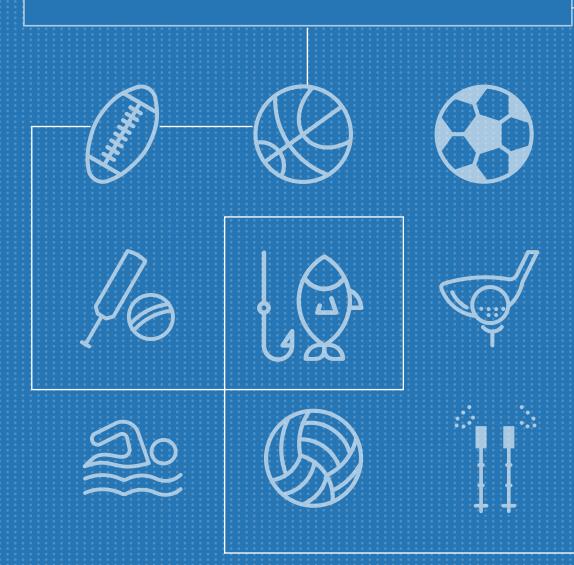


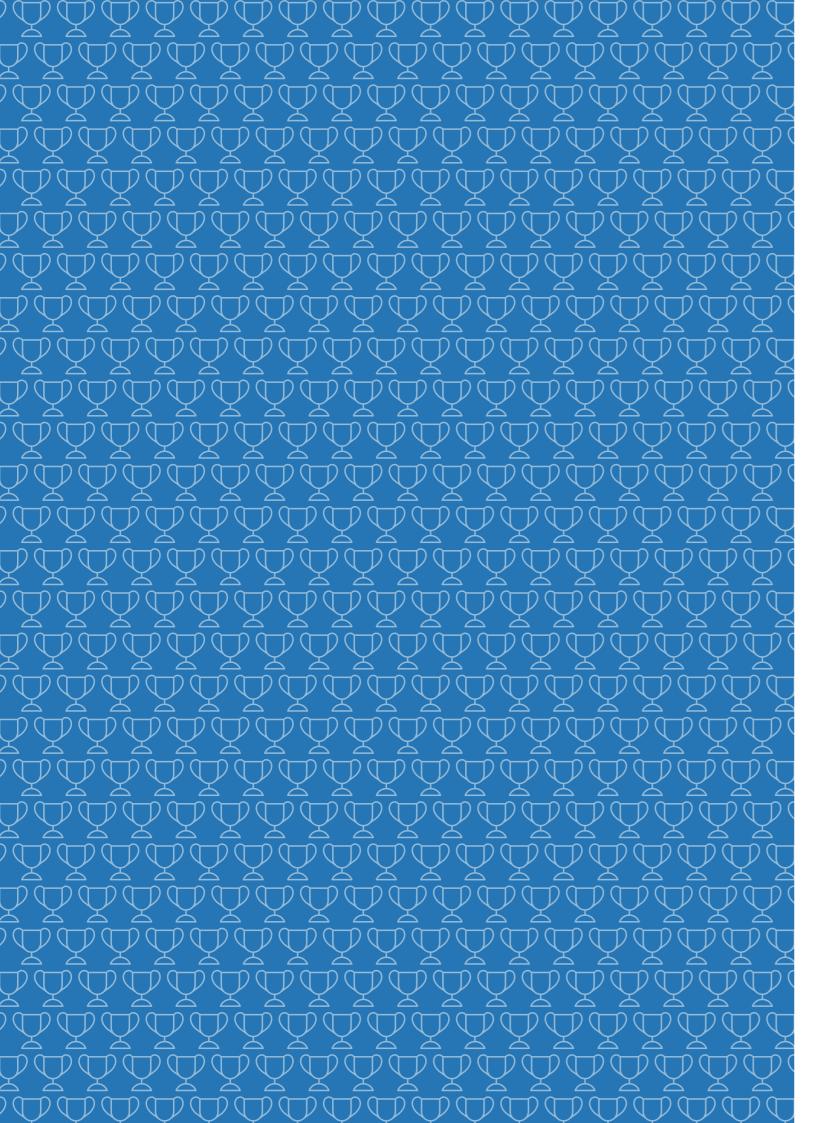
Self Development Guide Leading Self

Getting Started











This is a practical series of guides for **Team Members or Individual Contributors** to help you develop your leadership effectiveness. It provides tips, suggestions and resources and should inform your development conversations with your Manager.

