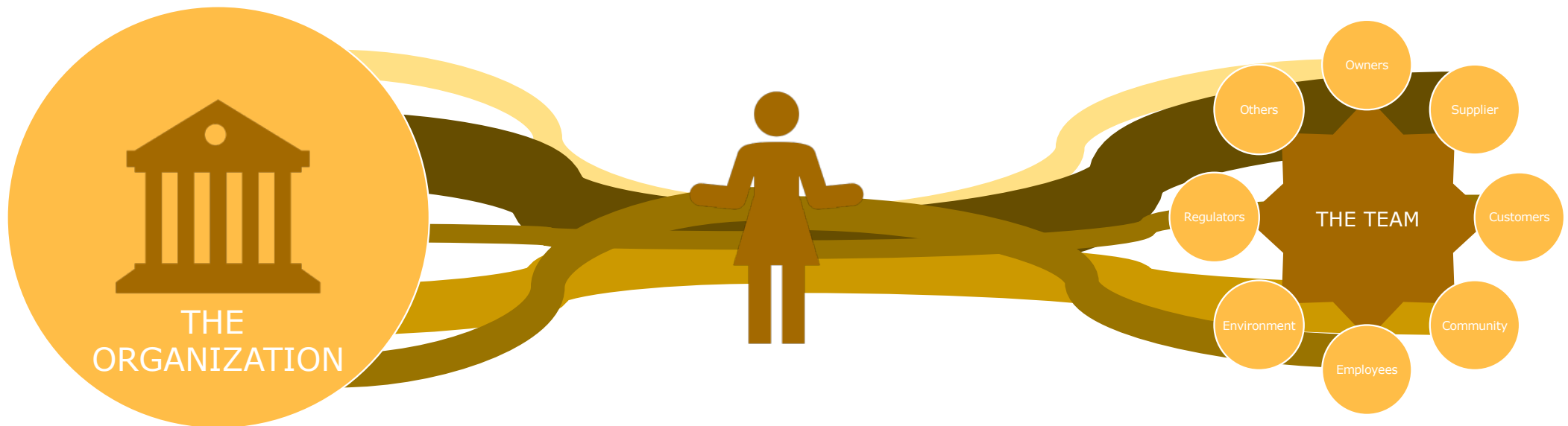
- 1) We'll be using this for planning future sessions but also...
- 2) Take a moment to think about how you could create space and time to consider one of these challenges with others in your team. We need to involve other more than in bigger organisations



