

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 episode digs into invisible dynamics, like who's in 'the club' and who's left out. But often it's not one big exclusive clique, it's a bunch of unwritten rules that shape what people believe they have to do (or be) to succeed.

So let's ask: What are our unspoken rules here, do you think? The ones no one wrote down, but everyone's following?"

You can add:

"If someone joined our team tomorrow, what would they pick up on fast, without us ever saying a word?"

You could share some examples listed below and ask, "Do you think this is a rule here?"

EXAMPLE UNSPOKEN RULES:

Information is need to know only | What the boss says goes | Don't mess up | Process is more important than people | The loudest voices get noticed | Don't make waves | Questions make you look unprepared.

**MAKE
YOUR
AMBITION
VISIBLE.**

THE REFLECTIVE THINK (5-7 MINUTES)

PAIR EXERCISE.

Invite pairs to reflect on questions like:

- What do you really believe it takes to succeed here?
- Are there rules people follow to stay safe, not just do great work?
- Have you ever felt unsure whether something was 'allowed'... but everyone else just seemed to know?
- Do we say "bring your full self", but reward sameness or silence?

OPTIONAL STICKY-NOTE EXERCISE:

Write down 1 unspoken rule you've felt, followed, or fought against.

Ask pairs to share what they came up with and to identify 1 they think is the most limiting or frustrating for them.

THE MOVE MAKER (10-12 MINUTES)

DIVIDE INTO 4/5 PEOPLE PER TEAM

Ask "What would it look like if we replaced these unwritten rules with something more useful, inclusive, or honest? Shall we do it right now?"

Ask each team to pick one unwritten rule that surfaced and to change the rule to something more productive.

Examples:

- Old Rule: "Don't speak up unless you've got all the answers."
New Rule: *"Curiosity counts. You can ask the question, even if you don't have the answer."*
- Old Rule: "You only get noticed if you're confident and loud."
New Rule: *"Let's notice and celebrate different styles and ways of working, not just volume."*

As each team feeds back, ask the rest of the group to share what this might look like in practice and how we can challenge each other to develop these new habits - let's have some fun with it.

THE BOOSTER ROUND (3-5 MINUTES)

Explain that you are really committed to working on making things better - we are at work for too long for these things to get in the way, right? (You might need to acknowledge that you know you make mistakes particularly when the pressure is on.)

With that in mind ask individuals to come up with 2 - 3 words that they think describe what they want it to feel like in this team. Allow a couple of minutes thinking time. Ask them to write these down on sticky notes and share.. as they do, ask them, "On a scale of 1- 10, how close we are now to a perfect 10?" If you are under a 10 (which you will be) ask them what's 1 thing that needs to change to help us make progress?

Thank them and say "let's use this to check in regularly how we are doing AND if you need me to make adjustments to the way I am with you - then just tell me. I want to improve to help you succeed (where I can)"

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

Follow up on individual sticky notes over the week to show you are serious and ask, what changes do you need from me to help you?

Remember to challenge unwanted behaviour in the team if you need, in the way you agreed, to create a more inclusive environment.

Regularly in meetings ask, "How are we doing on those unspoken rules?"

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.**