

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 learning can take place IN the work and not just on a workshop or when accessing information from the LMS. It encourages the team to dig deeper and build their critical thinking muscles.

THE SPARK (5 MINUTES)

START HERE. Say this out loud:

"Today I want us to talk about learning (not just training courses), but how we actually grow, stretch, and keep sharp as a team. This matters because the world around us is moving fast. If we stand still, we fall behind. But when we learn continuously, we don't just grow individually, we make the whole team, and the whole business, stronger."

Our aim is to get real about what helps us learn, what gets in the way, and how we can support each other to grow in a way that fits us as individuals."

WARM-UP QUESTION (HANDS UP, IN CHAT, OR ONE WORD ROUND):

"When you hear the phrase continuous learning, do you think: exhausting, exciting, or essential?"

WRITE THE CORE QUESTION BIG ON A WHITEBOARD/FLIPCHART:

How can we make continuous learning part of how we work, not just a once-in-a-while event?

**LEARN LIKE
YOU MEAN
IT**

THE REFLECTIVE THINK (5-7 MINUTES)

Quiet reflection (2 mins):

- Think of a time you really learned something at work - not just attended training, but actually changed how you worked. What made it stick?
- Now think of a time a learning moment didn't stick. What was missing?

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

- What patterns do you notice? (e.g., no practice, no feedback, too rushed, not relevant)
- What makes learning easier for you (and more valuable) in this team?

Manager model (share first, keep it real): one time learning stuck for you, one time it didn't, and what you realised.

THE MOVE MAKER (10-12 MINUTES)

THE TEAM LEARNING MENU

SAY:

Imagine we're designing a menu for how we want learning to happen here in our team.

Starters = quick, easy habits (2-minute reflections, one feedback question).

Mains = meatier ones (sharing a story at team meetings, trying a new tool).

Desserts = the fun extras (celebrating experiments, sharing a podcast or article).

In pairs, agree on their menu and share ideas.

Agree which ones will work for the entire team and build your menu together. Each time there is an opportunity for learning make sure you reference the menu to help build more resourceful habits.

THE BOOSTER ROUND (3-5 MINUTES)

SAY "LEARNING IS ALL AROUND US. WHAT IS ONE THING YOU WANT TO LEARN THIS WEEK TO HELP YOU GROW IN YOUR ROLE?"

Ask pairs to discuss what they want to work on this week and how to apply the learning menu to help them. Ask for feedback on what each person needs from the team.

Make a note and help them keep on track as the week progresses.

Ask team to commit to taking this forward and ask them that you welcome their insight on how you can help them better - encourage them to come to you over the next few days. And remember if they don't, go and ask!

OPTIONAL: FOLLOW UP CHEEKY NUDGE

Subject: Learning Swap

Team, quick nudge: what's one little experiment you tried this week?

Reply-all with one line.

Doesn't have to be big - each little move helps us make progress.

GOAL

TO MAKE CONTINUOUS LEARNING A SHARED HABIT - NOT A ONE-OFF EVENT. WHEN WE LEARN, APPLY, AND REFLECT TOGETHER, WE GROW FASTER AS INDIVIDUALS, AS A TEAM, AND AS A COMPANY.

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.**