

## **Sprint Summary – Complementary Skills**

### **Group1**

- 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 – unclear 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)