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The No Nonsense Webinar - III

#LEADINGREMOTELY

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Remote

≠ Distant

LEADER'S IMPERATIVE.



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“Mastering others is
strength. Mastering
yourself is
true power.”
Lao Tzu

No Nonsense Webinars

- I. About Team— Staying connected and engaged
- II. About Learning – Not losing the focus on team development
- III. **Lead Self Improvement – Personal reflections for growth**
- IV. About Change – Creating team conversations around change

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Time to focus on you!



Leading Self

‘Self-leadership is to serve as chief, captain, or CEO of one's own life’.
- Peter Drucker

‘Self-leadership is the practice of intentionally influencing your
thinking, feeling and actions towards your objective/s’
- Bryant & Kazan

Could be a path to how we develop ourselves to survive and thrive in a
Volatile, Uncertain, Complex and Ambiguous world.

Simple Framework for Managing Oneself



Discovery

Acceptance

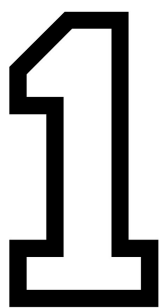
Management

Growth

- The aim remains to not preach
- Tools you can use that are simple, yet powerful, to set you off on your own journey.
- Of course all organizational support should only add to this effort.



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DISCOVERY

- You know yourself better than anyone does.
- But a framework helps put it into perspective and gives you a handle.



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Self Discovery

- Pull out that old psychometric tool report that you have saved in some folder...
 - Hopefully, you are more mature now ☺
- If not, here are some free and yet effective online tools you can use



Based on universally recognized concepts



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Self Discovery

16 Personalities

- Based on Jung theory and the MBTI Framework
- Extensive well written reports
- <https://www.16personalities.com/>

The 8 Minute Assessment HBR Recommended

- <https://zengerfolkman.com/8-minute-assessment/>
- <https://hbr.org/2013/08/how-effective-a-leader-are-you>

Koach.AI

- Simple Strengths Profile
- Ties into the rest of the journey seamlessly

Johari Window

- Accounts for how others experience you, not just your own assessment
- <https://kevan.org/johari>
- Allows you to send links and get word associations from others.



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2 ACCEPTANCE

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It's OK to be me

Every strength has an **associated weakness** - Balance

Every perceived weakness has a yet **unutilized associated strength**.

Consciousness of both facets is the first step towards growth.

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Doubling down on key strengths. Managing the weakness A TEMPLATE

STRENGTHS	POSITIVE ASPECTS TO EXPLOIT	ALLOWABLE WEAKNESSES TO MANAGE

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STRENGTHS	POSITIVE ASPECTS TO EXPLOIT	ALLOWABLE WEAKNESSES TO MANAGE
Being Creative	<ul style="list-style-type: none"> Always excited about new ideas. Positive attitude towards change. Can work with limited resources. 	<ul style="list-style-type: none"> Impatient with people. Get bored and inefficient with regular tasks. Lose focus on SOPs, bread & butter business etc.
Spontaneous	<ul style="list-style-type: none"> Can deal with change of plans. Revels in last minute pressures. Can work with limited information and unstructured environments. 	<ul style="list-style-type: none"> Can end up procrastinating and becoming a bottleneck for others. Can go off agreed plans and processes.
High Emotional Intelligence	<ul style="list-style-type: none"> Can be the glue of the team and maintain harmony. Can connect easily with all stakeholders and build strong relationships 	<ul style="list-style-type: none"> Finds it hard to say no and can get overloaded. Struggles with feedback and difficult conversations.
Attention to Detail	<ul style="list-style-type: none"> Great with data interpretation and insights to help with decision making. Thorough with following SOPs, Process adherence etc. 	<ul style="list-style-type: none"> Can struggle with or even resist change. Can lack openness to ideas and suggestions.

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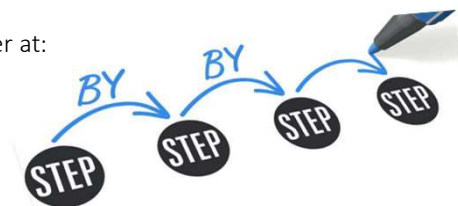
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SELF MANAGEMENT

- Moving from self awareness to managing change about oneself that are of top priority .
- Creating desirable habits and letting go of ones that are not helping.
- Easy tools you can use

Self- Management

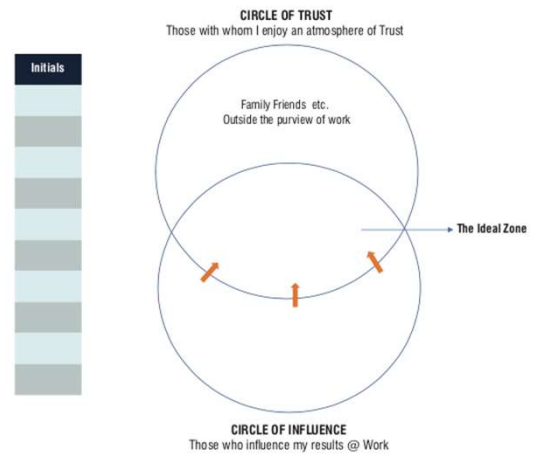
- Go back to your tool output from the 'Discovery stage'
- Identify the behaviours that you want to manage or be better at:
 - Communicating with others
 - Managing relationships & build trust
 - Understanding and developing my team.*
- You can use the tools I am about to demonstrate to get started on your journey



