# Civil Service Leadership Academy Virtual Offer

Individuals
Teams
Leaders
Departments

# Civil Service Teaming

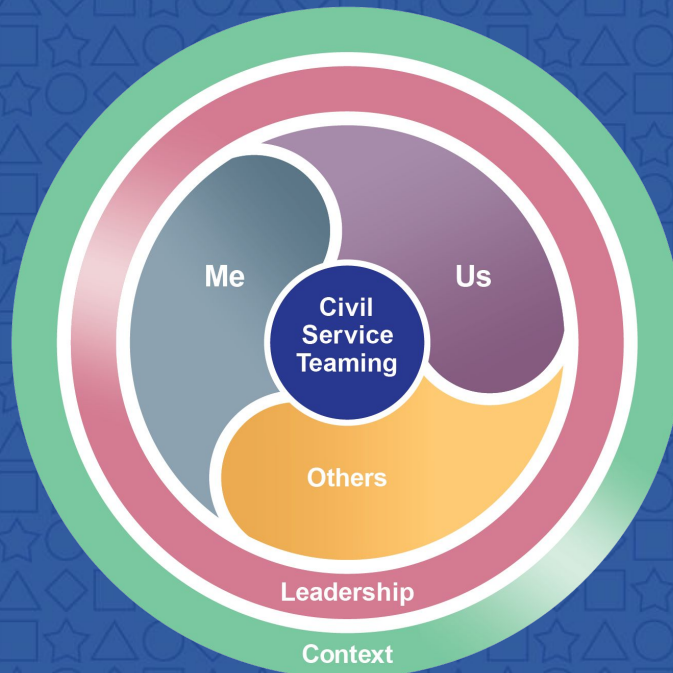# What are we learning during COVID-19?

1.  We can get leadership and people insights in the moment by delivering leadership content virtually

2.  People want to connect and have meaningful conversations.

3.  These conversations are having positive wellbeing outcomes and helping leaders, teams and individuals work through this crisis
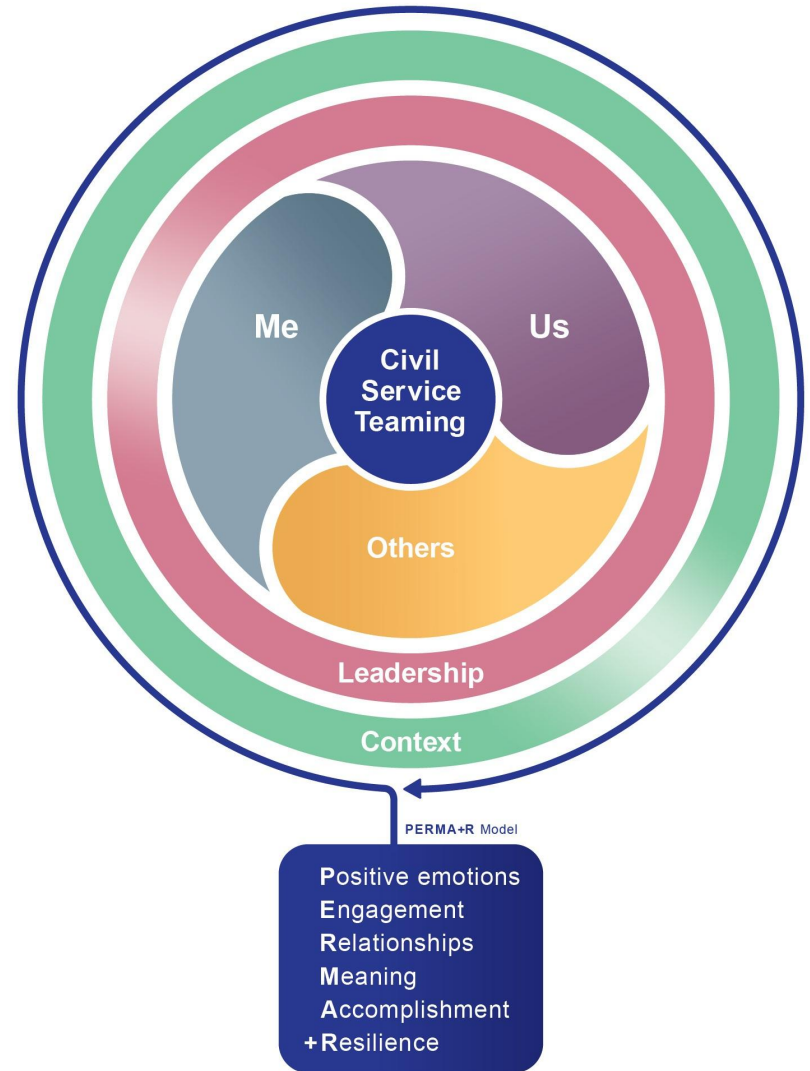
# Emerging themes from CSLA deliveries

