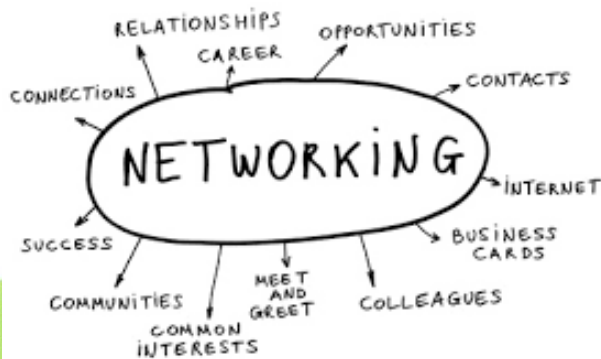# HDN Mentoring Programme

Class Two – "Understanding your environment"

Welcome!

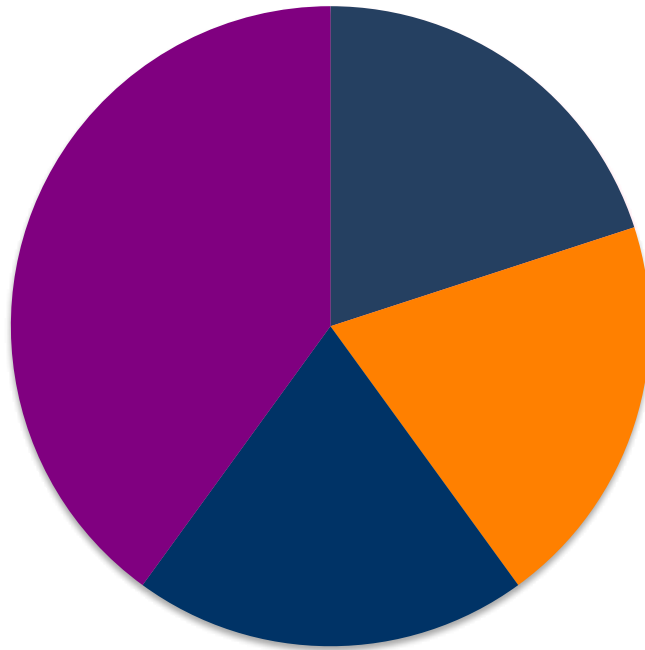Sue Waterall

The clue is in the title … NETWORK!

A reminder - ways of working

- Ask questions - me, guest speakers, each other
- Share any concerns
- Be open to learning and exploring
- Lean in ... volunteer, discuss, suggest
- And have fun!

How will I learn and develop?

A reminder!

- Guest speakers - 20%
- Your mentor - 20%
- Your colleagues - 20%
- Your actions - 40%

Objectives for today

- To understand change management and the leader's role

- To embrace and engage with change from a personal perspective

- To explore working styles and impact on others

- To share best presentation tips and storytelling techniques

Agenda

- Managing change and uncertainty – Mark Pearson, L&Y HA

- People as change agents – Sam and Chris, WLBH

- Class of 2019 – a journey and conference experience

- Political savvy and PPI

- Storytelling and presentations

- The Class 3 Challenge!

Please welcome:

Mark Pearson

Chief Executive

Leeds & Yorkshire Housing Association

Please welcome:

