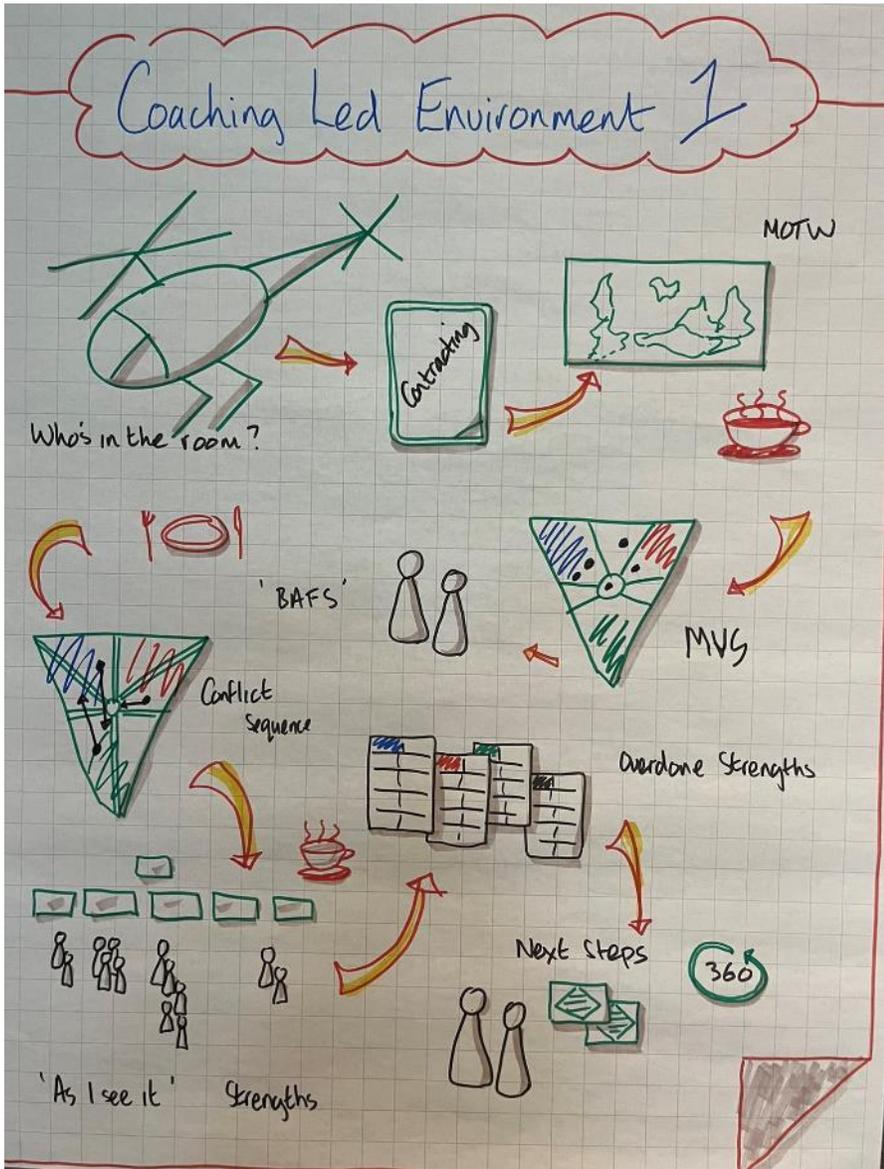


Efficiency North – EN:Lighten Programme



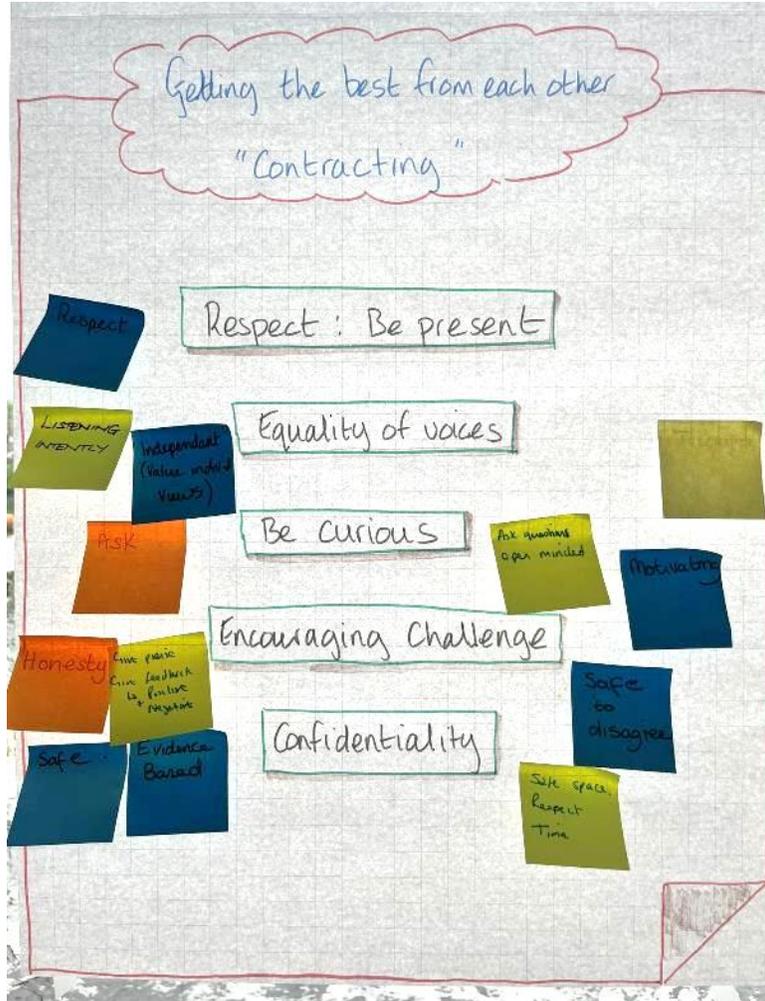
Coaching Led Environment day 1 - Collective input



