

May 26th 2pm GMT

Human-centred Leadership

PCA Live-Hybrid Event



Questions, questions



Please share your thoughts in the chat box now

“Now we’re emerging from Covid into the new landscape, what are the implications for successful Leadership to take us through the next chapter?”



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“Now we’re emerging from Covid into the new landscape, what are the implications for successful Leadership to take us through the next chapter?”



“And now we’ve all started talking about hybrid working – what are the implications for live events and experiences that we want to run for our populations?”



Poll:
Is this your first Live-
Hybrid Event?



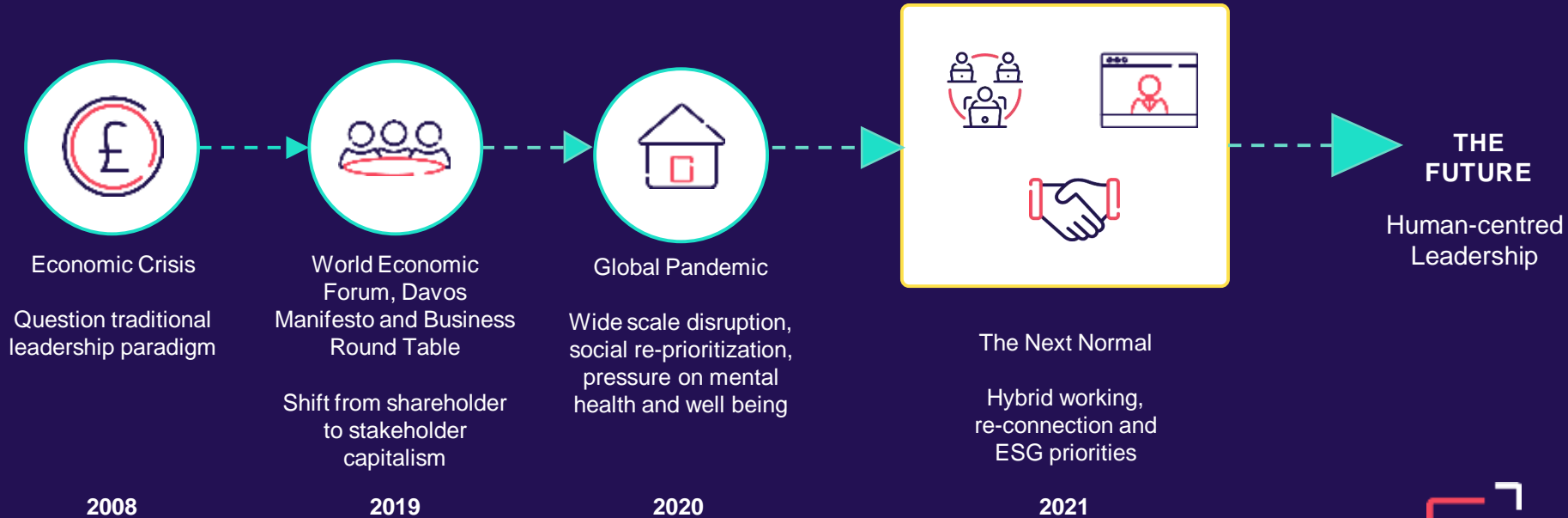
- Stand-alone learning events
- As part of wider learning journey
- Team meetings
- Townhalls
- Awaydays
- Brand or product meetings
- Conferences
- Client or marketing events
- Social events

WHEN MIGHT WE USE LIVE-HYBRID?

