

Little Moves BIG CONVERSATIONS

EPISODE 1: BONUS DON'T WAIT TO BE MANAGED. *Take control of your career*

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. Think of it as a great coaching moment wrapped in psychological safety. It works best when it's real, raw, and slightly uncomfortable (in the best way).

THE PURPOSE

To help leaders open honest, future-focused conversations that improve how they lead—without triggering defensiveness, awkwardness, or emotional shutdowns.

YOUR CORE QUESTION

"I want to keep showing up as a better leader (for you/you all)
What's one thing I could do more of—or differently—that would help you
do your best work?"

FOLLOW UP PROMPTS (IF THEY NEED A NUDGE)

- "It doesn't have to be big—just something that would make your day/job/life a little easier."
- "Think about when you've felt most focused or supported—what helped?"
- "Is there anything I sometimes do that gets in the way without realising?"

WHAT THIS DOES

- Creates psychological safety
- Shifts focus from blame to improvement
- Encourages micro-adjustments over major upheaval
- Models vulnerability and emotional intelligence
- Builds trust, faster

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.**