

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's an opportunity to explore how the strongest teams are diverse and encourage people to understand and respect each other's strengths.

THE SPARK (5 MINUTES)

START HERE. Say this out loud:

"Here's something for us to think about: if everyone in this team thought the same way, we'd never actually solve anything. Because when everyone approaches a problem from the same angle, we just get faster at reinforcing the same ideas; not better at finding new ones.

It's the friction, the fresh eyes, and the different ways we think that actually spark progress. Our differences are what make us powerful, but only if we recognise them and make them visible. So today we're going to figure out what each of us brings that makes this team stronger, and how we can make that visible inside and outside the room."

Warm-up question (hands up, chat, or one-word round):

"When it comes to being visible at work, are you more 'spotlight', 'behind the scenes', or 'somewhere in the middle'?"

Write the core question BIG on a whiteboard/flipchart:

How do our differences help us do great work and how can we make that visible to others?

THE REFLECTIVE THINK (5-7 MINUTES)

Quiet reflection (2 mins):

Think of a time when your unique way of thinking or working really helped the team. What was different about how you approached it?

Now think of a time when a teammate's different perspective saved the day or made something better. What did you learn from that?

Pair share or round robin (3-5 mins):

What patterns do you notice about how difference adds value here?

Where might we be underplaying our individual strengths because they're "different" from the norm?

Manager model:

Share one personal example - a time someone else's approach challenged or improved your own thinking. Be honest about what you learned.

**DIFFERENCE
IS A TEAM
STRENGTH**

THE MOVE MAKER (10-12 MINUTES)

SAY:

"Imagine our team is a bit like an orchestra. Each of us brings something distinct - different instruments, different rhythms. When it's all in sync, that mix is what makes us sound brilliant.

So let's map it."

1. On a flipchart, draw a big circle labelled 'Our Team Strength Mix'.
2. Ask everyone to jot down 1-2 things they bring that make the team stronger (skills, mindset, perspective).
3. Add them to the circle - see the spread of strengths and differences.
4. Discuss:
 - o What stands out?
 - o Where are we strongest as a team?
 - o Where could we use more visibility (inside or outside this team) to show this mix off?

OPTIONAL EXTENSION:

Ask: "If someone from another department watched us work for a week, what would they notice, and what might they miss?"

THE BOOSTER ROUND (3-5 MINUTES)

"Differences are only powerful if they're seen. What's one thing we can each do this week to make our unique contribution more visible - to our peers, our leaders, or our customers?"

Go round the room or collect one-line answers in chat.

OPTIONAL: FOLLOW UP CHEEKY NUDGE

Subject: Spot the Difference (and Celebrate It)

Team, this week, call out one colleague whose different way of thinking made something better.

Reply-all with one line: 'You probably didn't notice this, but when you did X, it really helped us Y.'

Let's make difference our visibility superpower.

GOAL

TO HELP EVERY TEAM MEMBER RECOGNISE HOW THEIR DIFFERENCES ADD VALUE. AND TO TURN THAT RECOGNITION INTO VISIBLE IMPACT, SHARED CONFIDENCE, AND COLLECTIVE CREDIBILITY.

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.**