1. Ways of working and communicating are changing

2. Increasing or lack workload is affecting motivation

3. Proximity to front line work is something being considered

4. There is a real need to focus on wellbeing and mental health

5. We are having insights into everyone's lives which is helping to support shifts in terms of inclusion but for some could be uncomfortable

6. Leaders are recognising the need to be conscious about how they lead and how they communicate

7. Leaders need time to reflect and sense make of what is going on for themselves and for others in order to lead well.

- The ways in which our leaders respond, hold space and chose what to focus on in their leadership experiences is important.

- Actions will have both short and long term opportunities and implications in terms of inclusion, wellbeing and resilience on an individual, team and possibly departmental levels.
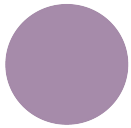
# What is Civil Service Teaming?

- Teaming means coming together as a team and working towards a common goal.

- The Civil Service Teaming model focuses on **Me, Us** and **Others** at its core whilst recognising the importance of **Leadership** and the **Context** we are in.

- It embeds the Civil Service inclusion model of belonging, authenticity and voice, **PERMA** and Wellbeing Confident Leaders.



Me

Us

Civil Service Teaming

Others

Leadership

Context

**PERMA+R** Model

**P**ositive emotions
**E**ngagement
**R**elationships
**M**eaning
**A**ccomplishment
**+R**esilience

# States we are working towards building through teaming
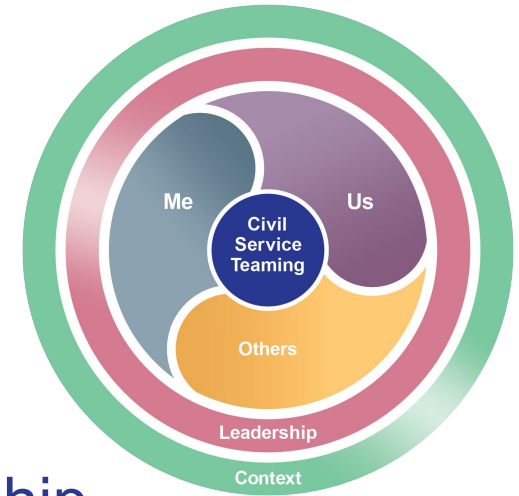
**Me**: I am at my best in this team

**Us**: We are a team

**Others**: We work well with others

**Leadership:** We all role model leadership

**Context:** We can respond well to the context we are in

# What's different with our approach to people, leadership and team development?



- Focusing on **what is right** with people.

- Not a deficit model.

- Engaging & action focused.