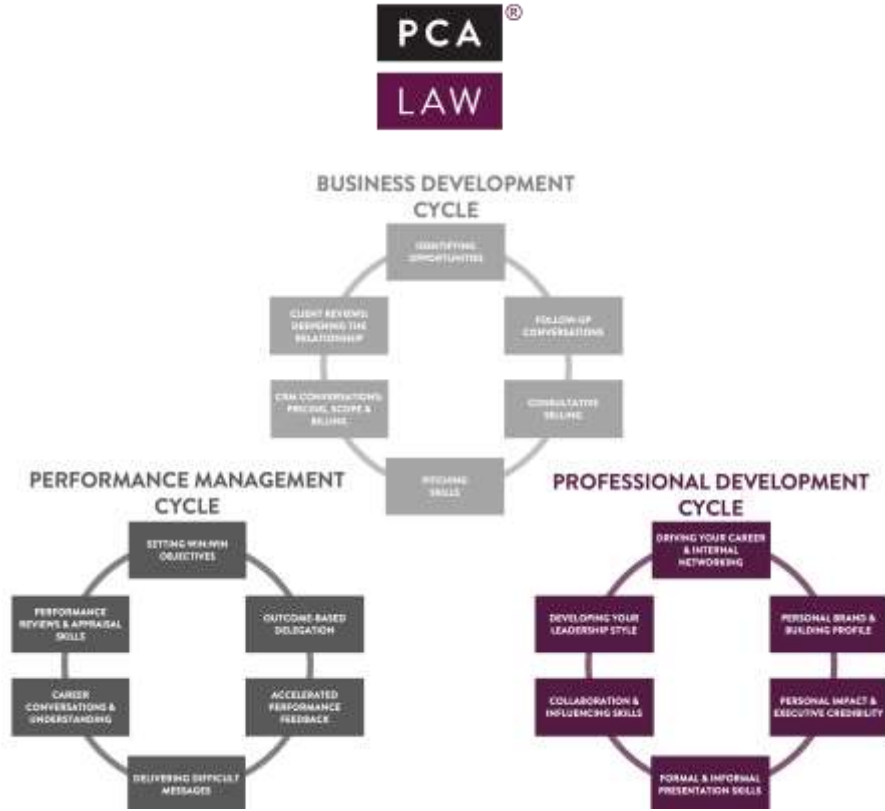
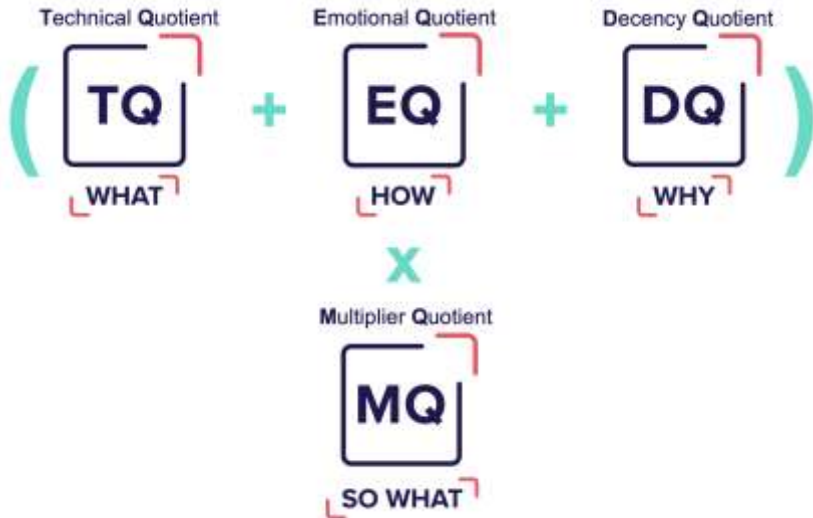
WHAT IS LIVE-HYBRID?

- Best of both worlds
- Democratisation of events
- Inclusive access
- Increased numbers
- Same quality of experience
- Hybrid specific instructional design
- Keep formats varied and transferable
- Design both journeys side by side
- Tech facilitates the experience
- Hybrid specific facilitation skills
- Precision in planning
- Align tech execution

The Burning Platform for Human-centred Leadership



Two brands, two specialisms, one approach





“That moment of personal ownership, we can *all choose* to take, when making decisions”



