

Welcome to the Webinar

Developing Leadership Endurance

Mehul Joshi, Joanne Lum, Malcolm McDowall, Philippe Etienne

Session Objective

Provide you with principles and perspectives on maintaining high performance while working virtually.



Session Agenda

- Using Zoom: Questions and Chat
- Introduction to our Panel
- The Performance Pyramid
- Inspiring performance and spotting red flags
- Q and A



Chat questions

What is the biggest enabler of high performance for you and what is the biggest challenge?

What gives you energy?

What depletes your energy?

Our Panel



Malcolm McDowall

- CEO Australia Pacific, Arcadis, global design consultancy with 27,000 employees



Joanne Lum

- Psychotherapist
- Leadership and Resilience Coach and facilitator, SMG

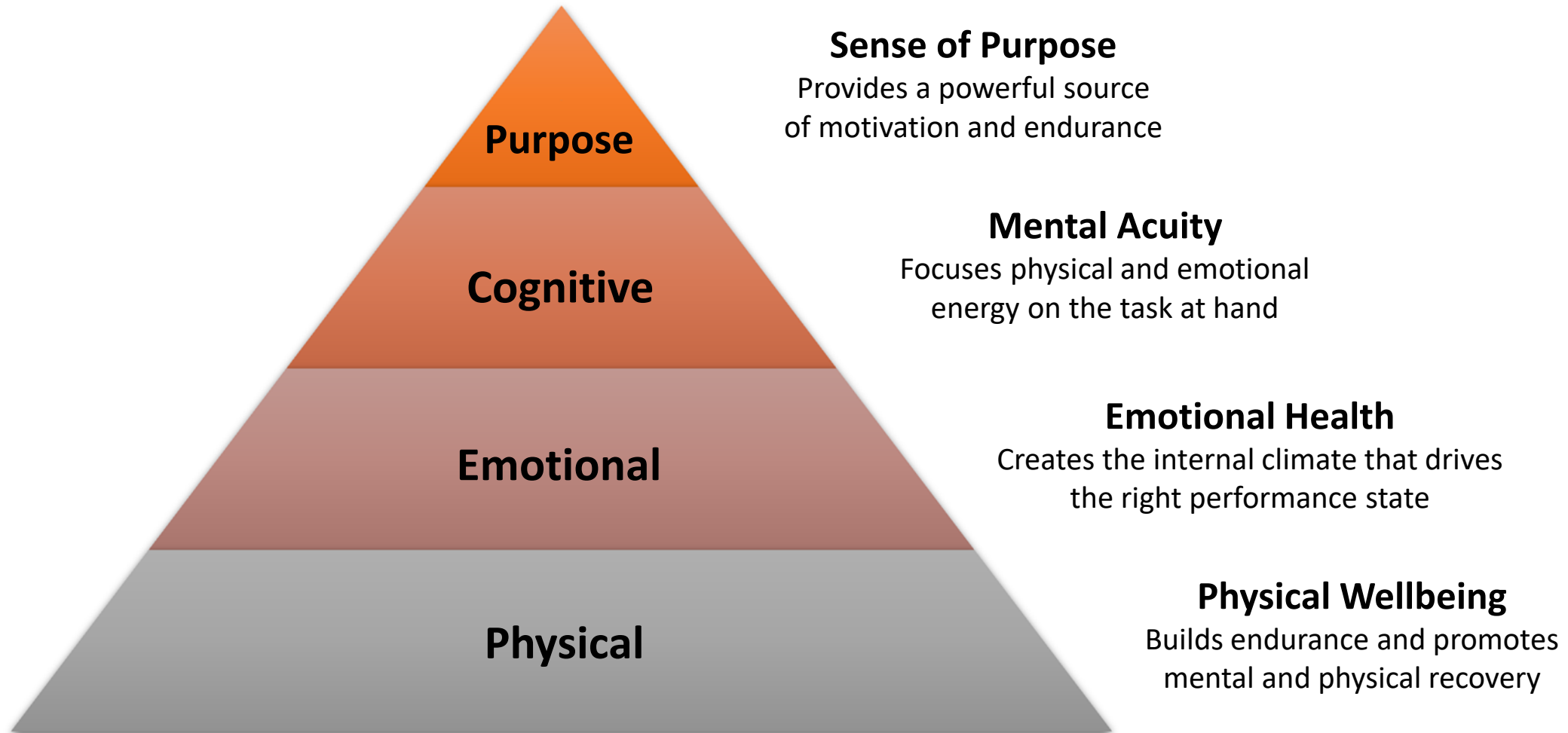


Philippe Etienne

- Non-Executive Director & Former CEO, SMG Executive Mentor

The Performance Pyramid

Loehr & Schwartz, 2001





Poll Question

Of the four aspects of the Performance Pyramid, which is the one that is most challenging for you?

1. Maintaining your **physical** wellbeing
2. Maintaining your **emotional** health
3. Staying focused **mentally**
4. Maintaining a sense of **purpose**

