Sprint Summary – Complementary Skills

Group 1
- Expertise in marketing/growing; skillset examples
- Coaching for leaders
- Refine listening competency
  - capture and understand mindset
  - continuous exchange of views
  - accept and … better

Forward …
- As ethical as possible
- Grow/buy-in
- Cross culture/ less specific
- Champions within organization (mentoring/ skills transfer)
- New roles
- Skills transfer
- Visionary

Management/ leadership
- Vision/strategy
- Bring people with you
- Empowerment
- Independent/ decision making
- Delivery
- Assess/measure

Core Competencies
- communication

Group 2
Core Competencies
1. List?
   - Emotional intelligence (self-awareness): team dynamic and productivity (lost), workload
   - Results/action
   - Negotiation
2. Examples?
   - Vision – unclean and create confusion
   - New technologies – ML, IT programs
   - New assessments
3. How to develop?
   - Recruitment and retention
   - Continuous learning (learn about competencies)
   - Learning people management
- Empower strategic people (role model)
- Self-assessment
- Development program

**Group 3**

To do
1. Review content
   - Which capabilities will make us agile
   - Need common understanding
2. Examples of good practice
   - DISC-profiling
   - UK data science campus
   - Go to the Gemba (floor)
3. What do we do to develop these competencies?
   - Communicate/ socialize meaning
   - Willing/ acceptance
   - Examples/ context: look forward
   - Learning by working
   - To do them not wait: practicing
   - Do a pilot

**Group 4**

Shrink the problem
- Trust
- Managers support employee
Delay power of hierarchy
From self-interest to broad purpose
Activity, creativity

**Ideas to Discuss**
- Is fear bad/
- What dialogues are missing in your organization?
- Affect managers at local level? (social, hierarchy, visible/feedback)
- Increase say in organization/ local power

1. Review Content
2. Examples of success?
3. What do we do about it?
   - Risk (people)-core. Inclusion(goal): diversity one pathway
   - Management and leadership – organization/view: corporate citizenship
   - Culture DISC. Various psychometrics; models/standards-New Zealand; fit for change-
   New Zealand
   - Set expectations – leader led. Hackatons identify expert (find papers benchmark against)