

OVERVIEW: THE BOLD MOVE BRIEF

30 minutes | No slides | No fluff | Just one bold shift.

This is for team leaders to run simple, honest conversations with their teams. It creates an open conversation about high performance that's rooted in discipline, energy, and consistency; not hustle or perfection.

THE SPARK (5 MINUTES)

START HERE. Say this out loud:

"Alright, level with me for a second. When you hear the word excellence, what pops into your head? Be honest - do you think 'high standards,' 'pressure,' or just 'ugh, here we go again'?"

Allow the team to share their thoughts (and roll their eyes if they need to)

Today isn't about gold stars or perfection. It's about what it really looks like to do great work without burning out or turning into a robot."

Then follow with:

"We've all got moments where we're proud of what we've delivered - and others where we've cut corners because we were stretched. Let's unpack what excellence looks like for us, not in theory, but in practice."

**DISCIPLINE
IS THE
DIFFERENCE
BETWEEN
GOOD &
GREAT**

THE REFLECTIVE THINK (5-7 MINUTES)

Say:

"Let's start by noticing what quietly drains or derails us."

Ask:

- "When do you perform best - under structure and clarity, or freedom and flexibility?"
- "What's one sign you're running on four cylinders instead of six?" (Link to Nash's comment about being a 6 cylinder running on 4)
- "If imposter syndrome hits, what helps you reframe it as a growth signal instead of a stop sign?"

Optional whiteboard title: 'Running on Six'

Two columns: "What fuels me" / "What drains me."

THE MOVE MAKER (10-12 MINUTES)

Say:

"Now let's make it real. You don't need to be an Aston Martin engineer to think like one - but you can borrow their habits."

Ask the team to discuss:

- "What would 'excellence over perfection' look like in our work this month?"
- "Where could we pre-empt a failure point before it happens?"
- "How do we protect the team's energy when pressure ramps up?"

Then say:

"In elite sport and high-performance teams, it's never about motivation alone - it's about systems and standards - tiny, disciplined moves, repeated with intention. Let's pick one we'll all adopt this week."

TEAM EXERCISE – 'Pre-Mortem the Flow'

1. Split into pairs or trios.
2. Sketch one live project as a system (inputs → constraints → outputs).
3. Circle one likely failure point and design a 'pre-fix' (a small preventative move).
4. Share the one fix you'll test this week.

Close with:

"Excellence is less about polishing and more about pre-empting.

The bold move is noticing earlier and acting faster."

THE BOOSTER ROUND (3-5 MINUTES)

Ask each person to complete this sentence:

"One tiny disciplined move I'll commit to this week is..."

Then say:

"Protect the energy. Tune the engine. Keep the promises. That's how you earn the right to run on all six cylinders."

OPTIONAL: FOLLOW UP CHEEKY NUDGE

GOAL: TO REMIND THE TEAM THAT YOU ARE SERIOUS ABOUT SUPPORTING THEM AND ENCOURAGING THEM TO FOCUS ON THEIR COMMITMENTS

Subject: Six-Cylinder Check-In

Hey team - quick pulse.

What's one small thing you've done this week that sharpened your focus or improved a process?

Remember: excellence = tiny tweaks repeated.

Keep the energy clean. Keep the cylinders firing.

FAQ's & quick tips

BRAVE CONVERSATIONS, MADE BRILLIANTLY SIMPLE.

WHAT IS THIS?

It's a ready-made, low-prep discussion guide to help you run bold, honest, high-trust conversations with your team, each one tied to an episode of the Little Moves, Big Careers podcast.

Each one takes 30 minutes or less.

No slides. No jargon. Just real talk that builds clarity, trust, and confidence.

WHO'S IT FOR?

- Managers who want to grow their team, not just manage tasks
- Teams that are busy, bright, and often too quiet about what they need
- Anyone trying to create a more open, curious, and high-performing culture

DO I HAVE TO BE AN EXPERT?

Nope. You just need to be honest.

You're not delivering a TED Talk, you're creating space. These sessions are designed to feel like a team coffee with purpose.

EVEN IF YOU'RE THE ONE WHO'S MADE THE MISTAKES MENTIONED IN THE EPISODE... THAT'S OK. OWN IT. THAT'S HOW TRUST BUILDS.

WHAT IF THIS FEELS A BIT... AWKWARD?

It might and that's normal.

But remember: safe doesn't mean silent.

Growth happens in the "slightly uncomfortable but very real" zone. These sessions give you a script, a structure, and a shared language — so no one's freestyling.

HOW DO I PREP?

1. Listen to the episode or scan the Bold Move Brief
2. Print the conversation sheet or write the key question on a whiteboard/ flipchart
3. Invite the team. Let them know it's 30 mins, focused, and not performance review-y
4. Run it. Follow the four sections: Spark, Reflect, Move Maker, Booster
5. Send a follow-up nudge - we even give you the words

ANY TIPS FOR KEEPING IT FLOWING?

Top 5 Manager Moves:

1. Share first - model the behaviour, don't just ask for it
2. Keep it light at the start - a bit of humour goes a long way
3. Use a whiteboard or Post-its - visual = safe and clear
4. Timebox it - if people know it ends in 30 mins, they'll lean in
5. Don't fill the silences - give people space to think, then speak

FINAL REMINDER:

You don't have to have all the answers. Your job is to make it safe to ask better questions - the kind that lead to better performance, stronger trust, and way fewer "lumps under the carpet."

**YOU'VE GOT THIS.
AND WE'VE GOT YOU.**