Navigating Uncharted Waters

1. Ensure you are “match fit”
2. Stay connected
3. Focus on the opportunity



It's a Marathon not a Sprint

1. Ensure Consistency of message
2. Make sense of the current situation
3. Share the load

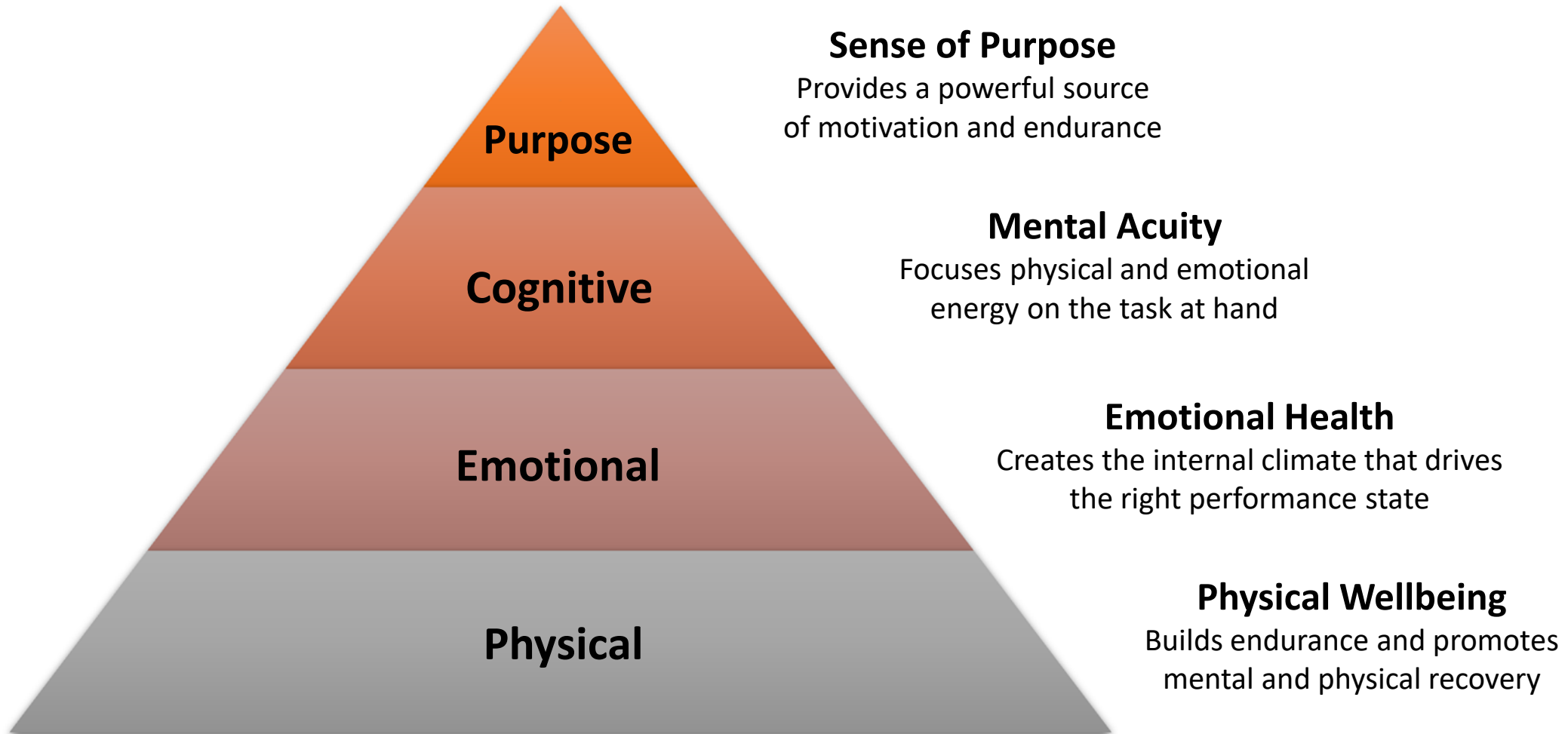




Chat Question

What are some of the principles that you are working with to ensure optimal performance for you and your team.

The Performance Pyramid: Motivating Endurance and helping identify “red flags”



QUESTIONS TO INSPIRE ENDURANCE & MOTIVATION AND IDENTIFY RED FLAGS

WORKSHEET

stephensonmansell
the art of leadership

1

Purpose

Provides a powerful source of motivation and endurance

- What really gives you a sense of energy?
- What's your North Star through all of this?
- How does what you are doing right now, continue to fit into the big picture?



WHAT TO WATCH OUT FOR

- Decreased interest in daily activities
- Procrastinating responsibility
- Unclear on goals
- Feeling stuck

My Answers

Team Answers

2

Mental

Focuses physical and emotional energy on the task at hand

- How are your focus levels?
- How are you going with taking regular breaks?
- What's occupying your thinking?



WHAT TO WATCH OUT FOR

- Difficulty concentrating
- Racing thoughts
- Negative thinking or constant worry
- Delaying decisions or poor judgement

