

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 SPARK (5 MINUTES)

START HERE. Say this out loud:

This session is about the small things. The quiet cues, the barely-there moments, the gut instincts you sometimes ignore, because they don't look like opportunity at first. But they are. We're calling this one: 'Blink and You'll Miss It' because in careers, it's often the tiny things that shape the big shifts.

I know I've missed stuff before. Maybe you have too. But noticing? That's a skill we can build together. We're often taught to look for big wins, loud signals, and obvious opportunities—but in real careers, it's often the tiny, quiet moments that shape everything.

Think:

That quick comment from a senior leader that stuck with you.

A colleague's throwaway remark that sparked a new idea.

The time you said yes (or no) and it nudged your path in a new direction.

Noticing is more than paying attention—it's how we:

- Spot patterns early
- Act before a crisis
- See potential in ourselves and others
- Pick up on subtle cues that others miss

But let's be honest:

- Work is noisy.
- Our attention is shattered.
- And sometimes we dismiss things as "nothing" when they're actually something.

Ask: What helps you notice what really matters at work?/ What gets in the way?

**MAKE
YOUR
AMBITION
VISIBLE.**

THE REFLECTIVE THINK (5–7 MINUTES)

PAIR EXERCISE.

Think of a time you spotted something early, maybe a shift in tone, a comment, a task no-one wanted to do. What did you notice that made you lean in, ask a question, or take action?"

Optional add-on:

"How did that decision affect what you did or your credibility?"

THE MOVE MAKER (10-12 MINUTES)

DIVIDE INTO 4/5 PEOPLE PER TEAM

'Career momentum lives in the small stuff'

Invite this prompt: "Let's call them breadcrumbs (those tiny clues that something's shifting). What are the breadcrumbs in our team right now? Where might opportunity be hiding in plain sight?"

Examples to draw out:

- A new stakeholder asking questions no one else has.
- A recurring challenge that no one's owning.
- A side project gaining unexpected traction.
- A compliment someone received that might be an early signal.

Ask: "What tiny signal have you noticed that might deserve more attention?"

You could capture the responses visually, draw a literal trail of breadcrumbs.

THE BOOSTER ROUND (3-5 MINUTES)

Say, "We don't always get clarity from above. Sometimes we have to build it ourselves, by paying attention, asking smart questions, and clocking what's shifting."

Ask this final question:

- "What's one conversation, comment, or moment you'll revisit this week, with fresh eyes?"

Bonus challenge for the week:

- Ask someone: "What's not being talked about here that might be important?"

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

"Noticed anything you nearly missed this week? I'd love to hear if you caught something early, asked a bolder question, or spotted a breadcrumb. Let's build the noticing muscle."

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.**