

Welcome to WUN Drive





Module One: Management Foundations

Welcome & introductions

- Your trainers
- Your group
- Domestics
- Rules of engagement



The Purpose of Drive

- To support women in utilities who are new to management or are aspiring managers to face the unique challenges of our sector
- Providing tailored training to address the specific needs and challenges women face in utilities, and to support you to support others around you
- By women in utilities, for women in utilities, delivered by women
- Adding skills tools to your management toolkit that you can put into practice with your own team



WUN DEVELOPMENT FRAMEWORK

WUN Arrive

A skills development programme designed specifically for women who are new into their careers in the utilities sector.

WUN Drive

A skills development programme designed specifically for women in utilities entering their initial management role.

WUN Thrive

A leadership programme designed for women in utilities looking for senior leadership progression.

WUN Strive

A programme designed to help understand how to amplify positive behaviours and values to create more inclusive workplaces.

WUN MBA

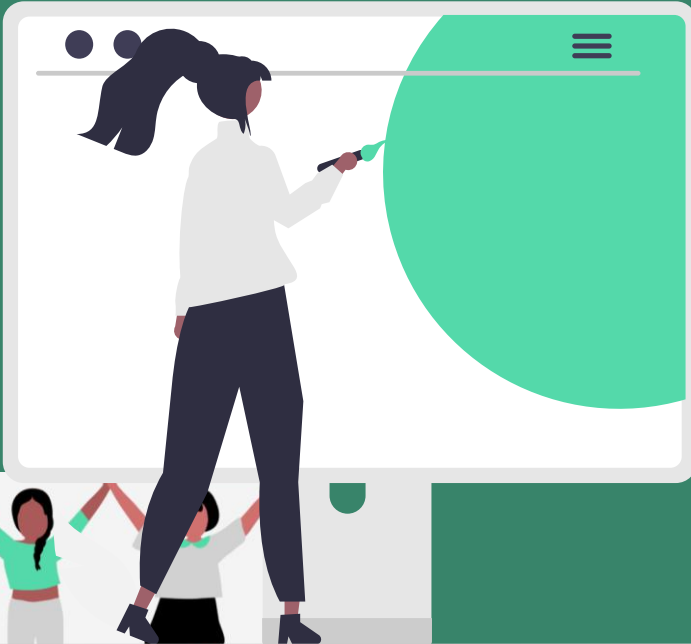
A university backed MBA programme focussed on environmental sustainability dedicated to women in utilities.



Learning Objectives

Today we're going to cover:

- Overview of the Drive programme
- Creating learning objectives
- Getting a stronger sense of self by exploring personal values, strengths and wellbeing
- Intro to Psychological Safety and how to get it for yourself
- Underpinned with continued exploration of managing the challenges of life as a woman at work



Trio Breakout

What are the unique challenges facing women in line management roles in our sector ?

What are the challenges facing you in your role at this time?



5 Minute Comfort Break





Building Strong Foundations

Exploring Personal Values

- What are values and why are they important to share today?
- Our values, beliefs and unconscious biases shape our thinking, behaviours, actions and results



