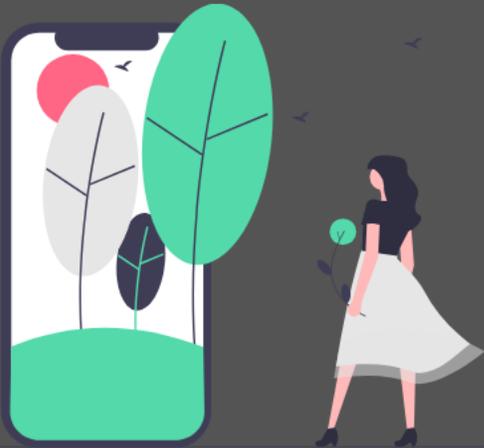


WUN Thrive Programme

"There is no limit to what we, as women, can accomplish..." Michelle Obama



WUN
womens utilities network

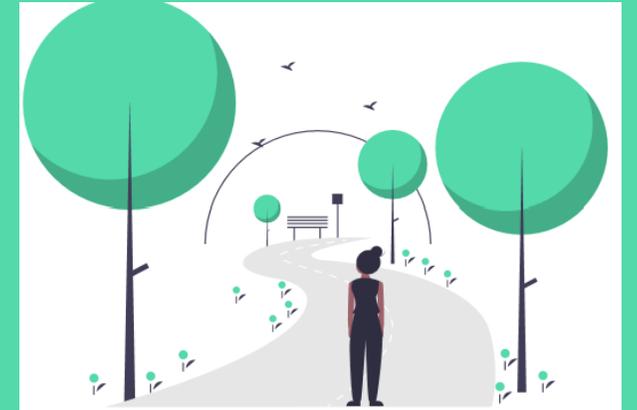
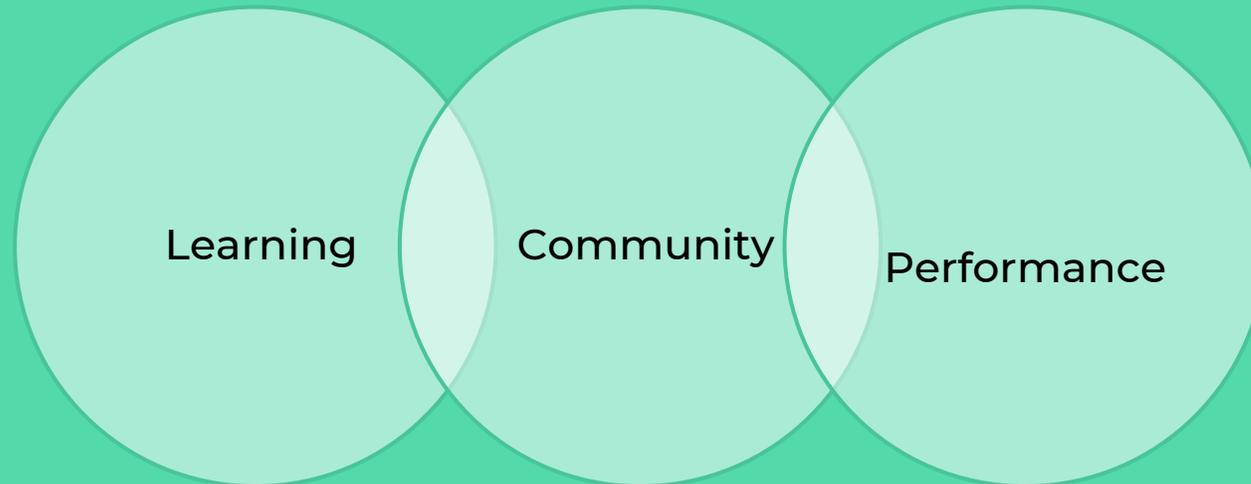
The WUN Thrive Team

- Sarah Hopkins
- Juliet Summers
- Sallyann Weston-Scales



Your time to Thrive

- WUN's bespoke Leadership Programme
- Uniquely built for women leaders in utilities