Sam Tierney

&

Chris Twomey

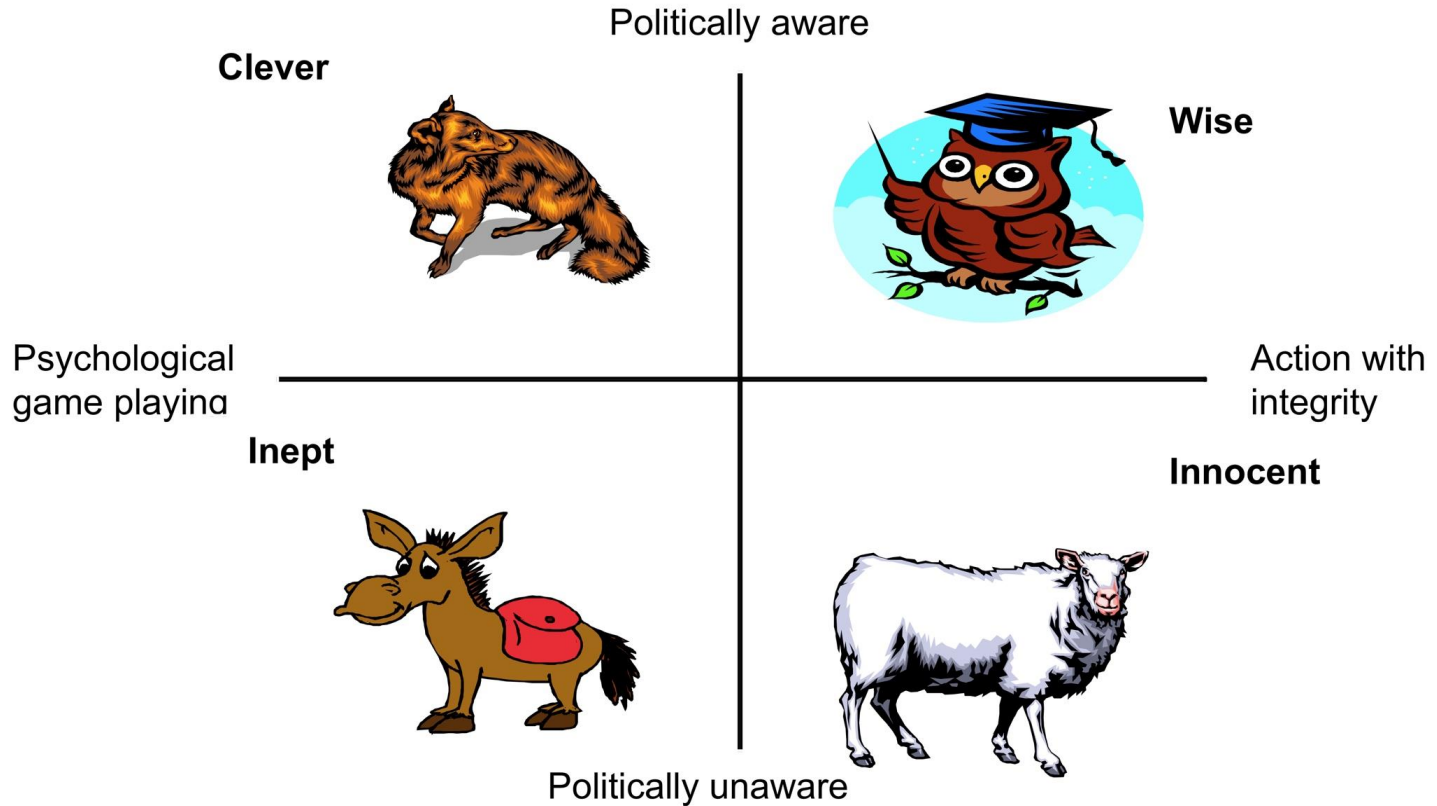West Lancs Borough Council

Please welcome:

Class of 2019!

Rima Aggarwal & Maj Manzoor

Political savvy

Politically aware

Clever

Wise

Psychological
game playing

Action with
integrity

Inept

Innocent

Politically unaware

Positive reputation

- Smile!
- Focus on can-do, solutions, opportunities
- Follow through on promises
- Share concerns honestly and rationally with the right person
- Minimise negative talk
- Increase your points of social contact
- Model those who you respect
- Ask "Am I being the person I want to be?"

"Reputations can create or destroy opportunities"

Personality Performance Indicator (PPI)

Choose who you
want to be!

What is PPI?

- A personality profiling tool

- Provides insight for personal reflection and development

- It does not measure or predict skill nor ability

- Based on the premise that we can all develop and use all 4 styles

- Allows us to consider others who may have a different profile and find ways of working better with them

DISC model

- **D - Dominance**

- **I - Influence**

- **S - Steadiness**

- **C - Compliance**

PPI Charts

- **Basic behaviour** - This chart represents your 'normal' personality when in an ordinary frame of mind and not subject to any special pressures or concerns.