The Challenge of Management

INDIVIDUAL, WORKFORCE & ORGANISATIONAL EXCELLENCE



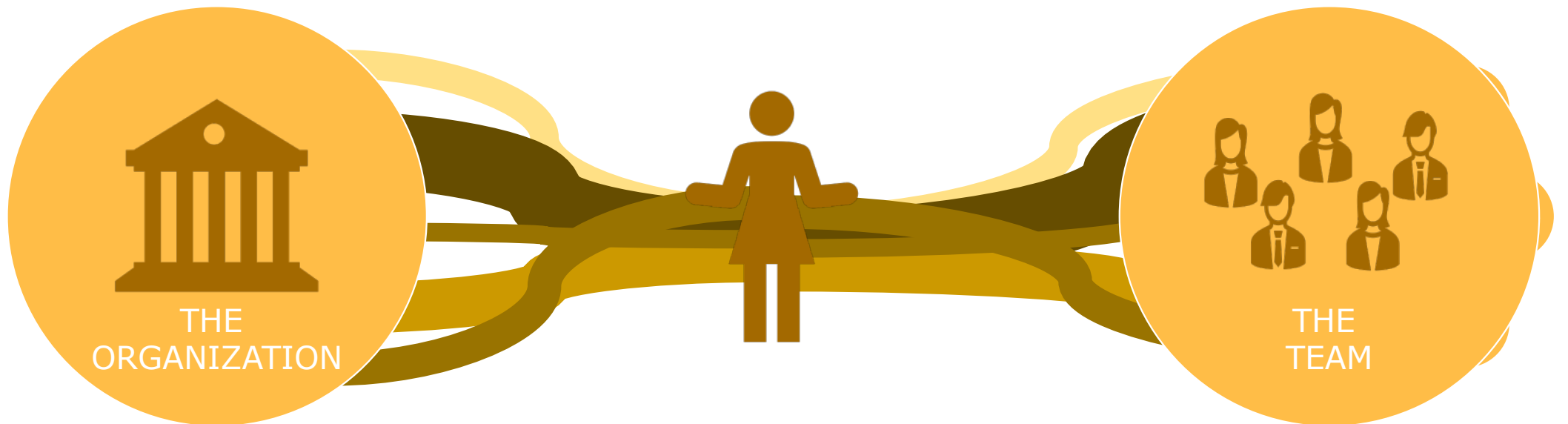


- Understand the organizations strategy, objectives and goals
- Advocate and lead to help achieve these objectives

MANAGERS ARE INTERMEDIARIES

- Understand their thoughts, feelings and what they want
- Connect them, advocate for them
- Help them perform well, be fulfilled and be at their best

INDIVIDUAL, WORKFORCE & ORGANISATIONAL EXCELLENCE



- Understand the organizations strategy, objectives and goals
- Advocate and lead to help achieve these objectives

MANAGERS ARE INTERMEDIARIES

- Understand their thoughts, feelings and what they want
- Connect them, advocate for them
- Help them perform well, be fulfilled and be at their best

INDIVIDUAL, WORKFORCE & ORGANISATIONAL EXCELLENCE



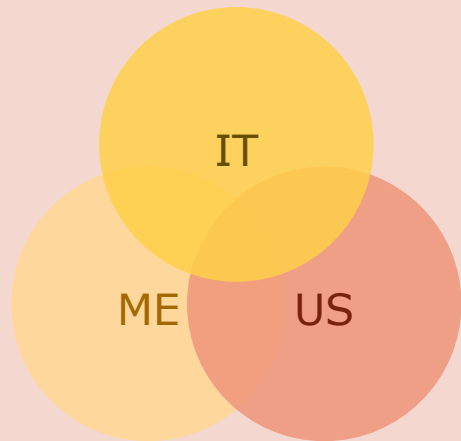
I focus my energy on and emotionally connect with advocating for the organization and purpose



I focus my energy on and emotionally connect with advocating for the team

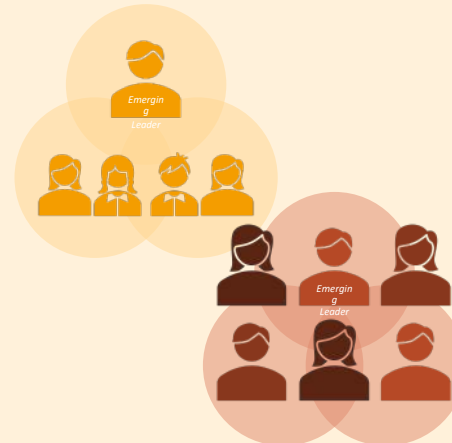
ME, US and IT

To create the best outcomes for our selves, our colleagues, our teams and our organizations we need to focus on the ME, the US and the IT at work...



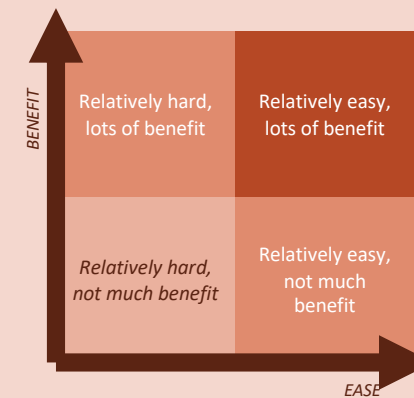
Leadership in smaller organizations

In smaller organizations we have two roles. We must lead our teams and balance the ME, US and IT in them. We must also be great team-members in the leadership team and balance the ME, US and IT in these teams.



The challenges

To grow and succeed as leaders, we need to understand the challenges our organization faces, and address them effectively as a team, prioritizing, supporting, challenging and communicating effectively.



RELECTIONS

What made you think today? What are you taking with you?



INDIVIDUAL, WORKFORCE & ORGANISATIONAL EXCELLENCE