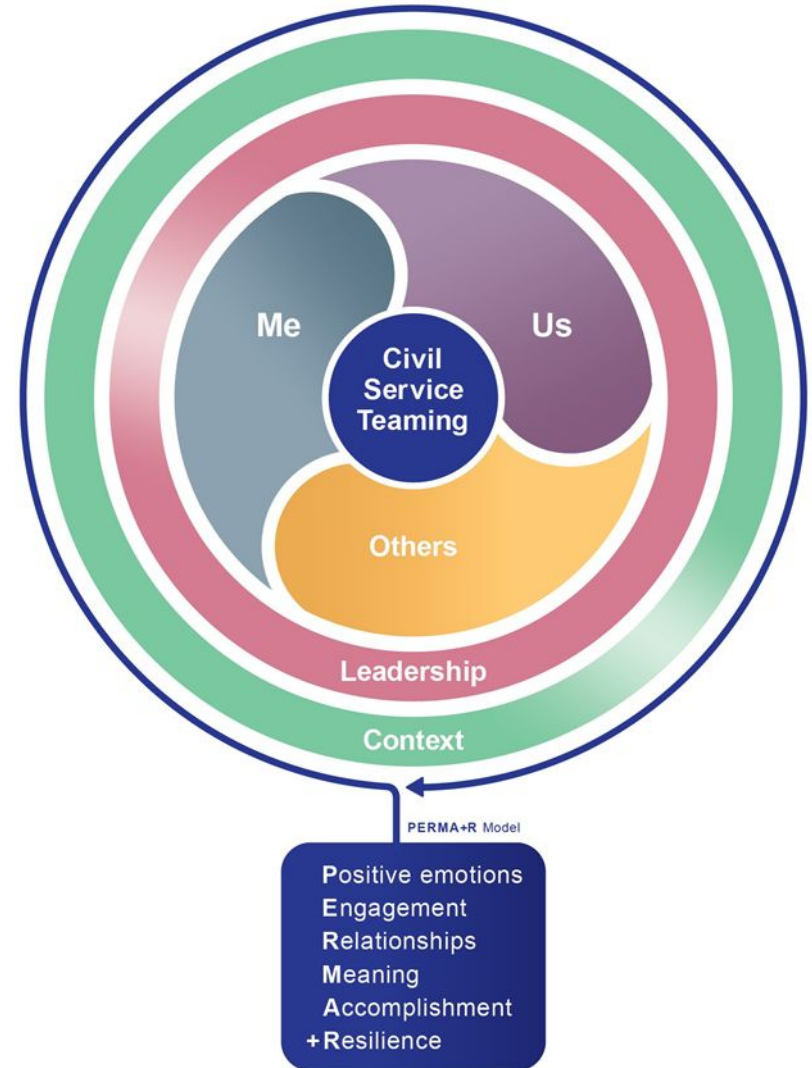- Having great conversations is at the heart of our work.

# Our evidence base
# Wellbeing: PERMA+R*

Credited as the founder of the 'positive' branch of psychology, <u>Martin Seligman</u> has spent his career studying the conditions under which we as humans thrive, or fail to do so.

*PERMA model devised by Martin Seligman, with the addition of Resilience, as a key outcome.

The PERMA model is embedded in all CS Teaming content and tools along with Psychological Capital which helps build confidence to personally face challenge and learned optimism theory in practical application.



Me    Us
Civil
Service
Teaming
Others
Leadership
Context

PERMA+R Model

Positive emotions
Engagement
Relationships
Meaning
Accomplishment
+Resilience

# Why Focus on Strengths?

When people use their strengths just 10+ hours per week,
**People experience...**

Worry 21% less,
Stress 16% less,
Anger 9% less,
Sadness 17% less,
Pain 19% less

(Asplund, 2012)

**THE GOOD NEWS!**

This is addictive! Stress and worry decrease, and respect increases for each additional hour using strengths

