

Little Moves BIG CONVERSATIONS

EPISODE 2

LET'S TALK ABOUT THE CLUB

Decode the invisible rules that shape success.

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:

"Let's talk about curiosity - the real kind, not the 'I'll Google that later' kind. The kind that pokes the system, asks a better question, and encourages us to be better and do better.

Curiosity isn't a distraction. It's strategy. And often, it's the first step to your next bold move as well as helping the team to do better work."

Then ask:

"What's something you got curious about at work recently - something that made you pause, poke, or want to understand more deeply?"

OR

"Is there anything we do as a team that we need to be more curious about to help us work more effectively?"

**MAKE
YOUR
AMBITION
VISIBLE.**

THE REFLECTIVE THINK (5-7 MINUTES)

PAIR EXERCISE.

"Think about a time when your curiosity led to something unexpected- a new idea, connection, insight, or shift."

Share your ideas and explore:

"What did you learn by following that curiosity and what might have happened if you hadn't?"

Encourage quiet writing or pair sharing. As the leaders share a story of your own.

THE MOVE MAKER (10-12 MINUTES)

WRITE THIS ON THE WHITEBOARD:

"What's one thing you're curious about right now and how could you test it safely?"

Ask team members to:

- Write down a hunch, idea, or question they've been sitting on.
- Share one aloud if they feel brave.

BONUS CHALLENGE:

Ask them to map one safe curiosity experiment they could try in the next 7 days.

Examples:

Book a 15-min coffee with someone in another team. | Ask a better question in a meeting. |

Run a mini 'test and learn' project. | Explore an idea with someone you disagree with to understand what they are thinking/feeling from their perspective (on purpose).

THE BOOSTER ROUND (3-5 MINUTES)

SAY THIS:

"The people who build the most interesting careers? They don't wait for certainty. They collect clues. They follow their questions. And they test stuff."

THEN ASK:

"What's one bold question or hunch you could follow this month, and what might it teach you?"

Write these questions on the board.

Discuss answers and commitments.

Take a photo of their responses.

Follow up.

OPTIONAL: FOLLOW UP CHEEKY NUDGE

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

Ask "In what ways have you been more curious this week? And what did you learn from poking it? Your next bold move might be hiding behind a good question."

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.

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.**