

Little Moves BIG CONVERSATIONS

EPISODE 21 HOW TO STRENGTHEN YOUR TEAM'S RELATIONSHIPS AND STAKEHOLDER INFLUENCE

OVERVIEW: THE BOLD MOVE BRIEF

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

To help teams reflect on the strength and depth of their relationships (inside and outside the team) and explore how stronger, more visible connections drive trust, collaboration, and career momentum.

This session builds “bench strength”: the depth of relationships, capability, and trust that keeps performance strong even under pressure.

THE SPARK (5 MINUTES)

START HERE. Say this out loud:

“We talk a lot about performance and delivery, but less about the relationships that make that performance possible.”

Kick-off question:

“If we lost one key ally or partner tomorrow, who would we struggle without and why?”

Follow-up prompts:

- What makes that person such a valuable partner?
- How did we build that relationship in the first place?
- What does that tell us about what works in how we connect?

THE REFLECTIVE THINK (5–7 MINUTES)

Use the Circle Map:

Draw three rings on a whiteboard or paper:

- Inner Circle: Our strongest, most trusted stakeholders
- Middle Circle: Those we interact with regularly but not deeply
- Outer Circle: People we should have stronger ties with but haven't built yet

Ask:

- Where are our relationships strongest?
- Where are they thin or purely transactional?
- Who might be quietly blocking or slowing us down because the connection's weak or unclear?

Remind them: Relationship gaps are often performance gaps in disguise.

**MAKE
YOUR
AMBITION
VISIBLE.**

THE MOVE MAKER (10-12 MINUTES)

DISCUSS

A. Strength Move:

"Who could we deepen our connection with - not because we need something, but because collaboration would make us both better?"

B. Visibility Move:

"Where could we be more visible as a team - not just individuals - so people see our impact, not just our outputs?"

C. Trust Move:

"What could we do to make it easier for others to trust us with the messy stuff - not just the polished deliverables?"

Have each person commit to one small, visible action to strengthen a relationship this week - a coffee, a check-in, a share, a thank-you, or an intro.

THE BOOSTER ROUND (3-5 MINUTES)

WRAP WITH REFLECTION + FORWARD FOCUS:

"If we built even one stronger ally this month, how would that change our momentum or impact?"

Encourage the team to keep the Circle Map visible for 30 days - add, connect, and track small relationship wins.

OPTIONAL: FOLLOW UP CHEEKY NUDGE

Quick check-in: have you made your Circle Move yet this week?

Remember — stronger connections = stronger bench.

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.**