Human-centred Leadership

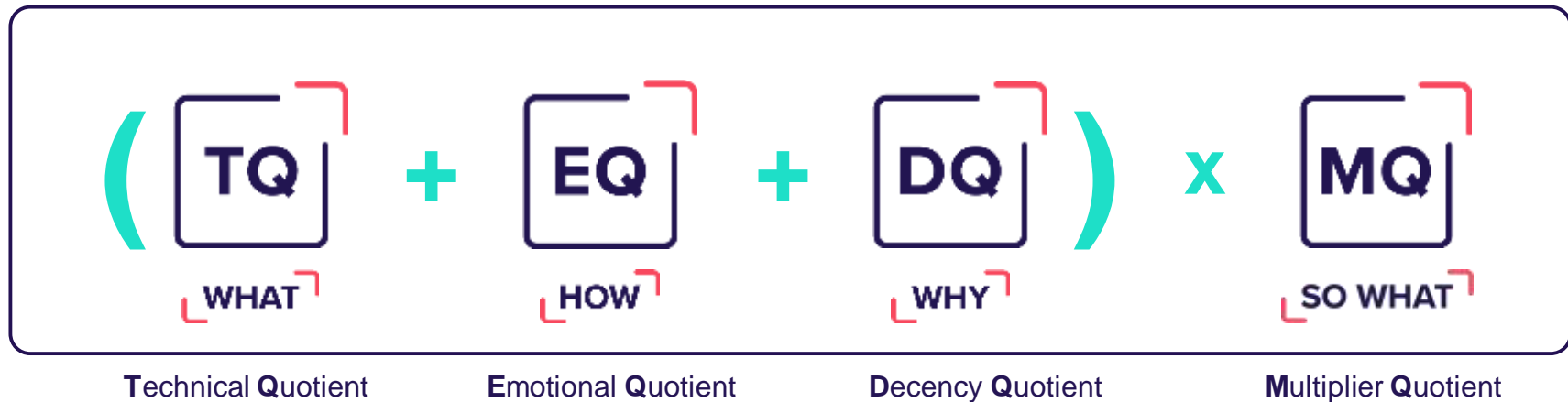
“A *purpose-driven* and *value-based* approach to Leadership, which seeks to help Leaders to make decisions in the face of the Leadership paradox they face...



... by asking them to ***put people first.***”

PCA's Leadership Equation™

Human-centred Leadership in practice



TQ

The Technical Quotient





“A Leader’s contextual expertise – their technical knowledge, skills and experience”

Capability 24™

PCA's human-centred leadership capabilities

		CAPABILITY			
		TQ	EQ	DQ	MQ
LEADERSHIP LEVEL	ENTERPRISE (modular)	Strategic ownership	Mental health	Inclusion	Innovation
	C-SUITE	Leading through crisis	Creative leadership	Inclusive leadership	X-shaped leadership
	SENIOR	Executive personal impact	Emotional intelligence	Above the line leadership	Leaders as coaches
	MID-LEVEL	Decision making in uncertainty	Difficult conversations	Human-centred Leadership	Becoming the trusted advisor
	FIRST-TIME	Outcome-based feedback	Communication and influence	Your Leader's shadow	Delegation and empowerment
	GRADUATE	Presenting with impact	Resilience: growth mindset	Unconscious bias	The power of networks

In their own words...

A Spokesperson from The Super League

What can we learn from the way they make decisions?



Point of View



Please write your questions in the chat box



Dr Tremain du Preez

Director, DECIDE Consultancy

PhD Decision Science

Author, The Art and Science of Choosing Wisely

Over to you



Some questions for you to reflect on

- What does it mean to 'do the right thing' in your organisation?
- How do you define the behaviours that underly 'doing the right thing' in your organisation?
- Have you explored the influence of different cultural norms on this?
- How have you equipped your decision makers with best practice tools to improve quality / speed of decision making?
- What is your framework for incorporating stakeholder impacts, assumptions and risks in your decision making?
- Is this framework easy to use and accessible to all decision makers or leaders?

EQ The Emotional Quotient





“A Leader’s capability to relate to themselves and to others”

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What does Emotional Quotient mean for a Leader in today's world characterised by distraction and disruption?



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What does Emotional Quotient mean for a Leader in today's world characterised by distraction and disruption?