# Civil Service Leadership Academy Virtual Offer

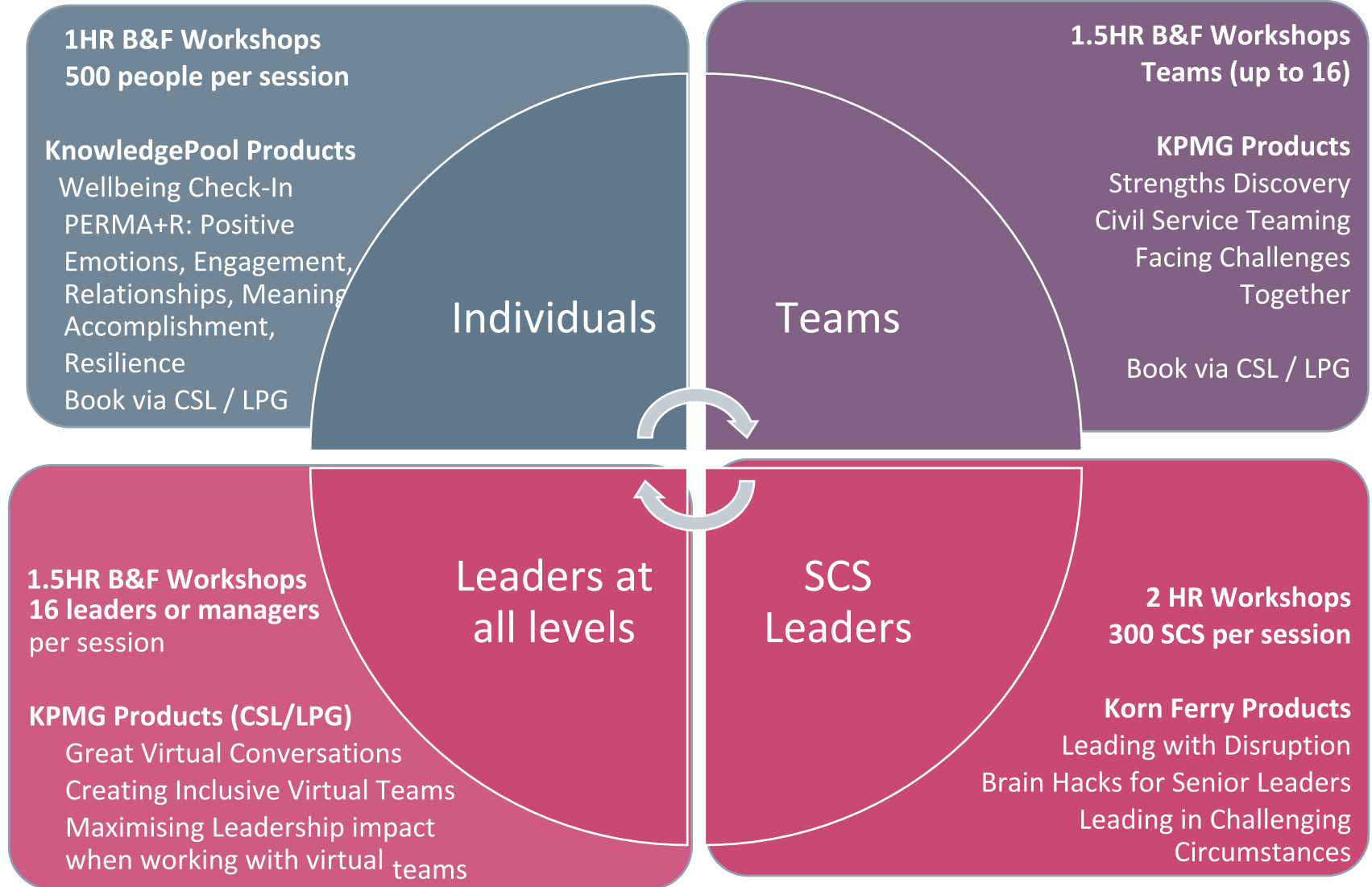## Individuals

**1HR B&F Workshops
500 people per session**

**KnowledgePool Products**
Wellbeing Check-In
PERMA+R: Positive
Emotions, Engagement,
Relationships, Meaning
Accomplishment,
Resilience
Book via CSL / LPG

## Teams

**1.5HR B&F Workshops
Teams (up to 16)**

**KPMG Products**
Strengths Discovery
Civil Service Teaming
Facing Challenges
Together

Book via CSL / LPG

## Leaders at all levels

**1.5HR B&F Workshops
16 leaders or managers**
per session

**KPMG Products (CSL/LPG)**
Great Virtual Conversations
Creating Inclusive Virtual Teams
Maximising Leadership impact
when working with virtual teams

## SCS Leaders

**2 HR Workshops
300 SCS per session**

**Korn Ferry Products**
Leading with Disruption
Brain Hacks for Senior Leaders
Leading in Challenging
Circumstances

# Sequence of Virtual Teaming – for Individuals

**Wellbeing Check-In**

This workshop focuses on a positive framework to make sense of what's going on around us, using the PERMA model of wellbeing.

This model is explored in depth to take a pulse-check of how people are feeling about the areas within the PERMA model and to diffuse through collective conversation.

Positive Emotions → Engagement → Relationships → Meaning → Accomplishment → Resilience