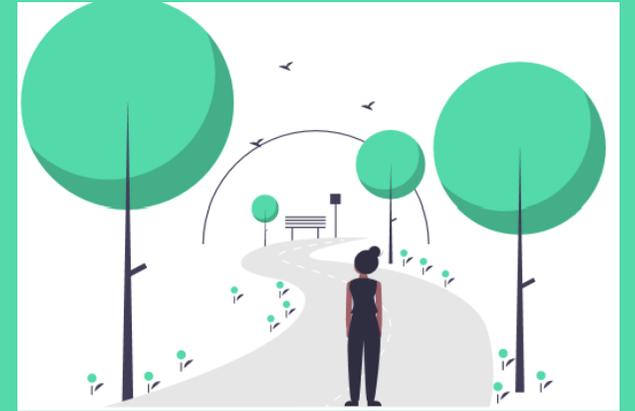


WUN Thrive Programme

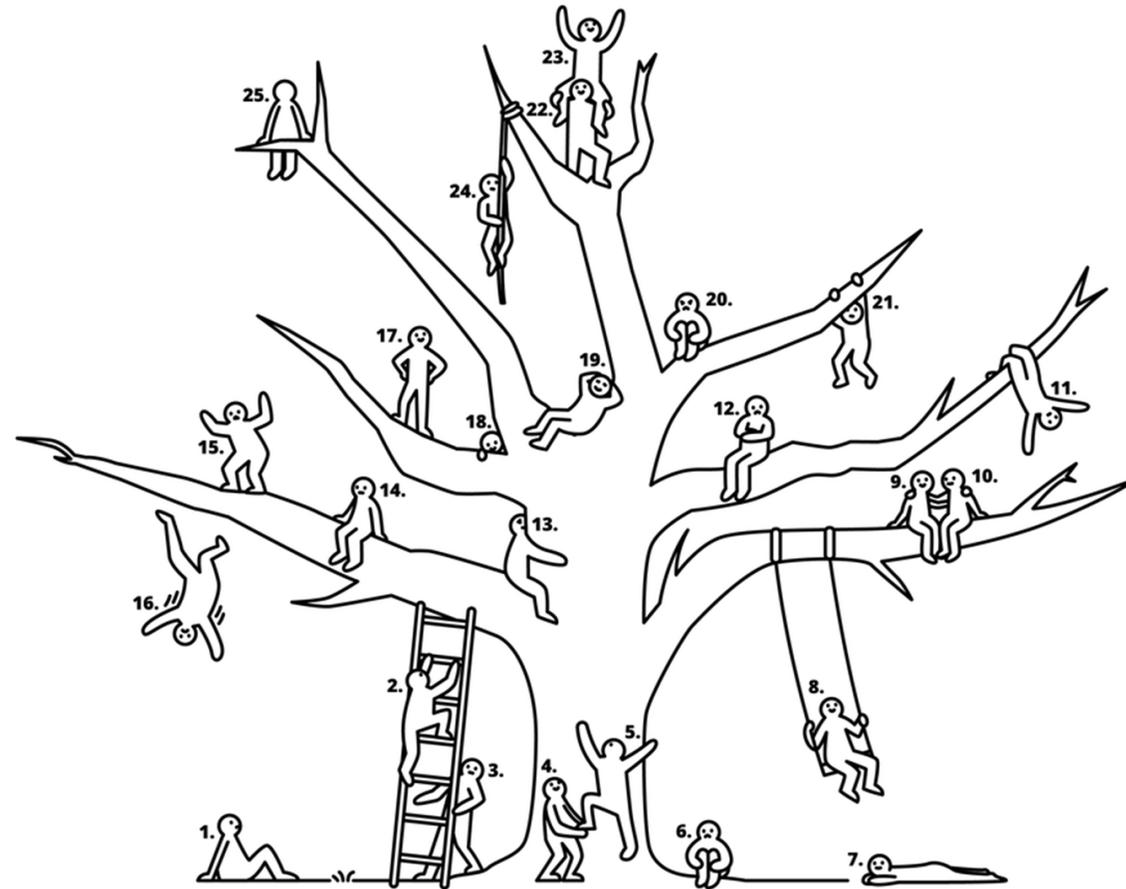
- Leadership Foundations
- Coaching as a Leadership Skill

- Unleashing Your Potential
- Inclusive Leadership

- Leading with Confidence
- Creating Your Impact



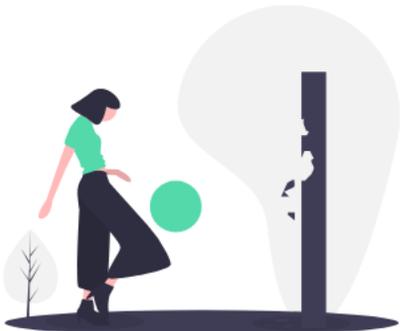
Getting to know each other



Building Your Leadership Foundation

Sarah Hopkins

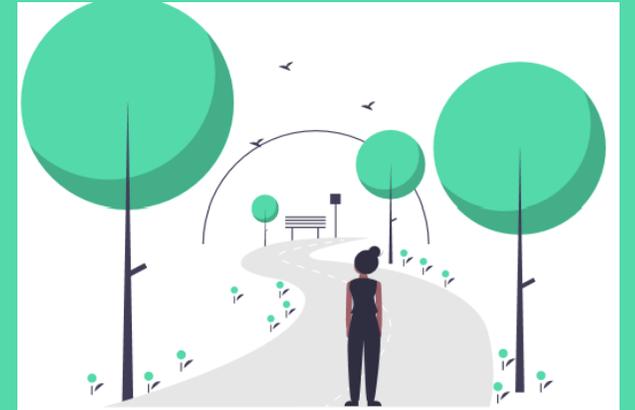
Sallyann Weston-Scales



WUN
womens utilities network

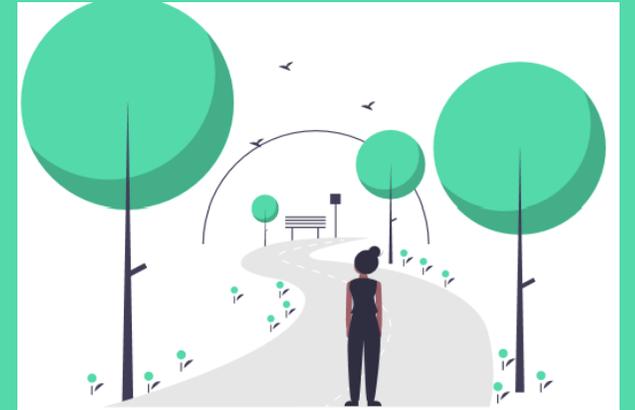
WUN Thrive Programme

- Module One purpose
 - Building self-awareness
 - Setting purposeful intentions
 - Aligning values and strengths with leadership style
 - Visualising the future
- The Thrive Journal



Today's topics

- The Thrive Journey & The Thrive Leadership Ladder
 - Personal Values
 - Self-Discovery and DiSC
 - Our Strengths
 - Growing Trees & Building Bridges
 - Reflections
-
- 7pm - Dinner at Devonshire Terrace, Liverpool Street