Ross Szabo

CEO, Human Power Project

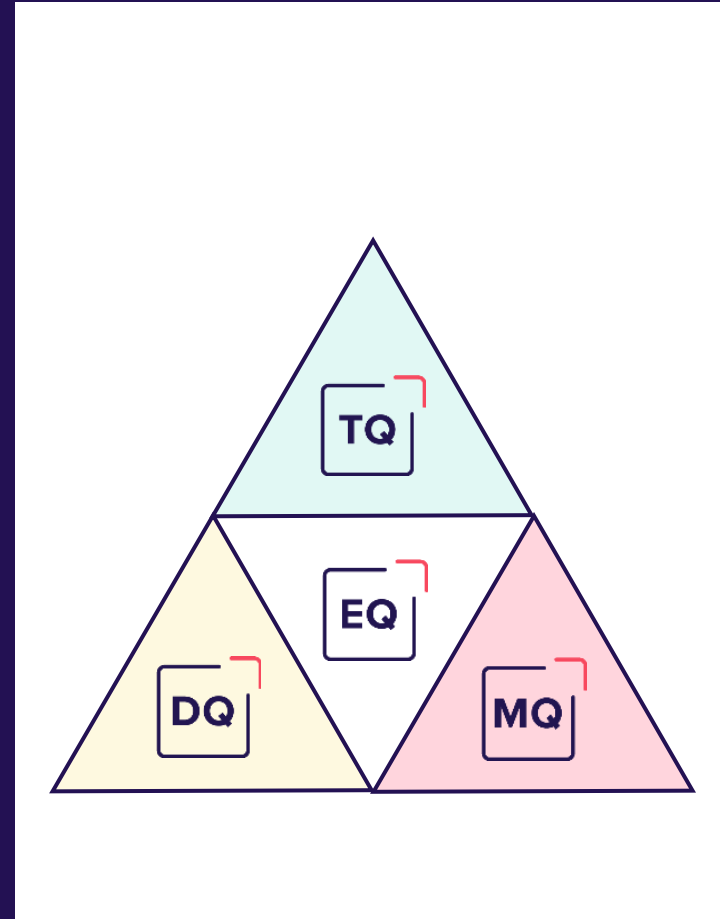
Wellness Director at Geffen Academy, UCLA

Author, Behind Happy Faces

EQ leadership context: Mental health and well-being

Sustaining Health

- Care for and discipline the mind
- Conscious of human experience
- Empathise with human challenges
- Deliberate and creative practices
- Central to decision-making





Poll:
**What is the greatest
challenge leading others
in a remote / hybrid
working context?**



What is the greatest challenge leading others in a remote / hybrid working context?

- 1) My own levels of energy and resilience
- 2) Making time to check in personally with my team
- 3) Keeping our culture alive
- 4) Helping others to learn and grow
- 5) Making sure my team are looking after their well-being
- 6) Having sufficient information about my team's well-being
- 7) Engaging, motivating and inspiring others
- 8) Keeping up team morale
- 9) Making sure team members feel included
- 10) Getting the best out of others
- 11) Being up front and honest about how I am feeling
- 12) Dealing with others' increased levels of anxiety and stress

Your questions



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Ross Szabo

CEO, Human Power Project

Wellness Director at Geffen Academy, UCLA

Author, Behind Happy Faces

DQ The Decency Quotient





**“A Leader’s north star –
their purpose, values
and morality”**

Capability 24™

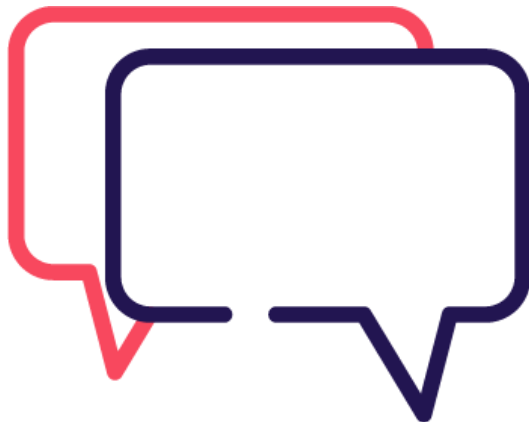
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Forum Theatre



Your observations



Point of View



Please write your questions in the chat box



Kia Davis

Partner, Supivaa Advisory Group

MBA, International Business, INSEAD

Author, Flashpoint 100

MQ The Multiplier Quotient





**“A Leader’s So What –
their capability to
empower humanity”**



Capability 24™

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“Perhaps the way to change the world is through organisations, because most people are part of one.”

- Abraham Maslow



Breakout rooms



LEADER AS COACH

SME – Stephen Cornes

WHY SHOULD ANYONE BE LED BY YOU?

