

Conversations for Leaders

Helping people achieve things they never dreamt they could

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Nurturing leadership talent...

Professionally delivered, an approach trusted by those in the know, who seek highly confidential support to prepare the leaders of the future. Unusual yet highly effective; sophisticated yet down-to-earth. Pragmatic yet deep; respectful and yet challenging.

... for the future

Monthly, one-to-one conversations, typically lasting 1½ to 2hrs, held in complete confidence, with leaders (actual, aspiring or potential) from a wide range of different organizations and industries.

Drawing on my own corporate experience, professional background in the human side of organizations, and training as a behavioural scientist and psychotherapist, I help them look at their role, themselves, their drivers and attitudes, their impact on those around them, constraints they impose on their success and the potential they could aspire to. We deconstruct situations and use a variety of models to understand them and to evolve alternative strategies for the future.

Working in this way for a decade, most of my clients see our conversations as a significant part of their ongoing personal and professional development. Naturally this depends on creating the right sense of trust and confidence.

New clients find me entirely by personal referral. From time-to-time those who wish to refer someone else

have asked for an 'introductory' programme of topics. I therefore distilled some key themes into a block of six sessions which I offer at a fixed cost:

- **Where am I and where could I (and would I like to) be?**
- **The nature of my 'journey' - what has shaped my approach to leadership so far, and how might I change?**
- **What do I know about myself? What do others see? How do I become an authentic leader?**
- **How do my relationships with others work? What could enhance them?**
- **How do I demonstrate Leadership? How does this differ from Management? How should the balance shift?**
- **What is my greatest challenge and how do I achieve it?**

Chief Executives, especially, find this a useful way of proposing my support to members of their team or to friends. Those who hold the purse-strings are comforted that this is not an open-ended agreement. Individuals are reassured that they know what they are embarking on and what it should help them achieve.

This document explains more about the six initial themes. **If you would like to know why this approach works when others don't, please look at the extra information sheet that accompanies it.**



The six key themes

Meeting monthly, usually off-site, at mutually convenient times, we refine the individual's image of leadership, their personal attributes, and their approach to leading others. Over six months we explore the following key dimensions:

Where am I and where could I be?

Few people are open with their peers, their boss or even themselves, about their dreams for the future, the role they'd like, and their personal timescales. By clarifying these, they gain focus, and put building blocks in place to move forward. There's no point embarking on this process if they harbour a desire to do something radically different, yet haven't explored it openly.

The nature of my 'journey'

We don't acquire our personality overnight. It forms through the first 25 years of our life remaining relatively fixed until we are in our 40s or 50s unless significant events make it go through a few more hoops. We often don't know the factors that shaped us, how they did, and their impact on our leadership behaviour. Exploring this journey together, we map these out and the individual sees which aspects they are proud of (to enhance or draw on more) and things to address to make the way ahead easier for them.

What do I know about myself?

Feedback from others can be mixed; delivered in clichés by people who aren't sure how to communicate. We gather information ourselves, and try to see how others perceive us. But they only know the side of us we choose to show, what about those aspects that we don't share?

Some reasons for holding back are no longer valid; sometimes what WE think is controversial or detrimental could inspire others. Whatever the reason true leaders are appropriately authentic with the people they work with.

My relationships with others

Leaders enter into relationship with people around them, based on their concepts of power; shaped by past experience of powerful role models. We explore and extrapolate, look at both sides of the dynamic, and practice different ways of relating, giving a better understanding of other people's experience of work, and appreciation of how difficulties in relationships escalate.

Leadership and management

It flatters our ego to be seen as a leader, but there's far more to performing as one. It's one thing to engage with an idea and another to demonstrate it. Looking at authenticity and respect, hierarchy and authority, at the behaviour of leaders and managers, we clarify the leader's values (and those they aspire to but fall short of) and see how to use these in day-to-day decisions.

My greatest challenge

Leaders act in the long term but address the short. We examine the challenges they confront; see them as lessons on the way to greater things; exploring how to apply their potential to greater effect; identify how to achieve this at work and elsewhere; becoming quite detailed, we develop tactics to make dreams come true.

Next Steps

If you have someone in mind, or would like to try my approach for yourself, give me a call and we can arrange an appointment. My fee for the six sessions, is £1320 plus VAT.

Where a small number of key executives are referred to me, I am happy to facilitate group sessions about the process and 'team' dynamics.

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