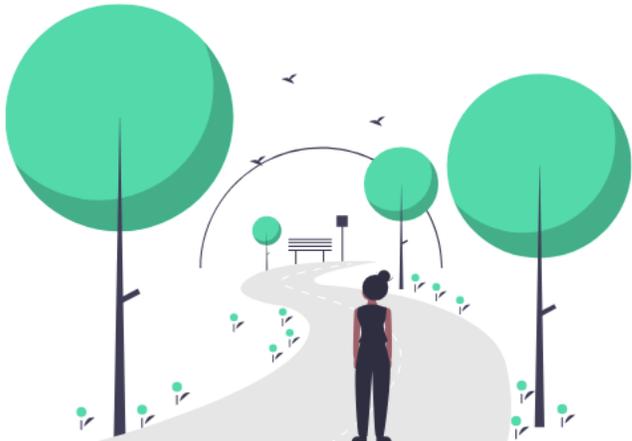


Thrive Journal
Page 7

Why Thrive?



GROUP DISCUSSION



WUN
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What are the specific challenges for female leaders in our sector?



GROUP DISCUSSION





Our Contract



GROUP DISCUSSION



WUN Leadership Ladder

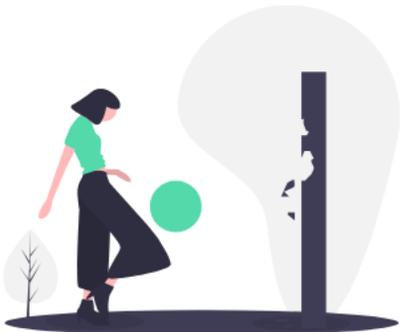
- **Leading Yourself: Building Personal Awareness**
- **Leading Teams: Creating an Inclusive Culture**
- **Leading Across Functions: Driving Influence**
- **Leading the Business: Shaping Strategy**
- **Leading the Industry: Becoming a Changemaker**



Starting with the end in mind



INDIVIDUAL REFLECTION



STARTING WITH THE END IN MIND

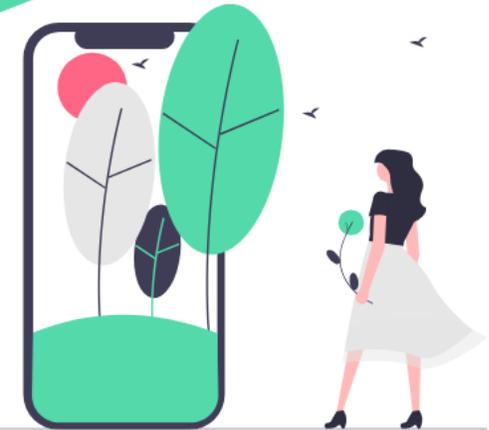


- a. SEE
- b. HEAR
- c. FEEL
- d. RESULTS

Starting with the end in mind



PAIRED DISCUSSION





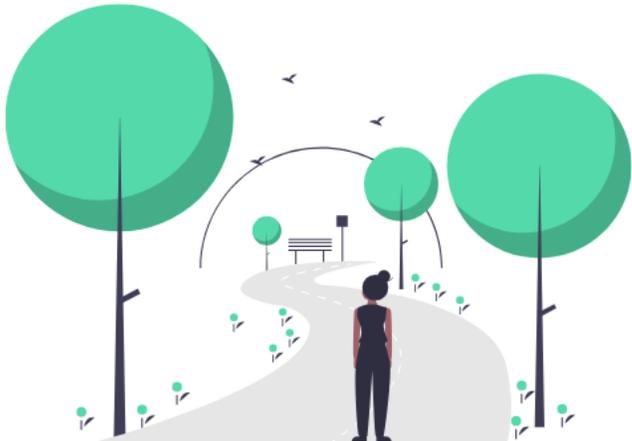


Thrive Journal
Page 3

PERSONAL VALUES



GROUP DISCUSSION



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PERSONAL VALUES



- IN PAIRS:

- Share your values with your partner
- Make a note of any others that stand out
- Discuss the following questions:
 - Why did you choose these?
 - How do your values influence you as a leader?
 - How do your values shape your decision making?
 - When has your one of your values been challenged and how did you uphold it?

Why self-exploration matters

- Sophia Goring, Head of ESG, Business Stream and WIUA Mentor of the Year 2024
- [Sophia Goring Business.mp4](#)