One Person to volunteer to be the coachee

One person to volunteer to be the coach

The challenge: The coach will ask one question and one question only

The question: *Why should anyone be led by you?*

You have 10 minutes



**Looking to
the future**



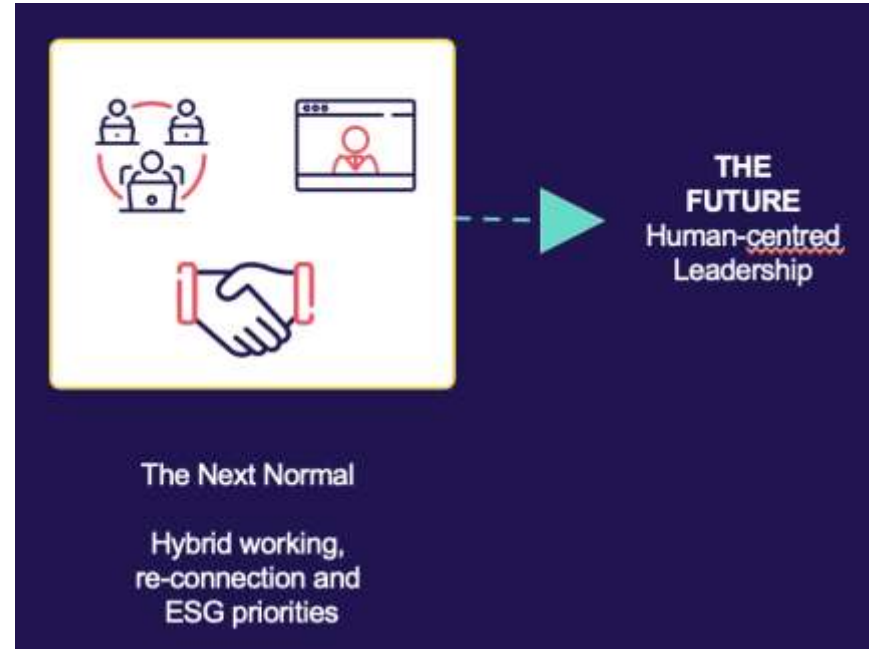
Your reflections



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What are your insights from today?



Human-centred Leadership



Recap

That moment of personal ownership, we can *all choose* to take, when making decisions.



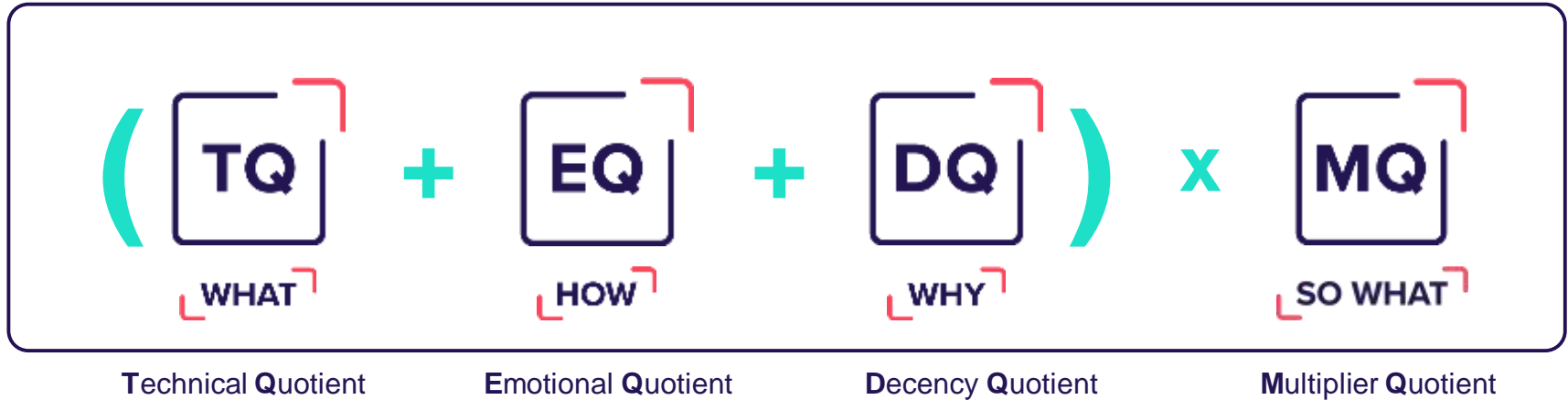
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PCA's Leadership Equation™

Recap



LIVE-HYBRID

Recap

- Hybrid specific instructional design
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- Same quality of experience
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- Aligned tech execution



Your Reflections

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What are your insights from today?



PCA's Own Journey

We live by a set of 4 values:



**Human
First**



**Dare to
Lead**



**Continuously
Grow**



**Own
It**



Poll:
**Which quotient do
your leaders need
support with most?**

WHAT'S NEXT?

Event materials

New website

Feedback

Human-centred Leadership Conference,
September 2021

Thank you 

