

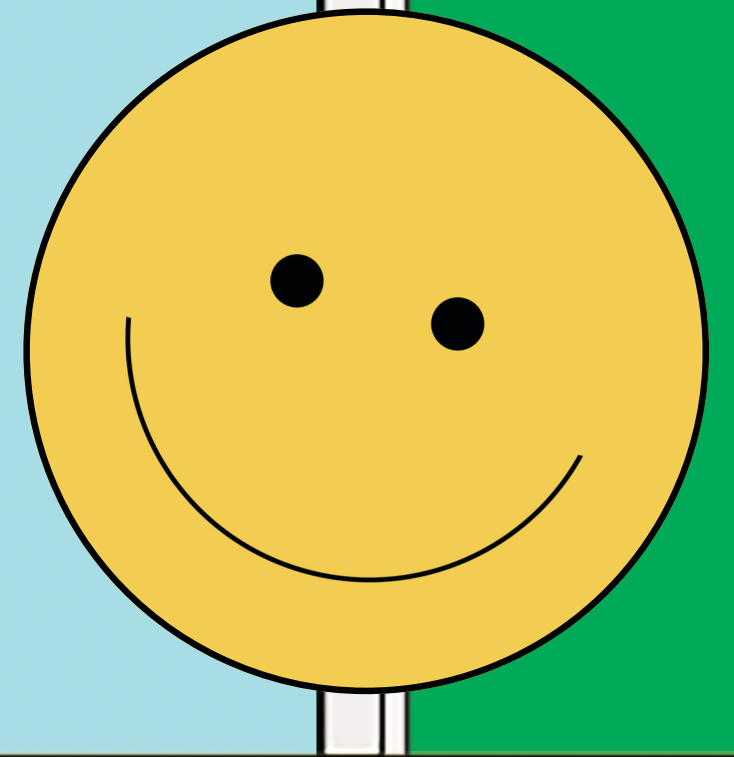
MANAGEMENT & LEADERSHIP

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LEADERSHIP - PEOPLE

- Clarifying and communicating the Vision.
- Turning “weaknesses” into strenghts.
- Building and mantaining trust.
- Celebrating success.
- Supporting people throught difficult times.
- Managing up.
- Representing the team.
- Conflict resolution.
- Protecting the team from the threats.
- Ensuring wellbeing of team members.
- Coaching.
- Mentoring.
- Self-assesing and improve.
- Collaboratevely setting goals.
- Training and developing others.
- Motivating people.
- Leading transformation.
- Anticipating problems.
- Helping to build careers, not jobs.
- Working with stakeholders.
- Ensuring Psychological Safety.



MANAGEMENT - THINGS

- Change management.
- Providing the appropriate tools.
- Chairing meetings.
- Recruitment.
- Problem solving.
- Event planning.
- Ensuring health and safety.
- Controlling costs.
- Checking and ensuring.
- Planning and priorisation.
- Measuring and reporting.
- Checking and ensuring compliance (policy, regulatory).
- Identifying constrains.
- Change management,
- Pay scales and grades.
- Risk identification and management.
- Performance and delivery oversight.
- Facilitating communication in and out of the team.

“You manage things, you lead people”.
Grace Hopper.