HOW YOU SEE YOURSELF

Fast-paced & Outspoken



Cautious & Reflective

HOW YOU SEE YOURSELF

Skeptical &
Questioning



Accepting &
Warm

HOW YOU SEE YOURSELF

Fast-paced & Outspoken

Skeptical &
Questioning



Accepting &
Warm

Cautious & Reflective

Discovering DiSC®



**Fast-paced &
Outspoken**



**Accepting &
Warm**

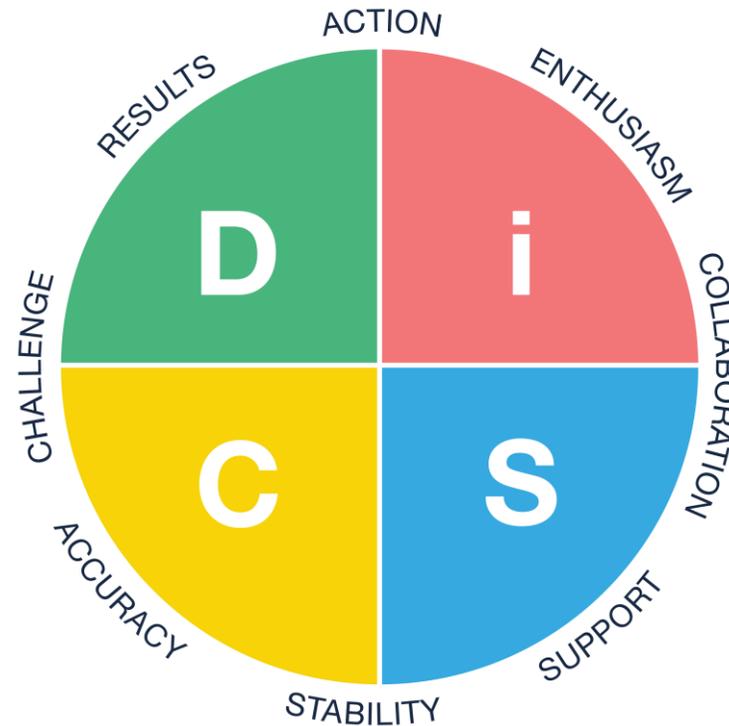
**Questioning &
Skeptical**



**Cautious &
Reflective**

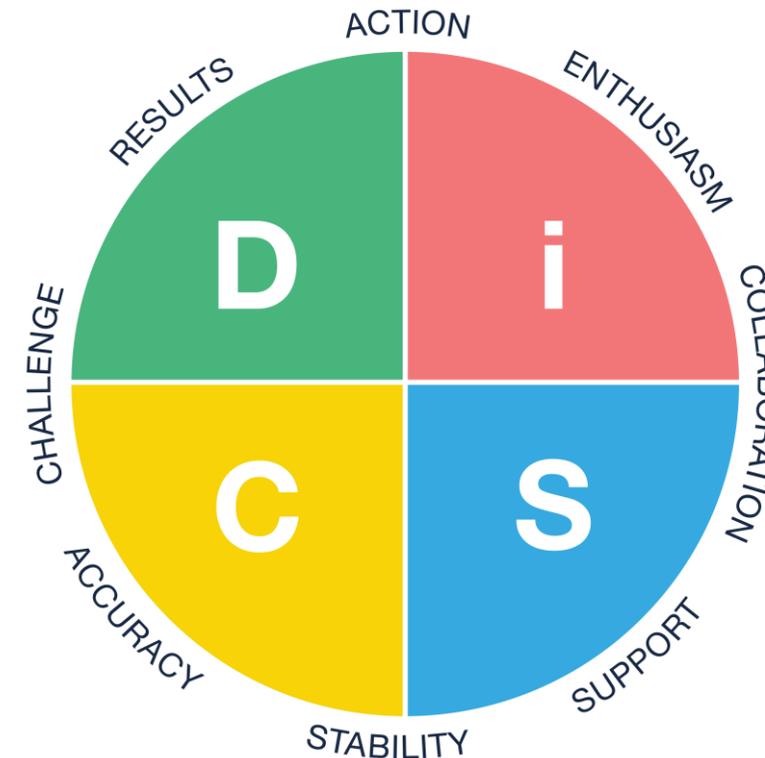


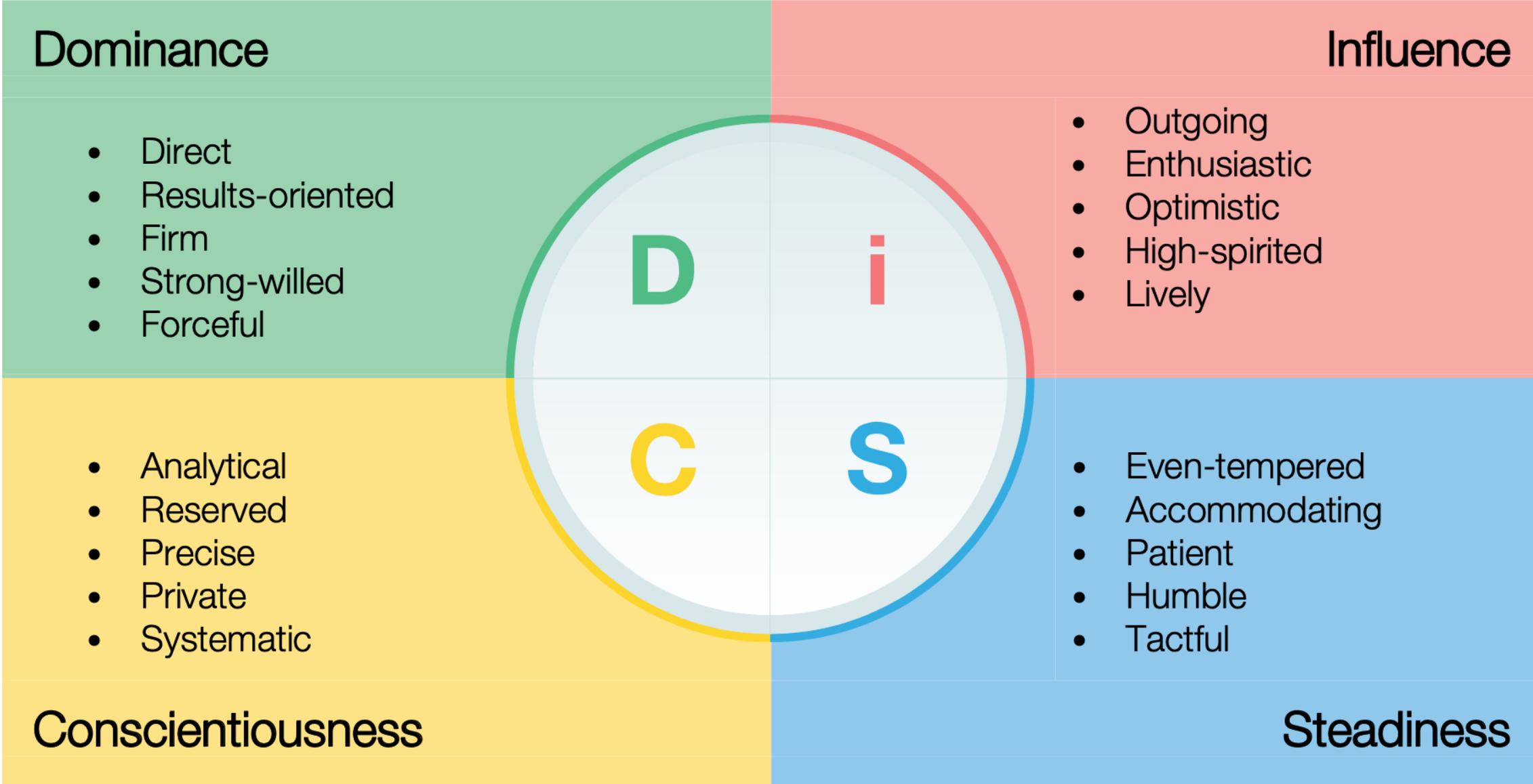
“A model of human behaviour that helps people understand why they do what they do”

