



Virtual Delivery

VBA MDP Session #2: Insights and Management

Kathy Greenier, Floricane Oct. 21, 2020

Let's Recap:

- Questions about...
- Perception?
- Your profile?
- How the assessment works?
- Color language?
- The graphs?
- The wheel?
- Building connections?

Learning outcomes:

- Understanding your management preferences
- Practice how to diagnose and adapt

You'll need your workbook and your profile handy!

Your Management Preferences:

- The management section of your profile includes four topics:
 - Creating the ideal environment
 - How you prefer to be managed
 - What motivates you
 - Your natural management approach, aka your management style

Your Management Preferences:

- Remember: your approach to management is not summed up *only* by the management section of your profile!
- The Strengths and Value to the Team sections are also a great way to understand how you might interact with those you manage, and how they might perceive you.

Diagnosing and Adapting:

- Turn to your workbook...
- Pick one person from the people you manage or seek to influence, or the people you want to connect more with. From highest to lowest, what do you imagine are their color energy preferences?
- Use your workbook to review a few diagnosing questions that will help you make an educated guess.
- In your workbook, write down what you think is their highest, second highest, third preferred, and least preferred color energies – red, yellow, green, and blue.

Break out room activity:

- Turn to your workbook... Use it to write down answers and notes.
- Take turns with your partner to think out loud. Tell your partner about the person you have in mind and make a plan for action answering the following questions:
 - Why do you need or want to connect with them more?
 - What specific actions can you take to connect more effectively?
 - How will you engage support from others to adapt to this person's needs and take those actions?
 - Visualize what is your ideal effective relationship with this person; tell a story about what you picture.
- If you're stuck, use the Insightful Strategies guide in your workbook as a reminder about what the person you have in mind prefers or needs based on their color preferences.
- Partners, help each other think of ideas and actions!

Management Challenge/Color Stretch?

- Use the chat to share an example of a management challenge you're facing now or at one time faced.
- Discuss: would a color energy stretch (on your part of theirs!) help overcome those obstacles?

Using All Colors to Support Teams:

- **Cool Blue:**
- Send agenda in advance of the meeting; ensure clear roles, responsibilities and structure in meetings
- Create and maintain structure
- Evaluate and determine most effective technology
- Commit to being present, not multi-tasking
- Make sure roles, decision making, and metrics are clear for your direct reports. They can't perform well if expectations are not clear!

Using All Colors to Support Teams:

- **Fiery Red:**
- Send the agenda in advance
- Create a summary of action items with clear deadlines and send after the meeting
- Ensure the team stick to the agenda with timelines and deliverable outcomes as in team goal setting
- Take topics offline as needed
- Be willing to give feedback – “just do it”
- Give clear directions, collaborate to define clear goals, and create accountability

Using All Colors to Support Teams:

- **Earth Green:**
- Use an icebreaker to connect first before getting down to business
- Create a culture to ask, “What is not being spoken?”
- Encourage everyone to contribute and develop trust
- Assign roles (facilitator, note-taker, timekeeper)
- Ask, “Can we hear from someone we have not heard from yet?”
- Do periodic check-ins
- Prioritize trust building, seek to understand and support your teammate’s motivations, and provide genuine care

Using All Colors to Support Teams:

- **Sunshine Yellow:**
- Open with a “check in”
- Use structured “go-arounds” – each person offers one thought
- Create time in agenda for idea sharing and brainstorming
- Relationship building and inspiring others
- Build in Q&A
- Keep meetings upbeat, use humour when appropriate
- Problem solve collectively, engage in dialogue not just delegation, and be flexible

Don't forget your post-work!

- Share, discuss, write down and reflect on take-aways
- Write a daily “to-be” list
- Management Style Section activity for reflection and feedback