Whole Group Exercise

Sharing our Values



Paired Activity – 10 mins

- Reviewing our strengths maps





Looking after Ourselves

Why line management is a tough gig

Victoria Thatcher

Head of Water Strategy & Environment at South Staffs & Cambridge Water

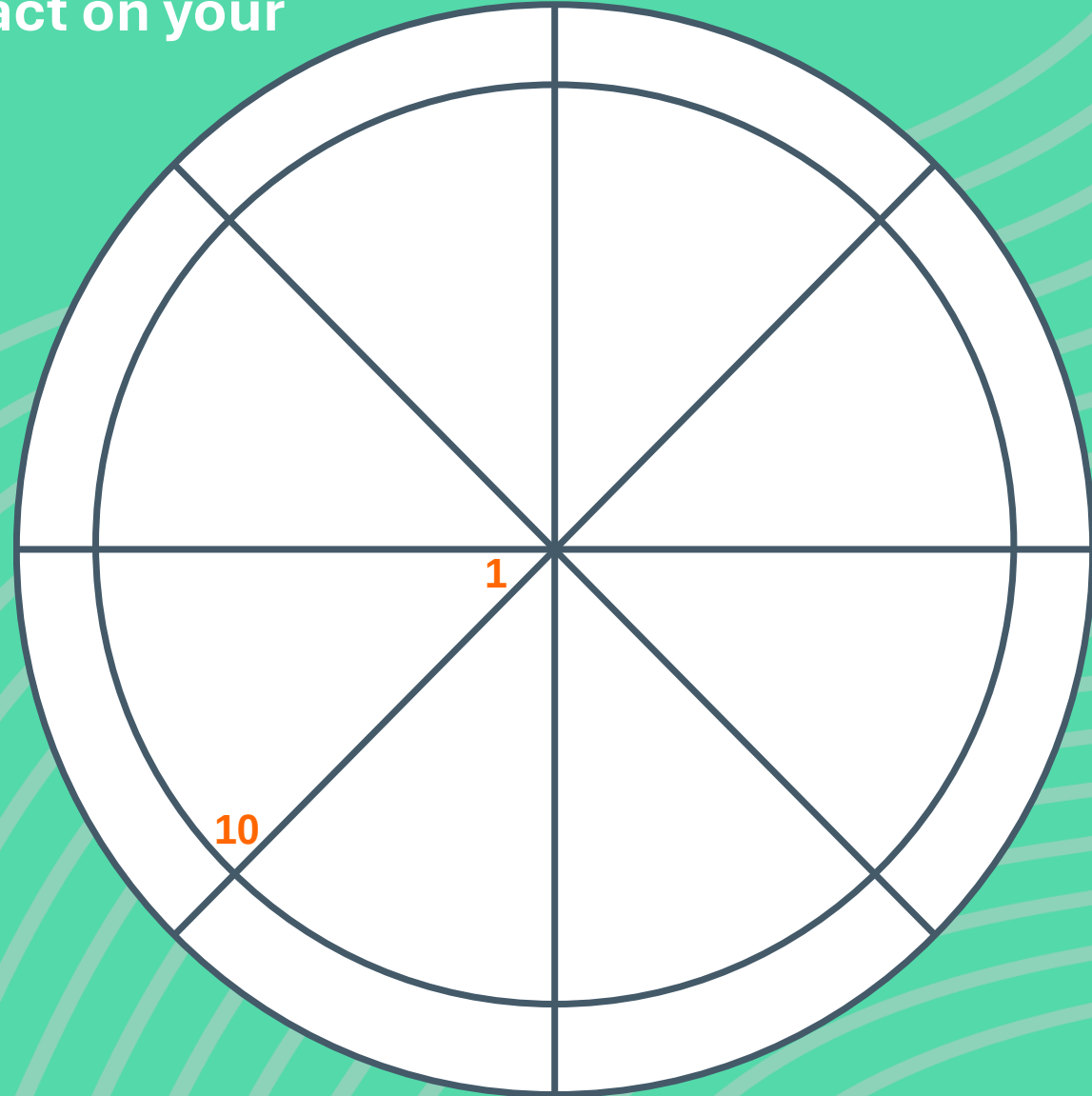


Victoria Thatcher



The Wheel of Wellbeing

- Identify eight elements of your life that impact on your wellbeing
- Add them to the diagram in your workbook
- Score yourself on a scale of 1 – 10 on each element
 - 10 being 'couldn't be better'
 - 1 being 'couldn't be worse'



Paired Activity – 15 mins

- Reviewing our Wheels of Wellbeing
 1. When you look at your Wheel as a whole, what stands out?
 2. What aspects are you happy with?
 3. What aspects would you like to improve and what does good look like?



10 Minute Comfort Break





Introduction to Psychological Safety

What is Psychological Safety

Being able to:

Be
yourself

Ask
questions

Raise
concerns

Take
risks

Disagree

Make
mistakes



The Brain

- Aims to keep us safe in every situation
- The ‘Stress’ Response - when we don’t feel safe – we respond
- ‘Fight or flight’ are the two most understood
- Not a conscious choice but physical changes give clues
- Think about how this shows up for you



Paired Activity – 15 mins

- **Share:**
 - **A time when you felt psychologically safe at work and what created that feeling of safety**
 - **A time when you didn't feel safe, what caused this, and what physical sensations you experienced**



What can we do about this?

- Self-awareness
- Pause and Breathe
- Movement
- Reframing
- Emotional Regulation
- Control





Summary & Action Planning

Summary

- Management Foundations is all about getting to know yourself a little better and taking time to reflect
- Focusing on your 'inner game' and your wellbeing will support you to be better managers
- Understanding psychological safety and how this shows up for you will be helpful as we move into the other modules – more on this next time!



Action Planning

- Write down two or three actionable steps that you will put into practice before our next session based on our work today
- Review your programme objectives and decide if there are any tweaks you want to make after module one
- Share with the group





Close & Next Steps

And Finally.....

- Next up is Speaking Up and Leaning In
- Please complete the WUN feedback survey – to help us shape future modules and programmes
- Any final questions?

WUN Drive Cohort 1 Feedback