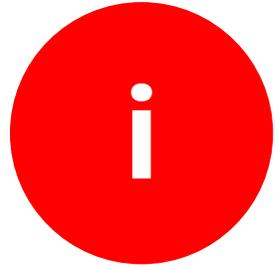


It describes the typical behavioural styles of individuals

- People usually have one of these dimensions (D, i, S or C) as their core behavioural style
- Each person develops a unique behavioural design through nature and nurture
- People's observable behaviour is a combination of all four dimensions
- We all have the ability to adapt our behaviour and mask our natural behavioural style
- People tend to find behaviour that is similar to their own as acceptable or normal behaviour
- People with the same core style can (and do) exhibit very different behaviour







Get it done

Get recognised

Get along

Get it right

CORNERSTONE PRINCIPLES

- All DiSC styles and priorities are **equally valuable** and everyone is a blend of all four styles.
- Your work style is also influenced by **other factors** such as life experiences, education, and maturity.
- **Understanding yourself** better is the first step to becoming more effective when working with others.
- Learning about **other people's DiSC styles** can help you understand their priorities and how they may differ from your own.
- You can improve the quality of your workplace by using DiSC to build more **effective relationships**.

Introduction

WHAT IS EVERYTHING DiSC®?

Alex, have you ever wondered why connecting with some people is easier for you than with others?

Maybe you've noticed that you relate better to colleagues who focus more on teamwork and providing support.

Or, maybe you're more comfortable working with those who take a more easy-going approach than those who approach every task with intensity.

Or, perhaps you relate best to people who are more diplomatic than forceful.

Welcome to Everything DiSC Workplace®. The DiSC® model is a simple tool that's been helping people to connect better for over thirty years. This report uses your individual assessment data to provide a wealth of information about your workplace priorities and preferences. In addition, you'll learn how to connect better with colleagues whose priorities and preferences differ from yours.

CORNERSTONE PRINCIPLES

- All DiSC styles and priorities are **equally valuable** and everyone is a blend of all four styles.
- Your work style is also influenced by **other factors** such as life experiences, education, and maturity.
- **Understanding yourself** better is the first step to becoming more effective when working with others.
- Learning about **other people's DiSC styles** can help you understand their priorities and how they may differ from your own.
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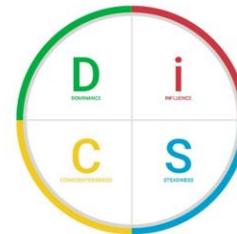
OVERVIEW OF THE DiSC MODEL

Dominance

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

Conscientiousness

- Analytical
- Reserved
- Precise
- Private
- Systematic



Influence

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

Steadiness

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

Your DiSC® Style Profile page 3

Your DiSC® Overview

YOUR DOT

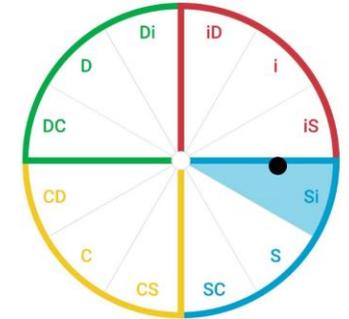
This report is personalized to you, Alex. In order to get the most out of your *Everything DiSC Workplace® Profile*, you'll need to understand how to read your personal map.

As you saw on the previous page, the Everything DiSC® model is made up of four basic styles: D, i, S, and C. Each style is divided into three regions. The picture to the right illustrates the 12 different regions where a person's dot might be located.

Your DiSC® Style: Si

Your dot location shows your DiSC® style. **Because your dot is located in the S region but is also near the line that borders the i region, you have an Si style.**

Keep in mind that everyone is a blend of all four styles, but most people tend strongly toward one or two styles. Whether your dot is in the center of one style or in a region that borders two, **no dot location is better than another.** All DiSC styles are equal and valuable in their own ways.



