



Leading People Participant Insights

Have you been looking for a way to develop leaders in your organisation that goes beyond improving knowledge about leadership; to actually delivering on-the-ground leadership in practice?

Here is a sample of participant insights from **Discovery in Action®**

Confident leaders

- People around me are saying 'there is a new man in town'. I feel really energised about my role and what is ahead of all of us.
- I am more confident through self-reflection and self-belief.
- I am delegating more. I discovered I can empower people more and give them more opportunities for their own learning. I haven't lost control – my focus has been on seeing them grow.
- I am being less directive and allowing the team to come to their own conclusions and trusting that they will usually be the right conclusions.

Authentic leaders

- I watched my own behaviour and realised that I was not the person I thought I was.
- I am a bit more unashamed about doing the 'leadership stuff'. I state what I am doing and why I am doing it, I think about the interaction more.
- I am making a practice of listening more, talking less and making decisions based on the listening. People accept this – it is not about me, it is about the team. Leadership is not a dance on my own.
- I am more aware of giving genuine feedback.

Accountable leaders

- I feel more accountable; able to be more honest; able to accept mistakes and acknowledge this to the team.
- I am much more conscious of the impact of what I do. I am now really conscious of how I put questions together, I am really aware of the impact of my words.
- The team is keeping the pressure on me to make the things I've learnt part of my everyday practices.
- It can be hard to confront the things that you think you are good at and discover you are not.
- Often we know what we should do but we don't actually do it. I am being more conscious and deliberate now.

Improved culture and performance

- Poor relationships in my team are improving and trust is building, leading to better outcomes.
- I am seeing a strengthening of relationships with different individuals. I can see it working. I can see the personal growth.
- I am having more open discussions with my team, and this has continued since the testing process started. The process has helped us create much more open discussion.