

**Little Moves  
BIG  
CONVERSATIONS**

## EPISODE 1

# OOPS, YOU THOUGHT THAT WAS ENOUGH?

*Why hard work alone doesn't get you noticed*

## OVERVIEW: THE BOLD MOVE BRIEF

**30 minutes | No slides | No fluff | Just one bold shift.** This is for team leaders to run simple, honest conversations with their teams. Think of it as a great coaching moment wrapped in psychological safety. It works best when it's real, raw, and slightly uncomfortable (in the best way).

## THE SPARK (5 MINUTES)

### START HERE.

Say this out loud:

"Today's theme might feel a bit close to home. It's about why hard work alone doesn't always lead to recognition or progress, and how in the busyness of our world, we sometimes fall into that trap, both as individuals and as managers of not seeing the value people offer. You might not recognise how others have helped make things easier for you and I might have missed how you make a dent in the work we do and if I have I'm sorry. This is about how we see things more clearly and how we do better, together"

Then ask:

- "What's something you've done recently or seen someone else in the team do that made a difference, but might have gone unnoticed?"

Divide your team into pairs and ask them together to identify one or two things that have happened recently that has helped the team make progress on their goals.

Allow 2/3 minutes and then ask the pairs to share. Thank them for their ideas and celebrate their progress ideas.

## THE REFLECTIVE THINK (5-7 MINUTES)

### SOLO THEN PAIR EXERCISE.

"Think of a time when you delivered something brilliant, but it went unnoticed.

Write it down in one sentence."

Allow 1 minute for them to think about this.

Then say, pair up and together work out: "What would have helped you get seen for it?" Allow 2 minutes discussion and then ask pairs to share their ideas.

Model openness by sharing a time your work went unnoticed and what you think you could have done better to get seen at that time.

To sum up ask, "What's one thing you'd like me to do to help you with this?"

Allow them to share their thoughts and agree the one or two things you feel you can do to support them better.

**MAKE  
YOUR  
AMBITION  
VISIBLE.**

## THE MOVE MAKER (10-12 MINUTES)

### GOAL: TURN TALK INTO ACTION.

Pair up your team. Explain what you want them to do (you may need to have these steps on a slide if you are meeting virtually or on a flipchart in a face-to-face setting):

1. Ask your partner to identify and share a couple of things they think you are particularly good at in work, e.g. caring/ solving problems, etc.
2. Then, you share the things you think you're good at and would like the opportunity to do more of.
3. Between the two of you agree on those traits you would really like to be remembered for and have a go at rewriting your email signature/ Teams name, e.g. Fixer of things others won't touch/ Bringer of the fun when things get heavy/ The one who dots the i's and crosses the t's.
4. Ask them, together, to come up with a descriptive strap line for you as their leader - one that they want you to be for them, e.g. Biggest cheerleader, Bringer of Clarity when things get chaotic.
5. Ask pairs to share their strapline description for you. Thank them and agree on the one you will aim to be for the team.
6. Summarise by saying, "I know it's easy to dismiss this, but now more than ever, we need to focus on value and show what we stand for. Focusing on our strengths and delivering great things is the way we secure our positions and get visible to people that matter. I want to support you with this, and understanding what you value about yourself will help me do that.
7. Explain that you'd love to hear their phrases and either ask to hear them now or say you'll catch up with them all individually today to find out what they think. (Depending on the level of trust in the team, you can either ask them to share now or ask them all individually over the course of the day and write these down so you can remember them.)

## THE BOOSTER ROUND(3-5 MINUTES)

### GOAL: REINFORCE INSIGHT. SPARK FUTURE NUDGES.

Try one of these quick activities to end the session positively:

- **One word check-out:** "What's your word to describe how you are feeling after this session?" e.g. "Hopeful" "Motivated" "Seen" (This quick closing round gives everyone a chance to reflect and voice where they're at (without pressure). It's a fast, safe way to surface impact and end with intention.
- **Future-facing nudge:** "What's one small move you'll test before next week?" This encourages individuals to take responsibility for their own progress.
- **Post-it pledge:** "By Friday, I will..." This builds commitment by writing down what they will do.
- **Your reflection prompt:** "What I learnt about you today that I hadn't noticed/ thought of before?" Leaders go first. So a really positive way to show the team that you value their input, is for you, to end the session with your own observations and commitments. This really helps to reinforce trust and openness in the team and will help build greater participation as you continue to do these sessions.

## OPTIONAL: FOLLOW-UP CHEEKY NUDGE

### GOAL: TO REMIND THE TEAM THAT YOU ARE SERIOUS ABOUT SUPPORTING THEM AND ENCOURAGE THEM TO FOCUS ON THEIR COMMITMENTS

Send one sentence later in the week in Teams or Slack like:

"Reminder from the session: How are you getting on with your moves from this week? Please share and let's celebrate/enjoy together"

REMEMBER, LEADERS GO FIRST, SO SHARE WHAT YOU HAVE DONE/ NOTICED AND HOW IT MADE YOU FEEL.

# FAQ's & quick tips

BRAVE CONVERSATIONS, MADE BRILLIANTLY SIMPLE.

## WHAT IS THIS?

It's a ready-made, low-prep discussion guide to help you run bold, honest, high-trust conversations with your team, each one tied to an episode of the Little Moves, Big Careers podcast.

Each one takes 30 minutes or less.

No slides. No jargon. Just real talk that builds clarity, trust, and confidence.

## WHO'S IT FOR?

- Managers who want to grow their team, not just manage tasks
- Teams that are busy, bright, and often too quiet about what they need
- Anyone trying to create a more open, curious, and high-performing culture

## DO I HAVE TO BE AN EXPERT?

Nope. You just need to be honest.

You're not delivering a TED Talk, you're creating space. These sessions are designed to feel like a team coffee with purpose.

EVEN IF YOU'RE THE ONE WHO'S MADE THE MISTAKES MENTIONED IN THE EPISODE... THAT'S OK. OWN IT. THAT'S HOW TRUST BUILDS.

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## WHAT IF THIS FEELS A BIT... AWKWARD?

It might and that's normal.

But remember: safe doesn't mean silent.

Growth happens in the "slightly uncomfortable but very real" zone. These sessions give you a script, a structure, and a shared language – so no one's freestyling.

## HOW DO I PREP?

1. Listen to the episode or scan the Bold Move Brief
2. Print the conversation sheet or write the key question on a whiteboard/ flipchart
3. Invite the team. Let them know it's 30 mins, focused, and not performance review-y
4. Run it. Follow the four sections: Spark, Reflect, Move Maker, Booster
5. Send a follow-up nudge - we even give you the words

## ANY TIPS FOR KEEPING IT FLOWING?

Top 5 Manager Moves:

1. Share first - model the behaviour, don't just ask for it
2. Keep it light at the start - a bit of humour goes a long way
3. Use a whiteboard or Post-its - visual = safe and clear
4. Timebox it - if people know it ends in 30 mins, they'll lean in
5. Don't fill the silences - give people space to think, then speak

## FINAL REMINDER:

You don't have to have all the answers. Your job is to make it safe to ask better questions - the kind that lead to better performance, stronger trust, and way fewer "lumps under the carpet."

**YOU'VE GOT THIS.  
AND WE'VE GOT YOU.**