Checking in

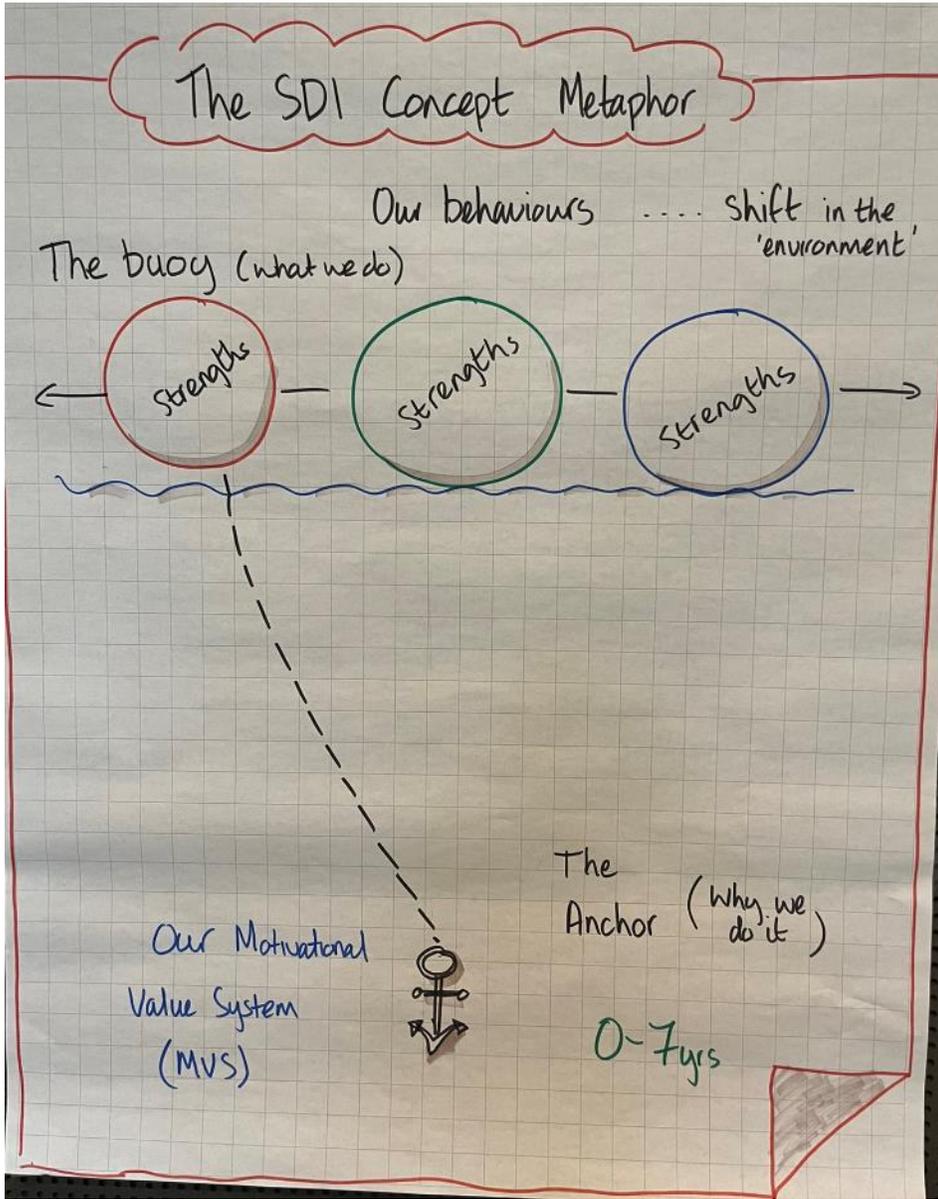


Our group contract