- **Potential work behaviour** - This chart represents the changes in behaviour that you think *may* be necessary in order to be successful or survive at work.

- **Probable behaviour under pressure** - This chart represents what you *may* do when you're feeling stressed.

The green zone on the charts suggests a very strong/low preference.

Storytelling and Presentations
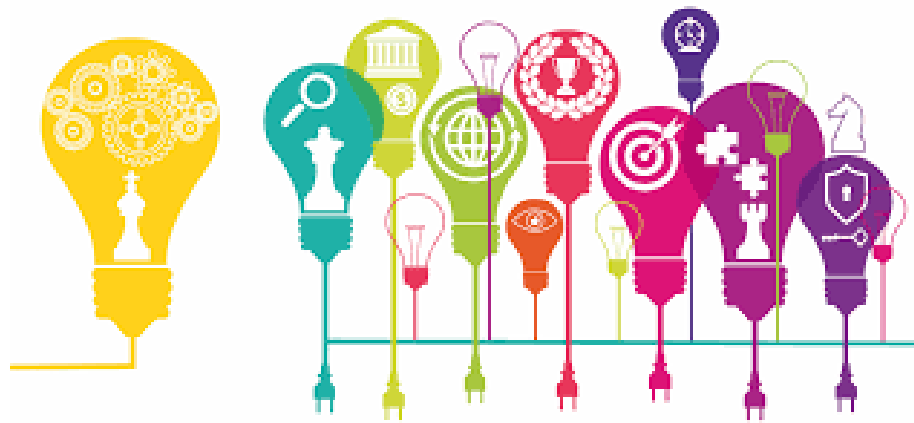
"The human brain starts working the moment you are born and never stops until you stand up to speak in public"

Sir George Jessel

Engaging the audience through balance

Head

o Logic

o Rationale

o Facts

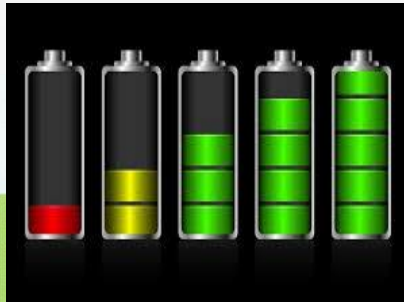o Figures

o Graphs

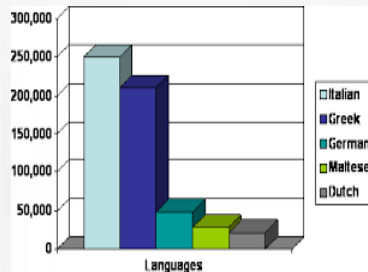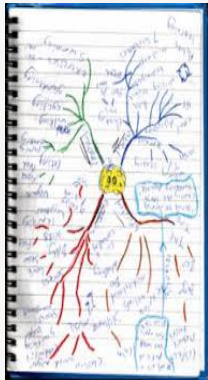o Process

Heart

o Passion

o Engagement

o Authenticity

o Story telling

o Emotion

What makes a presenter effective?

Preparation

o Why – the overall purpose

o What – specific objectives

o Who – the audience

o When – time of day

o Where – environment

o How – structure and content

Structure

Tonight's stories in more detail ...

Main body

And the headlines again...