The Leadership Framework for Sport and Recreation in Aotearoa New Zealand

"Developed by the sector for the sector"



Structure of this series of guides

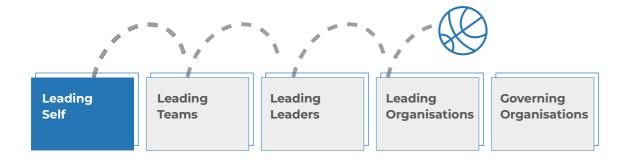
This series of guides consists of the following 6 modules:

- Getting Started
- Module 1: Purpose Kaupapa
- ----- **Module 2:** Culture Tikanga
- Module 3: Deliver Kawenga
- Module 4: Collaborate
- Module 5: Navigate Complexity
- Module 6: Bringing it Together

Overview

This series of guides has been designed for you as a team member operating at a 'Leading Self' context. You have a key role in how effectively your organisation implements and delivers on its strategy so we hope you place importance on your own development. The more you learn and develop, the more impactful you are within the organisation. This series of guides consists of 6 modules and is designed to be self directed and self-paced. You may choose to work through each of these modules over the course of 12 months in multiple short sittings, or over the course of 3 months in longer sittings – it is completely up to you.

At the end of this process you will be expected to commit to some key actions in developing your skills and behaviours, and to share these development goals with your line manager.



*While everybody working and volunteering in sport and recreation has leadership responsibility, the context of the role will determine the nature and extent of those leadership responsibilities. This guide is designed for a **Leading Self** context.

Each module has 3 activities:



Ideas and inspiration

To get you thinking



Reflection questions

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To help gain clarity, purpose & meaning



Practical ideas and suggestions

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To help you take the right actions

Please Note: There are links to YouTube videos and magazine articles in this workbooks. Sometimes these links can change if the host moves the location in the website. If a link does not work, please use the description to search online.

Why

Self Development?

Self-Development is all about positive change and this guide is a practical resource to help you build on your leadership effectiveness by:

Becoming aware of areas where you may need to change.

Applying simple changes to be more effective.

The place to start for both these steps is self-reflection – reflection is a critical step in effective leadership but is often overlooked in the busyness of our lives.

Why

Reflection?

Gaining wisdom from an experience requires reflection. Reflection requires you to take the time to deeply understand events, your reactions to them and what learning you can take from such events. Each module will prompt you to consider how your current behaviours and actions align with the Leadership Framework for Sport and Recreation in Aotearoa New Zealand, and then provide suggestions on how to develop and build on them.

It is anticipated that you will share your reflections with your line manager. Your line manager will work through an accompanying Leadership guide called **Developing Others Leading Self** which has been designed to give your line manager a number of questions to deepen your reflections and learning.

THE LEADERSHIP MAP FOR LEADING SELF

The Leadership Framework for Sport and Recreation in Aotearoa NZ focuses on practical aspects of leadership for both paid and voluntary roles and aims to guide, grow and inspire leaders for everimproving community outcomes. The Leadership Map identifies the different contexts (or levels) leaders work in and outlines the unique tasks, focus and responsibilities for that particular context.

For more information on the leadership framework go to www. https://sportnz.org.nz/managing-sport/search-for-a-resource/search

Leadership map for **Leading Self**

| | Deliver | | | |
|---------------------|---|---|---|--|
| Navigate Complexity | Communities are complex. As our leadership context broadens, our decisions and actions have wider and longer-term community impact. This means: Exploring why things are happening in your communities; researching, asking questions and listening, Understanding the sector and the role you, your team and organisation play in it. Being an ambassador, enabler and facilitator, Balancing advocacy and enquiry. | Effective and efficient teams require leadership and the right mix of capabilities. As an individual member of a team this means: Understanding your capabilities and how you contribute to the team. Sharing a common understanding of your team's role and purpose, and aligning your actions to the team's goals. Learning and applying systems and processes that enable your team to be efficient and productive. Civing feedback to help your team improve. | While complexity is best navigated through teamwork, individually you need to be well-equipped. This means: Managing your time and resources efficiently. Remaining relevant, effective and responsive to change by growing knowledge and developing skills. Being curious – asking questions and seeking to understand. | |
| Collaborate | To serve communities effectively, we need to develop, nurture and sustain relationships within our communities. Collaborating with communities means: • Knowing how your role and your team's role contributes to your communities. • Helping others understand your team's purpose and goals. • Being curious about who else shares your team's goals. • Being prepared to collaborate, identifying opportunities to work together to deliver the best outcomes for our communities. | Leadership is about effective teamwork - working with and through others to deliver on our purpose. It means: Building trust, cohesion, and a safe, healthy culture within your team and organisation. Seeking to understand, complement and support team members. Offering ideas and suggestions to support the team's role and goals - challenge and be open to challenge. Being open to different perspectives. | Being easy to deal with is the foundation for effective collaboration. This means: Being curious about your reputation and understanding how others see you - your strengths and weaknesses. Seeking, reflecting on and accepting feedback, and finding self-development opportunities. Valuing others and being trustworthy, competent, honest and consistent. | |
| | səitinummoƏ | Teams | Role Model | |
| | Purpose | | | |



