

Little Moves BIG CONVERSATIONS

EPISODE 24

HOW TO WORK BRILLIANTLY WITH PEOPLE WHO DON'T THINK LIKE YOU

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 creates an open conversation about high performance and safely calls out compliance culture,.

THE SPARK (5 MINUTES)

START HERE. Say this out loud:

"Let's talk about collaboration. The kind that happens when people don't always agree, often don't think alike, and still find a way to make something brilliant together.

Today's about learning to turn friction into fuel because when we get it right, that's where innovation actually happens."

Then ask your team:

- "When you hear the word 'collaboration' what do you think? What do you picture?"

THE REFLECTIVE THINK (5-7 MINUTES)

Say:

"We often assume collaboration means getting along. But the best teams don't chase harmony - they build trust that can handle honesty."

Ask:

- "What kind of differences do we handle well as a team (and which ones trip us up?)"
- "When do we shut down difference - even unintentionally?"
- "What do you need from others to feel safe enough to challenge or be challenged?"

Optional whiteboard title: What helps / what hinders

Ask pairs to discuss together for a few minutes what would help or hinder collaboration in this team and then ask for their ideas and post on whiteboard.

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

THE MOVE MAKER (10-12 MINUTES)

Say:

"Collaboration isn't about compromise - it's about translation.

You can be yourself and still make your ideas understandable and usable to others."

Team exercise:

Decode the Difference - pair up and answer:

- "What's one thing about how I work that others might find tricky - and one thing that makes me valuable to this team?"
- Then share one highlight per pair with the group.

Then ask the full team:

- "Where could we use difference more intentionally - to test, challenge, or stretch an idea?"
- "What's one small shift that would make it easier to speak up when we disagree?"

Say:

"Teams that handle differences well innovate faster, build stronger trust, and have fewer politics.

It's not about liking everyone - it's about learning each other's language."

THE BOOSTER ROUND (3-5 MINUTES)

CLOSE WITH THIS:

"Let's make difference our superpower.

One person's 'difficult' might just be someone else's 'different' and when we see that, everything changes."

Ask each person to complete this sentence:

"One thing about how I work that's different is..... and one thing that helps me do my best work is....." Remember to complete this for yourself too.

Thank everyone for their contributions

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: The Friction That Fuels Us

Quick check-in. What's one small thing you did this week to make collaboration smoother or braver?

Remember: people aren't difficult, they're just different.

The goal isn't to agree on everything; it's to make our differences work harder for us.

Tiny moves. Big collaboration.

You've got this.

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.**