**Scalable** Wellbeing Check-In and PERMA+R 60-min modules, available for **up to 500**:

# Sequence for Virtual Teaming – for Teams



**Strengths Discovery** → **CS Teaming** → **CS Facing Challenges Together**
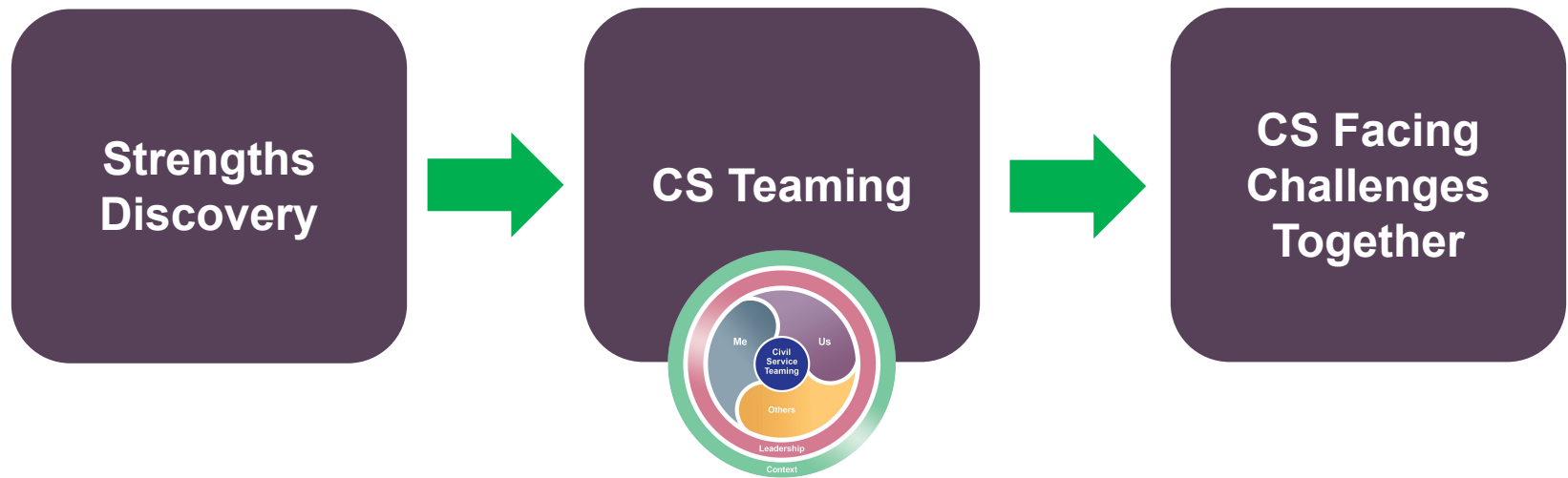
90-minute virtual modules to support **intact teams** of **up to 16**
**Can also be booked as standalone**

# Sequence of Virtual Teaming – for Leaders
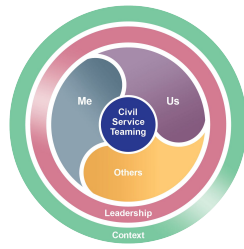
**1 hour workshops to support Leaders and Managers (up to 16):**

Great Virtual Conversations → Creating Inclusive Virtual Teams → Maximising Leadership impact when working with Virtual Teams

**2 hour sessions for SCS only (up to 300)**

Leading with Disruption → Brain Hacks for Senior Leaders → Leading in Challenging Circumstances

**Can also be booked as a series or standalone**

# Insights from Virtual Workshops

"During COVID everything from a PERMA perspective is being amplified both from a positive and negative perception.
That piece around meaning but also how we manage our relationships with each other"

"I think this has been very positive and also fun thing to do"

"It's really time for us to do something like this as a team"

Me

Us

Civil Service Teaming

Others

Leadership

Context

# Annex:
# Module Descriptions

# CS Virtual Teaming Options – for individuals

**Wellbeing Check-In**

This workshop focuses on a positive framework to make sense of what's going on around us, using the PERMA model of wellbeing.

This model is explored in depth to take a pulse-check of how people are feeling about the areas within the PERMA model and to diffuse through collective conversation.

# CS Virtual Teaming Options
# Offer for individuals

## PERMA Webinars

### Module 1: Cultivating Positive Emotions

Exploring the benefits of experiencing more positive emotions and identifying practical ways to harness these benefits for ourselves and our teams.

### Module 2: Increasing Engagement

Discovering some of our core 'strengths' which connect to our personal leadership. Exploring the concept of 'flow' and how this relates to peak performance and wellbeing for individuals and teams.