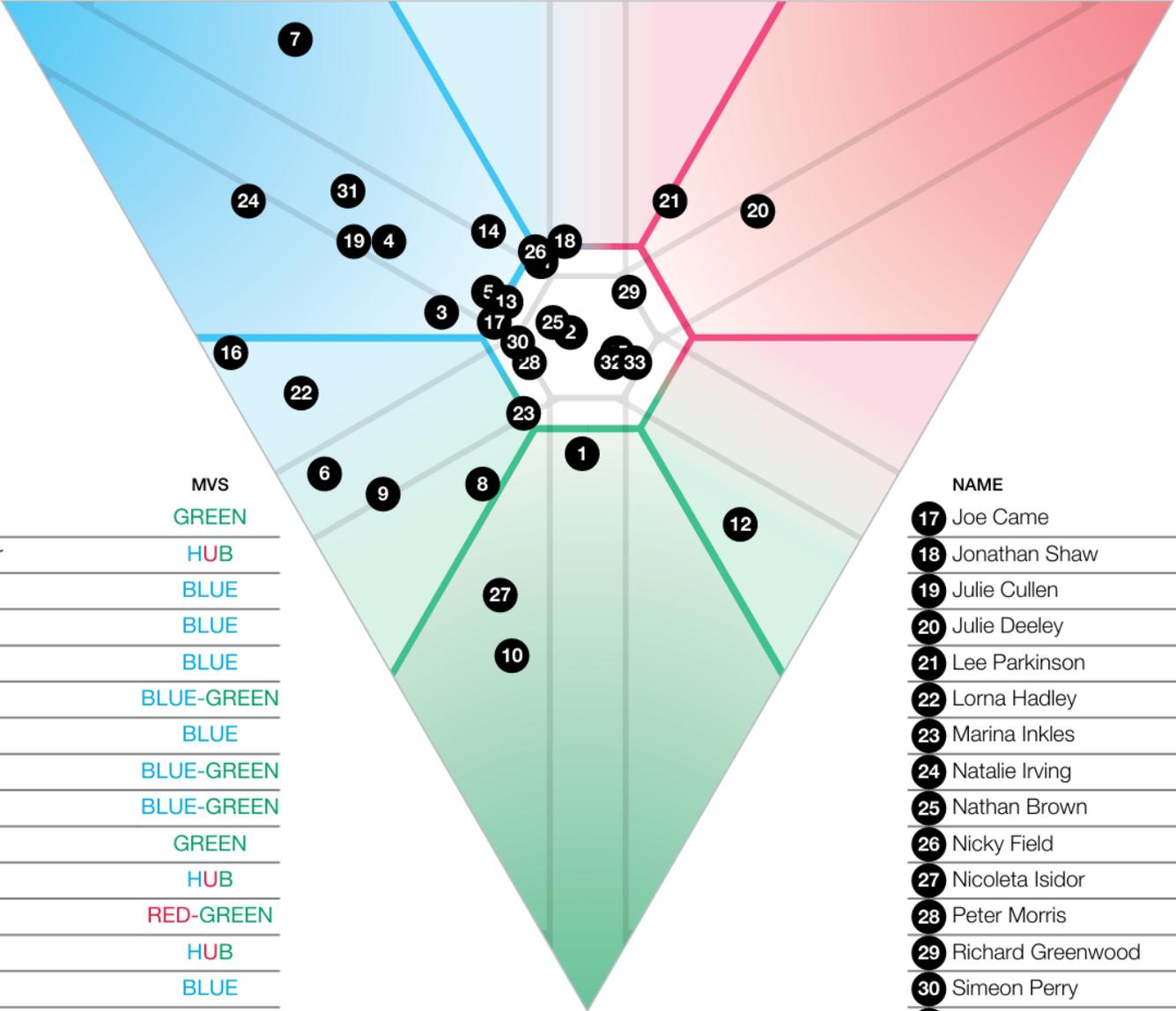
Make a square!





