

## **OVERVIEW: THE BOLD MOVE BRIEF**

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

This session helps teams process the emotional and practical impact of recent redundancies, name what's changed, and begin rebuilding clarity, trust, and culture together.

This is not a post-mortem, it's a reset.

## **THE SPARK (5 MINUTES)**

**START HERE.** Say this out loud:

"Thanks everyone, I want to take 30 minutes to check in properly after the changes we've gone through. Redundancies affect everyone, not just the people who leave. Those of us who stay sometimes feel relief, guilt, pressure, frustration, even anxiety about what comes next."

This is a space to talk honestly about how we're doing, what we need, and how we support each other moving forward, not to rehash decisions, but to reset together."

Then ask: "What's one thing you're feeling after the changes - in one word or sentence?"

Capture on a board. No discussion yet.

## **THE REFLECTIVE THINK (5–7 MINUTES)**

Say:

"We've lost people, experience, stability, and rhythm. That affects workload, trust, confidence, and culture. It's tough and it means things have changed and we need new ways of

**PEOPLE  
AREN'T  
DIFFICULT;  
JUST  
DIFFERENT**

Ask any or all of these:

- What feels different day-to-day since the restructure?
- Where are the hidden gaps or pressures we haven't yet acknowledged?
- What's something you're quietly carrying that I might not realise?
- What support would help you feel more steady and confident right now?

Prompt if needed:

"I really want to help us all steady. We're mapping new terrain so we can move forward consciously and I don't want to take anything for granted."

## THE MOVE MAKER (10-12 MINUTES)

Say:

"Let's turn this into forward movement. We can't add people back, but we can change how we work, prioritise, and support each other."

Ask:

- What should we stop doing because it belonged to roles no longer here?
- What needs clarity around ownership or expectations?
- Where do we need tighter priorities or fewer plates spinning?
- What boundaries would help us stay effective, not overloaded?

**Facilitator notes:**

- **Push for one clear agreement, not ten obvious observations.**
- **Prioritise now, not "once things settle."**

Close with:

"Let's agree one practical change we make as a team starting this week."

Write it down and confirm who owns it.

## THE BOOSTER ROUND (3-5 MINUTES)

A final reflection to leave on agency, not exhaustion.

Ask each person to complete the following sentence:

"One thing I need to feel confident and steady this month is..."

Then:

"And one thing I can offer the team to help us move forward is..."

## 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: Quick Pulse: Survivor's Reset**

Hey team quick check-in after our conversation. What's one small shift that's helped since last week? Or is there anything that still feels unclear?

No long essays needed a one liner is perfect.

We're rebuilding together, not sprinting alone!

# 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.**