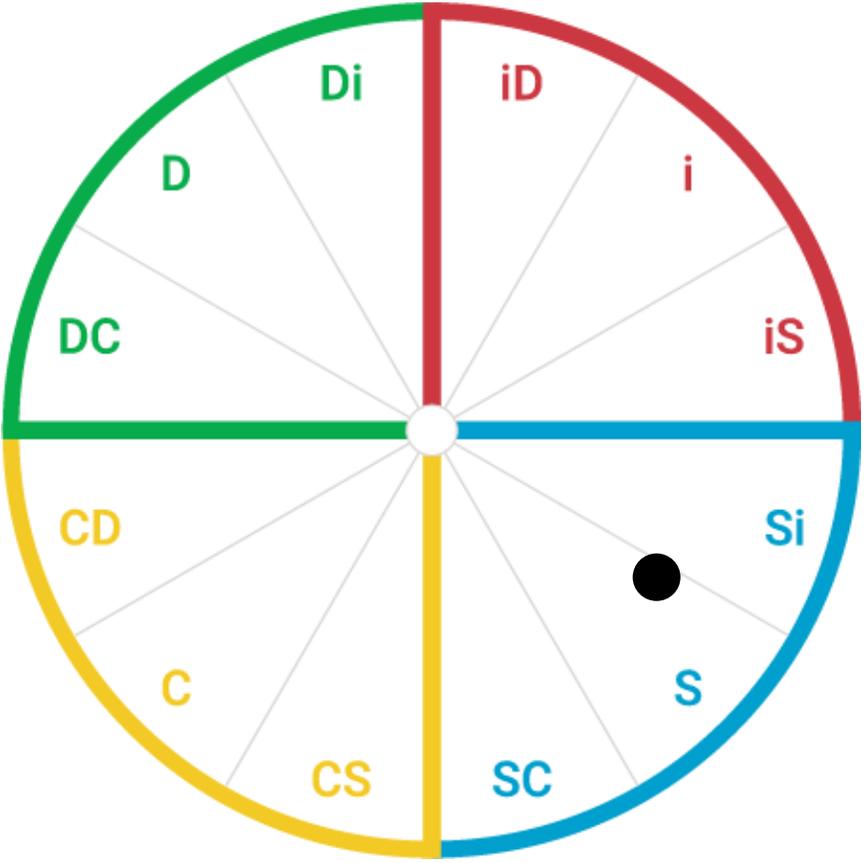
CLOSE TO THE EDGE OR CLOSE TO THE CENTER?

A dot's **distance from the edge** of the circle shows how naturally inclined a person is to encompass the characteristics of his or her DiSC style. A dot positioned toward the edge of the circle indicates a strong inclination toward the characteristics of the style. A dot located between the edge and the center of the circle indicates a moderate inclination. And a dot positioned close to the center of the circle indicates a slight inclination. A dot in the center of the circle is no better than one on the edge, and vice versa. **Your dot location is about halfway between the edge of the circle and the center, so you are moderately inclined and probably relate fairly well to the characteristics associated with the Si style.**

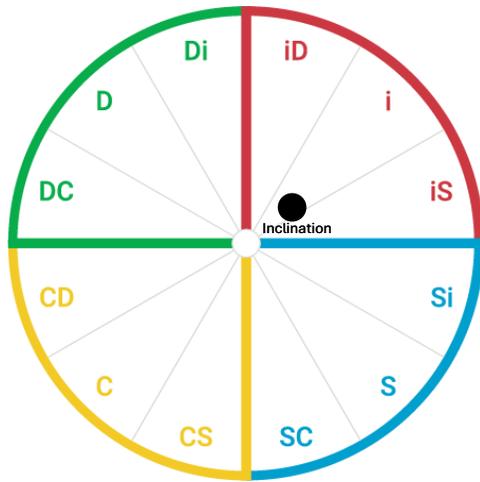
WHAT'S NEXT?

Now that you know more about the personalization of your Everything DiSC Workplace Map, you'll read more about what your dot location says about you. Then you'll learn about your personal map shading and priorities, and discover how this affects your preferences. After that, you'll learn some basics about the other DiSC styles and how to use that information to connect better with everyone in your workplace.

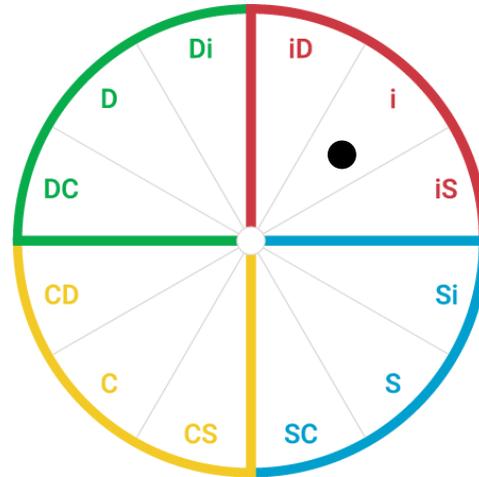
Your DiSC[®] Style



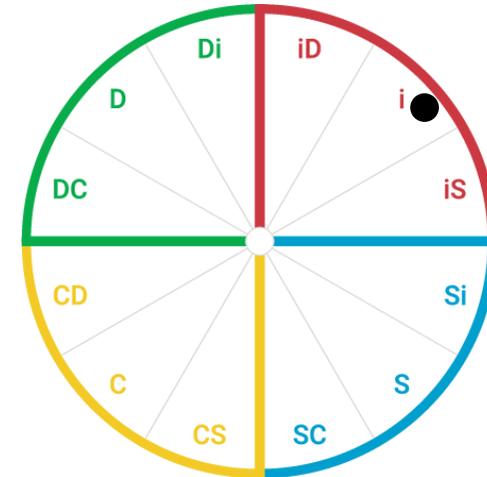
Inclinations



Slight



Moderate



Strong



Personalisation – page 5

Your Si Style

YOUR DOT TELLS A STORY

Because you have an Si style, Alex, you're probably a friendly person who reaches out to others with your warmth and sincerity. You tend to be empathic, and you're likely driven by a desire to like and be liked. You're quick to offer a smile, and you make an effort to get to know people personally.