* Many more covered in our Virtual Leadership workshop

Building Trust & Managing Relationship

My Inner Circle



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Communicating with others –The Communication Rule Book

Blue Sky LEARNING

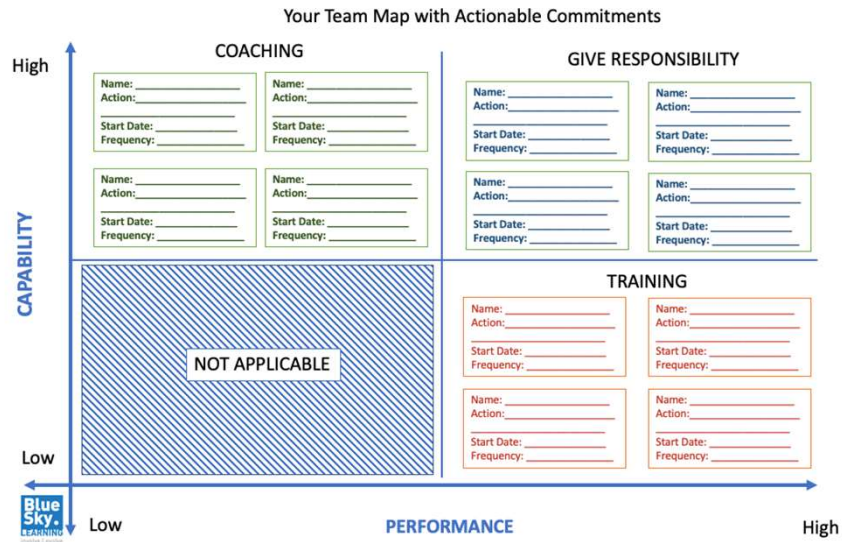
THE COMMUNICATION RULE BOOK
Mapping elements of good communication with key stakeholders/Team members

TEAM MEMBER/ STAKEHOLDERS				
MY ACTION				
PROVIDE CLARITY OF OBJECTIVE				
DEMONSTRATE EMPATHY				
LISTENING ACTIVELY				
PROVIDE CONTINUOUS FEEDBACK				

Blue Sky LEARNING
Innovation | Evolution

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Communicating with others –The Communication Rule Book



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GROWTH

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GROWTH

- Intent ≠ Action
- Behaviour change is hard.
- Need constant clarification and a sounding board
- It's ongoing, not one instance

Your Accountability Partner

- Must be:
 - Trustworthy
 - Mutual respect and influence
 - No conflict of interest
- Provide words of encouragement and a kick on the B!@#, when necessary
- Must have a timetable
- Must be relentless





Accountability Partner

24x7, Coach Bot

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Tamal Bhatia

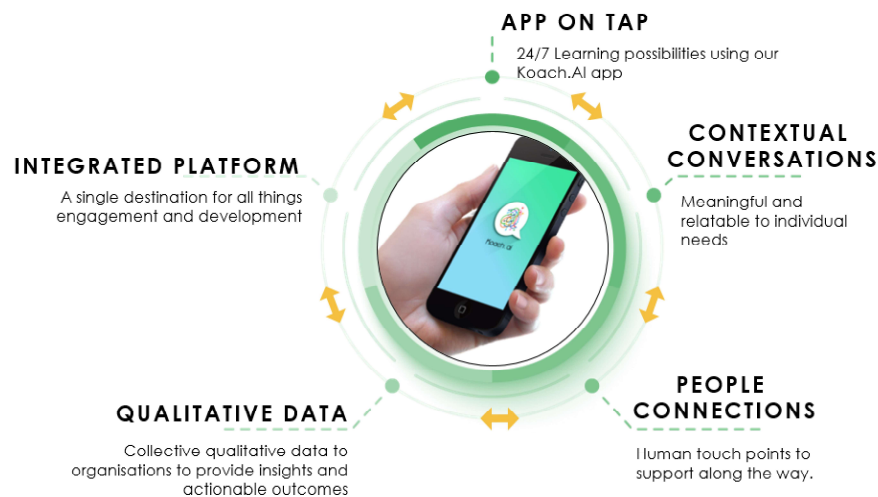
- Founder, Koach.AI
- Learning innovator
- 20 years as a learning entrepreneur
- Executive Coach & Life Coach at large
- Experiential Game development enthusiast
- Self Proclaimed PhD in all things Lord of the Rings
- More about Tamal
- <https://www.linkedin.com/in/tamalbhatia/>



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Our Offering

An integrated platform designed basis the “Science of Coaching” that taps into and links all parts of the ecosystem to bridge the performance gap



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About BlueSky Learning

- 16 years, 14,000 man-days and counting
- We believe that attitude & behaviour is the differential
- Experiential, activity-led learning; Gap between knowing & doing
- Virtual+ experiential programs – Leadership, Behavioural Skills, Teamwork
- DIY activity-led modules – LIBRARY
- www.blueskylearning.in
- www.kitlibrary.com
- Mail us Nishanth@blueskylearning.in

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Masterclass #4

Apr 30, 2020 03:00 PM



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