The headlines tonight....
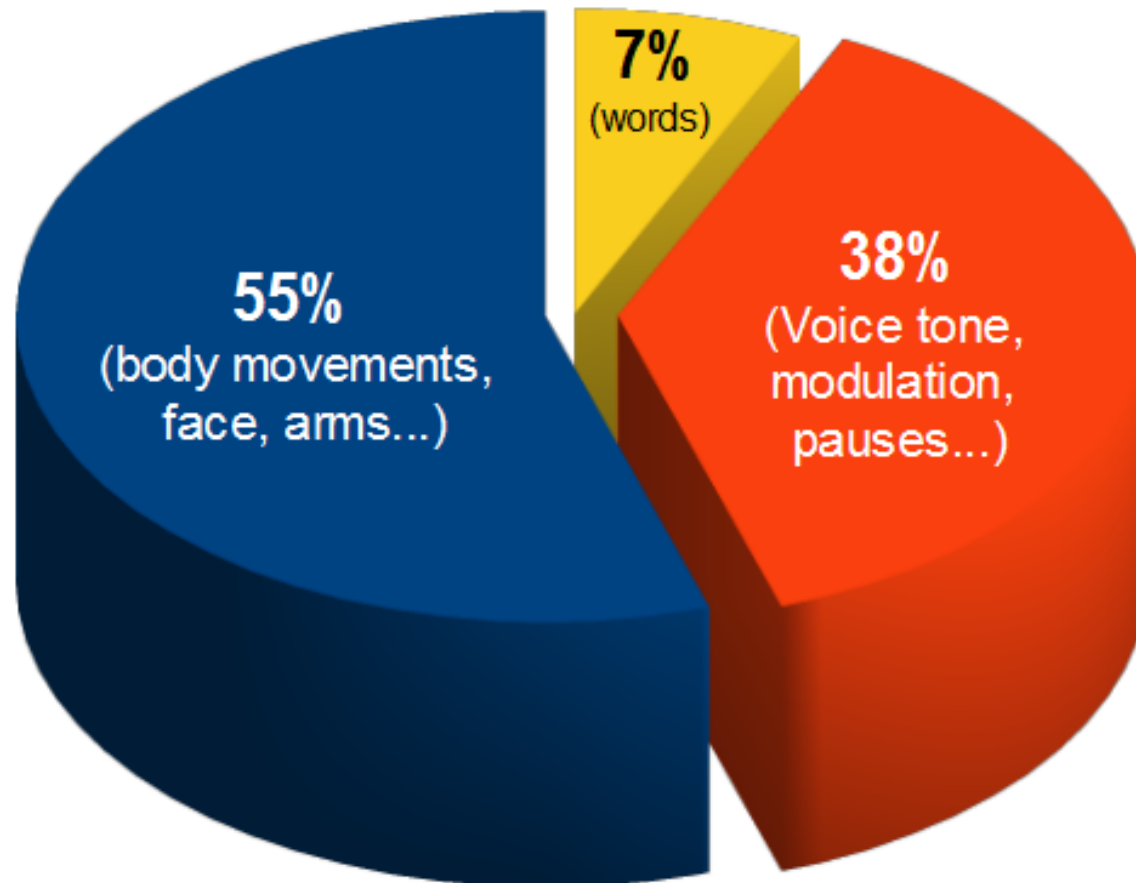
Introduction

Summary

Cognitive psychology Rule of 3

BANG!

Creating those sit up and listen, jaw-dropping, did-you-get-that moments.

Communication – Words, Tone, Body

Why are TED talks successful?

o   The first 30 seconds create impact

o   Speakers connect with people emotionally and personally

o   Scripts kill charisma

o   65% stories, 25% data, 10% presenter credibility

o   Smile

o   Gesticulation and movement

TED
IDEASWORTHSPREADING

TED Talks

Amy Cuddy – Your body language shapes who you are

Megan Washington – Why I live in mortal dread of public speaking

Dr Ivan Joseph - The skill of self confidence

Adam Galinsky – How to speak up for yourself

Andy Puddicombe – All it takes is 10 mindful minutes

Isaac Lidsky – What reality are you creating for yourself?

Al Gore – The case for optimism on climate change

Yassmin Abdel-Magied - What does my headscarf mean to you?

Simon Sinek – How great leaders inspire action

Tony Robbins – Why we do what we do

Susan Cain – The power of introverts

Class dates and venues

Class 3
Date: Tues 10th March 2020
Time: 09.30 - 3.45
Venue: Mosscare St Vincents – Trafford House, Chester Rd, Stretford M32 0RS

Class 4
Date: Thurs 14 May 2020
Time: 09.30 - 3.45
Venue: Progress Housing – Sumner House, 21 King Street, Leyland PR25 2LW

Conference Date – Wednesday 17th June 2020
ThinkTank Science Museum Birmingham

Happy Christmas!