You're probably a service-oriented person who enjoys meeting the needs of other people and working quietly behind the scenes. Furthermore, you want to be helpful, so you often take extra time to listen to people's problems. However, you're usually able to balance your own needs as well when trying to accommodate others.

Most likely, you're genuinely interested in what people have to say, and you may spend more time listening than speaking. Because you want to connect, you make it clear to others that their feelings are important to you. You may even file away important details about those you work with, such as birthdays or tidbits about their families. You tend to be tactful, and you choose your words carefully to avoid any miscommunication.

Because you appreciate a calm environment, you may be uncomfortable with rapid, unpredictable change, and you probably assume that rules and traditions exist for a reason. In addition, you may sometimes hesitate to move ahead with bold plans if you're unsure that everyone is on board. However, because you're also willing to go with the flow, forceful or passionate colleagues may be able to convince you to support their more adventurous ideas.

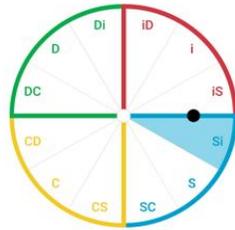
Like others with the Si style, you seek the approval of others, and you're concerned about letting people down. As a result, you may strive to meet everyone's expectations, and you probably feel bad if you think someone is disappointed with you. At the same time, you want to know when you have done a good job, and while you probably don't seek out public recognition, you do appreciate genuine praise.

Because you tend to be accepting, you may demonstrate loyalty to individual coworkers and your workplace. You're probably able to overlook people's personality quirks and weaknesses. However, you may have found that you can get yourself into trouble by trusting people who don't deserve it.

Since you enjoy being cooperative, others may see you as a valuable team player. Most likely, you believe that well-orchestrated teamwork leads to superior results. Competitive situations aren't really your style, and you probably find it a bit hard to understand people who seem most interested in individual accomplishments.

Because of your need for harmony, you're unlikely to confront others in conflict situations, and you don't respond well to aggression. In fact, you may refuse to deal with negative information even when it's important to do so, and as a result, situations may drag on without resolution. Although you tend to keep an even keel, suppressing your frustration during tense moments may prove counterproductive, causing bitterness to simmer beneath the surface. Still, you often prefer the role of peacemaker, trying to find solutions that work for everyone.

Alex, like others with the Si style, your most valuable contributions to the workplace may include your commitment to teamwork, your empathy, and your ability to connect with others. In fact, these are probably some of the qualities that others admire most about you.



- Read and personalise:

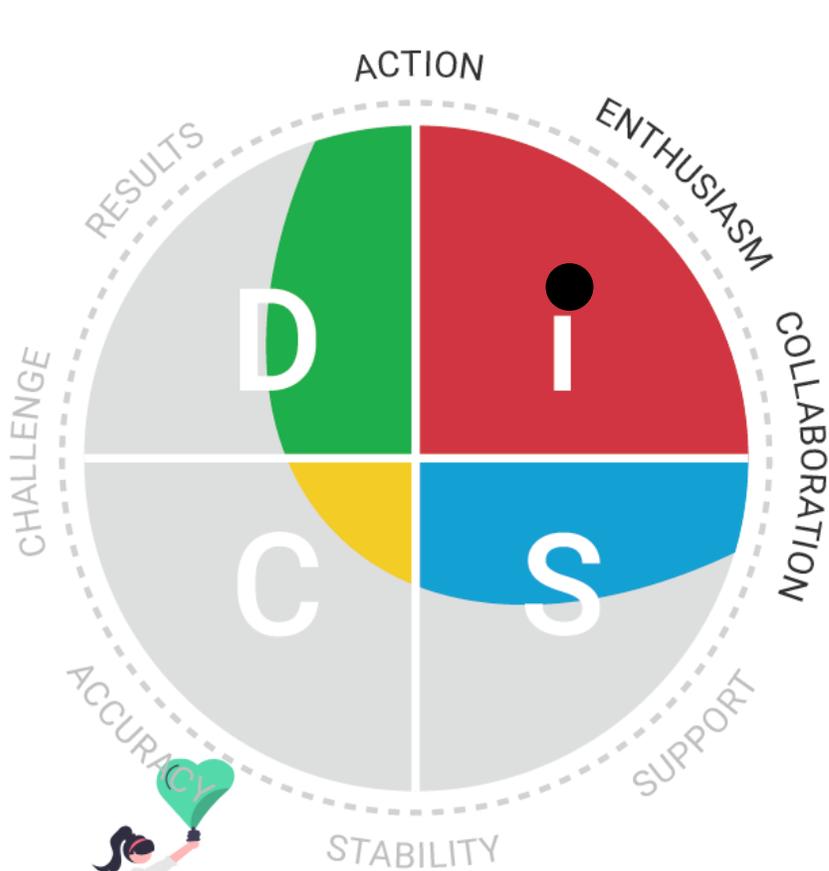
✓ = like you
x = not like you
? = not sure