My Answers

Team Answers

3

Emotional

Creates the internal climate that drives the right performance state

- What have you been noticing about how you have been feeling?
- What's been triggering that and how are you managing your response?
- How has that been working for you?



WHAT TO WATCH OUT FOR

- Feeling overwhelmed
- Agitated or unable to relax
- Irritable or short tempered
- Persistent low mood

My Answers

Team Answers

4

Physical

Builds endurance and promotes physical recovery

- How are you maintaining a sense of balance?
- How are you sleeping?
- How are you doing with getting out and about?



WHAT TO WATCH OUT FOR

- Tired
- Restless Sleep
- Low immunity
- Muscle tension
- Change in appetite

My Answers

Team Answers

PHYSICAL

Red Flags:

- Tired
- Restless Sleep
- Low immunity
- Muscle tension
- Change in appetite

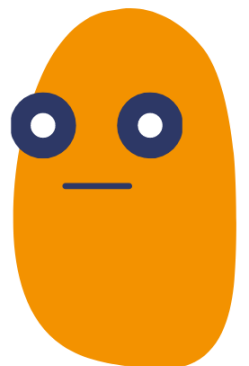
How are you maintaining a sense of balance?



How are you sleeping?



How are you doing with getting out and about?



EMOTIONAL

Red Flags:

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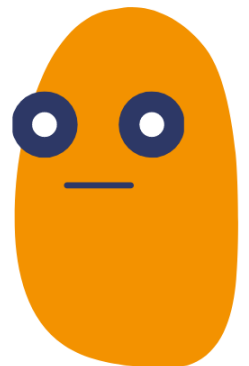
What have you been noticing about how you have been feeling recently?



What's been triggering that & how are you managing your response?



How has that been working for you?