### Module 3: Developing Relationships

Considering the importance and benefits of relationships at work. This workshop explores three methods to build 'high quality connections' in our teams and beyond and overcome 'corrosive connections'.
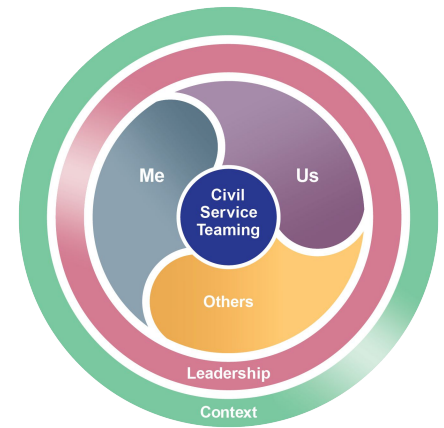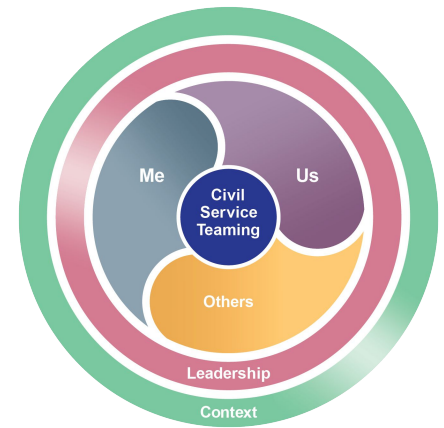
# Offer for individuals – cont.

## Module 4: Creating Meaning

Reflecting on the importance of meaning in our lives and work and identifying ways we can create more meaning and purpose for ourselves, within our teams, and across our organisation.

## Module 5: Boosting Accomplishment

Encouraging achievement by looking at the benefits of an optimistic mindset, and how this can be developed to increase our sense of accomplishment individually and within our teams.

## Module 6: Building Resilience

Learning how to minimise negative emotions and behaviours in difficult situations, develop more effective reaction styles and manage stress successfully, individually and collectively.
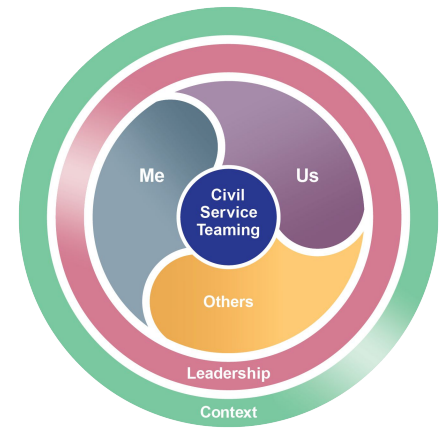
# CS Virtual Teaming Options
# Offer for teams



**Module 1: Strengths Discovery**

Outcomes:

- A deeper understanding of personal strengths.
- Skills development in spotting strengths and giving strengths-based feedback.
- Better able to play to team strengths for resilience and collaboration.

**Module 2: CS Teaming**

Outcomes:

- A safe space for the team to connect.
- A meaningful conversation about how we can support one another.
- Strengthening our psychological capital to build team resilience.

**Module 3: Facing Challenges Together**

Outcomes:

- Clarity over key challenge and key priorities connected to this challenge.
- Positive energy generated and directed towards overcoming challenge.
- A strategic plan and individual actions connected to this plan.
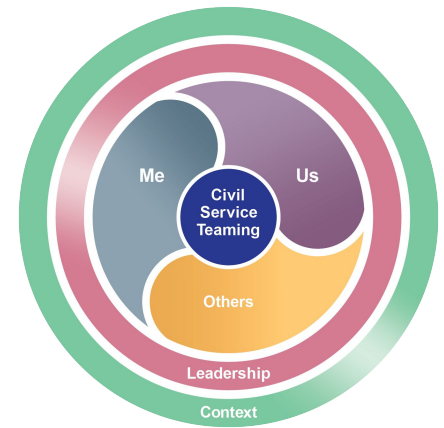
# CS Virtual Teaming Options
# Offer for leaders (at all levels)

**Module 1: Great Virtual Conversations**

Outcomes:

- Use of the CS Teaming model to build trust in all relationships
- How to be the best leader I can be in the current context
- Practical skills development for typical scenarios with ongoing support

**Module 2: Creating inclusive virtual teams**

Outcomes:

- Increasing inclusion despite virtual barriers
- Identifying and maximising motivation from strengths as well as skills
- Techniques for supporting great relationships amongst the team

**Module 3: Maximising leadership impact when working with Virtual Teams**

Outcomes:

- Harnessing of strengths for resilience in the team
- Practical skill development to remove internal and external barriers to performance
- Role modelling positive collaboration

# Why Focus on Strengths?

"The more hours per day people use their strengths,
the more they are able to learn new things" (Asplund, 2012)

**People who
use their
strengths every
day are…**

8% more productive
15% less likely to quit work
6x more likely to be engaged in work
3 x more likely to have excellent quality of
life

(Flade, Asplund & Elliot, 2015)

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# If you have any questions, please email:

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