- Underline three statements that best describe you

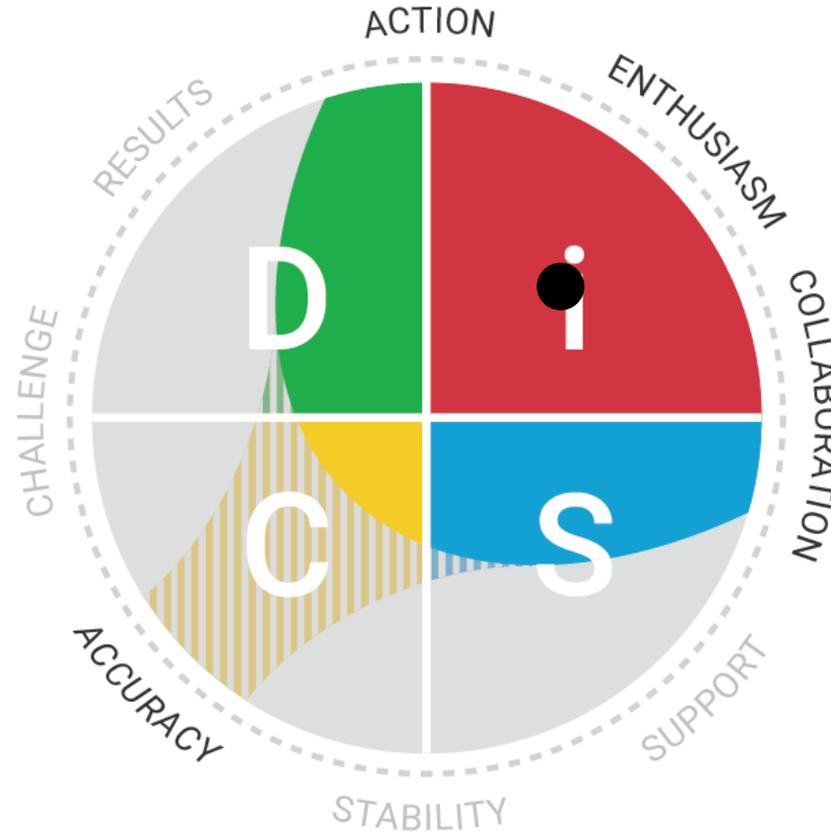
- Then, working in pairs, share your findings

Priorities

Where people focus their energy



i Style



i Style + Accuracy

- You receive the three priorities closest to your dot placement
- Priorities represent what tends to be most natural to you
- Everyone receives a minimum of 3 and maximum of 5 priorities





Create a poster!

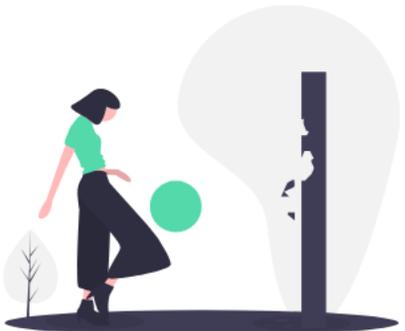


GROUP ACTIVITY

OUTLINE:

What strengths this profile will bring to leadership?

What watchouts does this style have ?



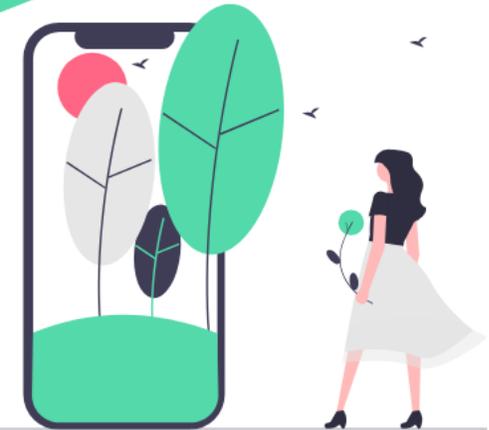


Thrive Journal
Page 5

Strengths



PAIRED DISCUSSION



STRENGTHS



- IN PAIRS:

- Share your strengths feedback with your partner
- Discuss the following questions:
 - How do you already capitalise on the strengths you are considered to have?
 - How do they help you achieve your goals?
 - How do they help you to influence others?
 - Were there any surprises ? Any omissions?
 - How can you be more intentional about using these strengths?

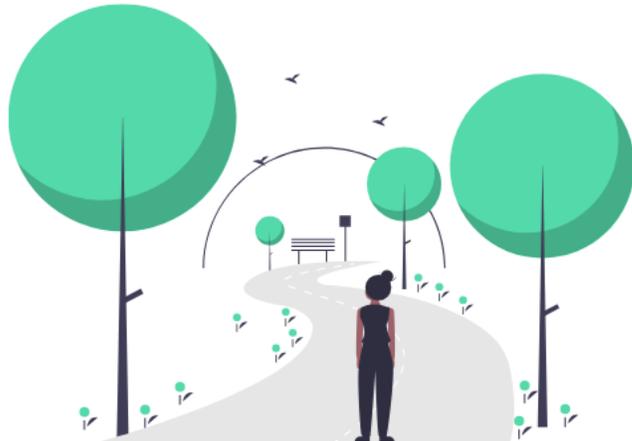
YOUR BIG PLAN

- Behaviours
- Values
- Strengths
- Objectives

YOUR THRIVING TREE



INDIVIDUAL REFLECTION



Your Thriving Tree

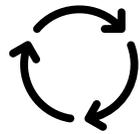


YOUR BIG PLAN



- Reflect on the BIG PLAN section
- Identify any development actions for your growth – page 13
- Start to think about the One Year and Three Month – page 15-16

Reflections Circle



INDIVIDUAL &
GROUP REFLECTION