MENTAL

Red Flags:

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- Racing thoughts
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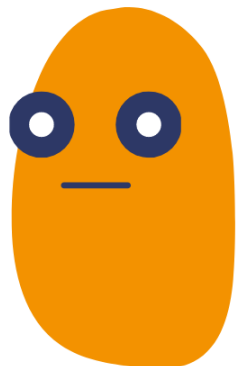
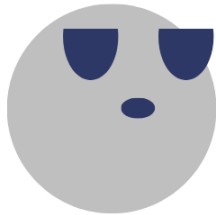
How are you going with taking regular breaks?



How are your focus levels?



What's occupying your thinking?



PURPOSE

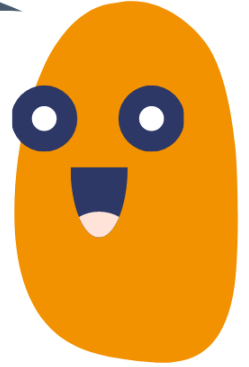
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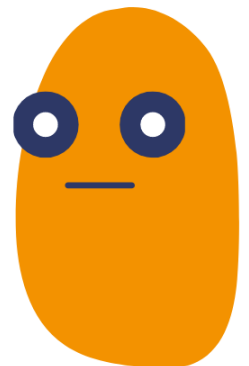
What really gives you a sense of energy?




What's your North Star through all of this?



How does what you are doing right now continue to fit into the big picture?



Questions & Answers

A top-down view of a wooden desk. On the left, a silver laptop is partially visible, showing its keyboard and trackpad. Above the laptop is a white computer mouse. To the right of the mouse is a white cup of coffee with a latte art design on a saucer. Further right is a white tablet with a black screen. A yellow pencil lies horizontally on the desk to the left of the text.

Next Webinar:
Monday 4th May
12:00 – 1:00pm



Chat Question

What will you do differently?

QUESTIONS TO INSPIRE ENDURANCE & MOTIVATION AND IDENTIFY RED FLAGS

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My Answers

Team Answers

www.smgrp.com.au

Download worksheet

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SUSTAINING PEAK PERFORMANCE VIRTUALLY

Two 90-minute virtual team workshops to establish ways of working for resilience, endurance and optimal performance

Draw on the psychology based coaching of Stephenson Mansell Group to support you to maintain peak performance at every level

ABOUT THE PROGRAM

It's proving hard for teams to maintain optimal performance when working virtually. That's because we are facing a new set of demands that are impacting our capacity to thrive at four levels: the physical, mental, and emotional as well as our sense of purpose.

In these two 90-minute virtually facilitated workshops, you will learn what creates and depletes energy in each of these four dimensions, and you will establish a team or peer-group 'team charter' that will create alignment, energy and shared accountability to deliver the results that matter for you.

SESSION OUTLINES

Session 1: Explore the principles of endurance and establish Team "Charter" for working virtually

- Explore how resilience, endurance and our sense of well being is directly impacted by our physical, mental, emotional and spiritual capacity.
- Identify how to build resilience and endurance by building capacity in each of these dimensions
- Identify individual and team 'rituals' that increase your capacity in each dimension
- Create a Team Charter to support each other to thrive

Session 2: Review progress, celebrate success, and plan ahead

- Present back successes and areas for continual improvement
- Fine-tune Team Charter
- Create a 3-month individual plan for sustainable high performance aligned with the team charter



To find out more on this program, contact Chris Goris, Leadership and Programs Consultant, via cgoris@smgrp.com.au or call 02 9950 2000

• Sydney • Melbourne • Brisbane • Perth • Singapore

Suite 1, 2/3 Shore, 13 Hickson Road, Walsh Bay NSW 2000 Australia
P +61 2 9950 2000 E info@smgrp.com.au W smgrp.com.au

Thank you

Next Webinar, Monday May 4th, 12:00 – 1:00 pm EST

Mehul Joshi, Senior Partner & Head of Leadership Practice

mjoshi@smgrp.com.au +61 447 235 486

LinkedIn: <https://www.linkedin.com/in/mehulj/>