Team SDI Results Efficiency North

May 20, 2024



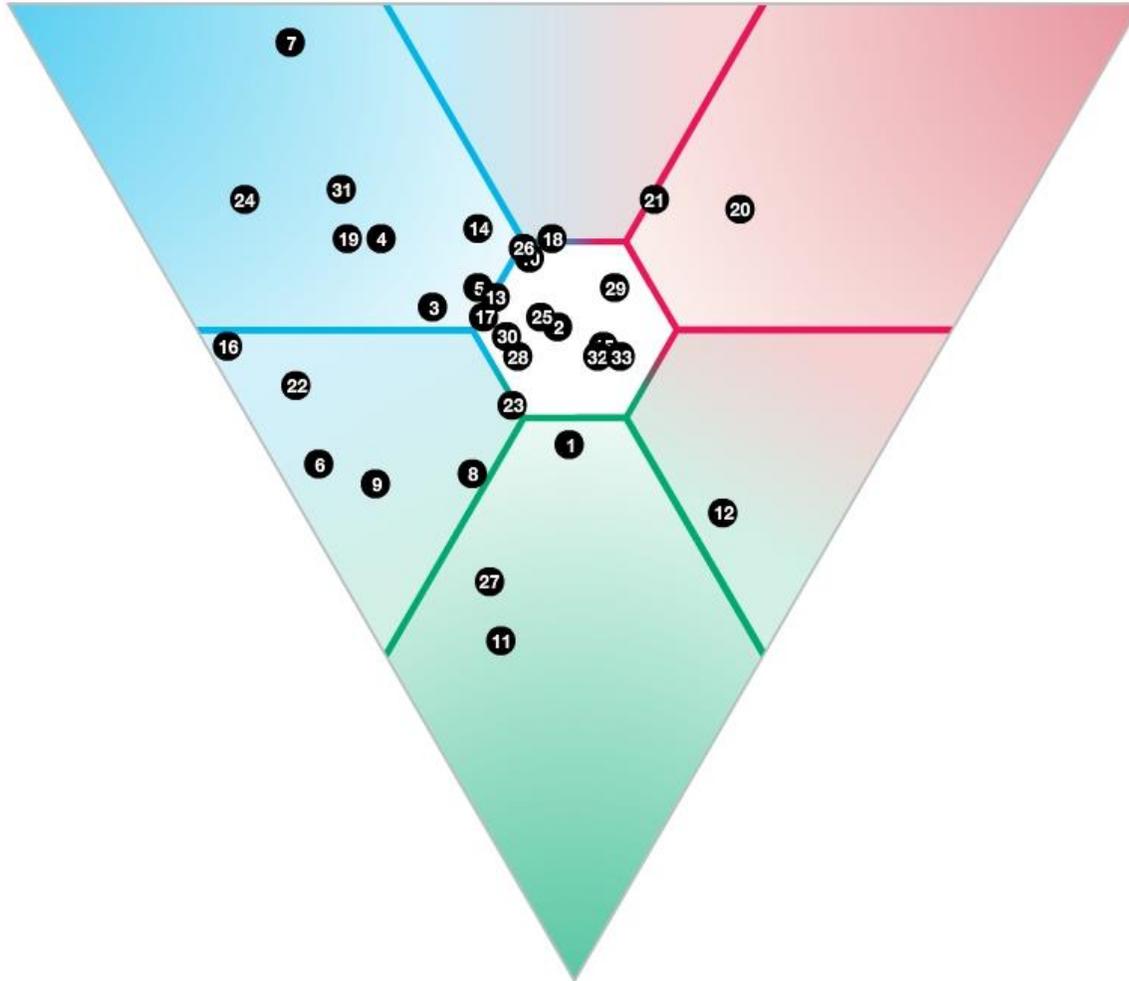
| NAME | MVS |
|----------------------|------------|
| 1 Aaron Ziemniak | GREEN |
| 2 Abdul-Majid Mater | HUB |
| 3 Alex White | BLUE |
| 4 Cameron Cousins | BLUE |
| 5 Carl Bairstow | BLUE |
| 6 Curtis Evans | BLUE-GREEN |
| 7 Daniel Simpkins | BLUE |
| 8 Darren Walker | BLUE-GREEN |
| 9 Eddy Dennis | BLUE-GREEN |
| 10 Elizabeth Quinn | GREEN |
| 11 Elizabeth Butcher | HUB |
| 12 Emma Mottram | RED-GREEN |
| 13 Hannah Norton | HUB |
| 14 Helen Anderson | BLUE |
| 15 Istvan Baranyi | HUB |
| 16 Jed Turner | BLUE-GREEN |

| NAME | MVS |
|----------------------|------------|
| 17 Joe Came | HUB |
| 18 Jonathan Shaw | RED-BLUE |
| 19 Julie Cullen | BLUE |
| 20 Julie Deeley | RED |
| 21 Lee Parkinson | RED |
| 22 Lorna Hadley | BLUE-GREEN |
| 23 Marina Inkles | BLUE-GREEN |
| 24 Natalie Irving | BLUE |
| 25 Nathan Brown | HUB |
| 26 Nicky Field | HUB |
| 27 Nicoleta Isidor | GREEN |
| 28 Peter Morris | HUB |
| 29 Richard Greenwood | HUB |
| 30 Simeon Perry | HUB |
| 31 Sophie Richardson | BLUE |
| 32 Tracy Worsnop | HUB |
| 33 Vijay Kumar | HUB |



