WILLMOTT DIXON
SINCE 1852

The Learning Team

The Kitbag

Module 4

Building great teams

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The Learning Team

Building great teams

How are you doing?

The Kitbag

A 15-month programme for new and upcoming Leaders with responsibility for direct and non-direct teams

Module 4: Building great teams

Building the skills you need to identify and recruit talented individuals that embody the values of the business

Getting ready

Personal Profile Analysis
Identify strengths and development areas

Setting objectives

Engaging my line manager

Module 1

Face-to-face
2 days

Confident communication

Role of the leader

Everyday coaching

Effective collaboration

Resilience for results
Grahame Robb Associates

Introduction to peer coaching

Learning into action

Module 2

Virtual
90 minutes

Leading a remote team

Learning into action

Module 3

Virtual
90 minutes

Exceptional 121s

Peer coaching

Module 4

Virtual
90 minutes

Building great teams
WD Recruitment Team

Learning into action

Module 5

Virtual
90 minutes

Direction and delegation

Peer coaching

Module 6

Virtual
90 minutes

The mind of the leader

Learning into action

Module 7

Virtual
90 minutes

Leading through change
Dr Rachel Morris

Peer coaching

Module 8

Face-to-face
2 days

Serve to lead

The empowering leader

Building trust

Recognition and motivation

Feedback culture

Peer coaching review

Learning into action

Keeping up the momentum

Reflections

360 feedback
Further your self-awareness and identify development areas

Post-course objectives

Optional Strategy course

On-demand resources via MyLearning

The Kitbag Community

Tailored and on-demand resources and opportunities to learn from each other throughout the programme

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Building great teams

- **Benefits and consequences**
- **The interview**
  - Preparation
  - The right questions
  - Making a decision
- **The Recruitment Team**
  - Recruitment process
  - Available resources
- **Learning into action**

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Building great teams

You have a vacancy in your team that you need to recruit for.

What are you thinking/feeling?

REC's (Recruitment and Employment Confederation) 2018 report; Perfect match – Making the right hire and the cost of getting it wrong

Building great teams

Benefits and consequences

Benefits of getting it right

Consequences of getting it wrong

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Preparing for the interview

How do you prepare for an interview?

What should you do?

What shouldn’t you do?

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The Interview

How do you structure an interview?

- Prepare! Read CVs, set questions
- Interview panels
- Virtual or face-to-face?
- Use relevant tools to help the candidate showcase their skills
- Use 70/30 rule of communication and the question funnel
- Identify scoring criteria that each interviewer completes independently
- Be prepared to answer questions from the candidates

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Skills-based questions

Objective	To obtain evidence of a candidate's ability to do a job, typically based on examples of previous experiences or situations.
Example	*"Tell me about a time when you 've worked on this type of project before"*

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Behaviour-based questions

Objective	**To understand how a candidate behaves at work and identify their relationship with the [Enter Company name here] values**
Examples	"How do you empower your team?" "Can you tell me a time where you have improved the efficiency of a process?"

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Strengths-based questions

Objective	**To understand how a candidate performs, focusing on what they enjoy doing and how they are most likely to excel**
Examples	”When did you last go home energised?" "What takes you out of your comfort zone?"

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The Interview

Interview Exercise

Values-based interviewing with strengths-based questions

- Find the right questions to find out as much as you can about your partner's values.
- What makes them tick? What motivates them to succeed?

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Making a Decision

How would you recognise a good response?

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Available Resources

- Group Recruitment team page on the hub
- Bank of relevant interview questions
- Interview checklist form
- Behavioural based interviewing video
- Information on PPA and GIA testing

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The Learning Team

Building great teams

Peer Coaching

2 mins

'My leadership challenge'

+

8 mins

Ask questions, share knowledge and discuss ideas

"We are what we repeatedly do. Excellence, then, is not an act but a habit."

Will Durrant

"We are what we repeatedly do. Excellence, then, is not an act but a habit."

Aristotle

Learning into action

Learning on-demand

Build the skills you need when you need them

Learning happens every day

Keep up the momentum and carry on learning **anytime, anyplace** and **anywhere** with the hundreds of resources available on MyLearning

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What’s next?

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Module 5

Direction and delegation

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"In any given moment we have two options: to step forward into growth or to step back into safety."

-Abraham Maslow