Efficiency North

MVS Results Distribution vs Average Adult population



34 EN participants

Adult population

8 Blue (24%)

20.96%

6 Blue – Green (18%)

12.43%

3 Green (9%)

8.14%

12 HUB (36%)

29.54%

2 Red (6%)

10.56%

1 Red – Blue (3%)

14.74%

1 Red – Green (3%)

3.62%

15 people (45%) go first stage green conflict
(vs 45% adult population)







Blue

A meaningful compliment to us would be;

Thanks for your help
"I appreciate it"

We are most engaged when working in teams when;

There's no conflict
Feel wanted and needed (gratification)
When others provide direction
Good Leadership

What triggers conflict for you?

Lack of empathy
Saying NO
Not being included



Red

A meaningful compliment to us would be;

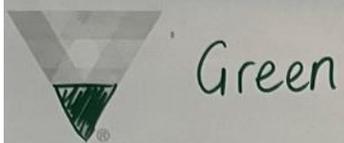
EXCELLENT, WELL DONE ON
ACHIEVING X (AGREED OBJECTIVE).

We are most engaged when working in teams when;

EVERYONE IS ALIGNED + ENGAGED IN
DELIVERING THE GOAL.

What triggers conflict for you?

APATHY / NOT GIVING 100%
NO CONTRIBUTIONS
HURTS HONESTY / STRENGTH
PROCESS.



A meaningful compliment to us would be;

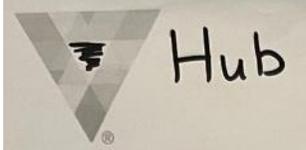
- WOULD RATHER NOT GET ONE. (NOT TO BE SINGLED OUT)
- THAT WORKS REALLY WELL.

We are most engaged when working in teams when;

- EVERYONE HAS A ROLE
- THERES STRUCTURE AND A PLAN
- TIMESCALE AND A GOAL IS SET.

What triggers conflict for you?

- NOT FOLLOWING THE PLAN
- PEOPLE NOT ^{DOING THEIR} ~~FOLLOWING THE~~ PART.
- GREY ~~AREAS~~ AREAS
- THAT FEELING OF BEING IN A HAMSTER WHEEL
- NOT LISTENING



A meaningful compliment to us would be;

- Well done
- I like you
- Thank you
- That's a good idea (when puts a suggestion forward)
- Good job

We are most engaged when working in teams when;

- When listened to
- Mutual understanding
- Common goals
- United / bonding
- diverse
- fairness

What triggers conflict for you?

- negativity
- over opinionated
- being told / too directive
- not listening / not active
- lack of empathy
- unclear communication
- no consideration for audience / person receiving

Red-Green

A meaningful compliment to us would be;

Action lead to an outcome.
Process is well thoughtout leads to achievement
Problem solving acknowledgement
Self sufficiency

We are most engaged when working in teams when;

focus on a goal.
challenge each other
Time to consider options + full analysis of risk

What triggers conflict for you?

Rashness
Risk blind
Overly sensitive
When Rushed

Red-Blue

A meaningful compliment to ^{me} us would be;

THANK YOU FOR HELPING
I'M GLAD YOU WERE THERE
LET ME DO IT BY MYSELF

^{I am} We are most engaged when working in teams when;

THERE IS A CLEAR OBJECTIVE SET
EVERYONE IS ABLE TO CONTRIBUTE

What triggers conflict for you?

UNFAIRNESS
UNNECESSARY BARRIERS
DELAYS
BEING ALL BY MYSELF IN RED/BLUE



Blue-Green

A meaningful compliment to us would be;

Appreciate your help.

I understand what you are saying

That was useful

Thank you.

We are most engaged when working in teams when;

A delegator

When people listen

Autonomy

Trusted

Evidence Based Decisions

Being valued

What triggers conflict for you?

Impatient

Interrupted

Not being trusted

Narrow minded

Talked over

Ignorance

Bragging

BS!

Egos

Impulsive





Remember ---

Don't alienate the BLUES

Don't slow the REDS

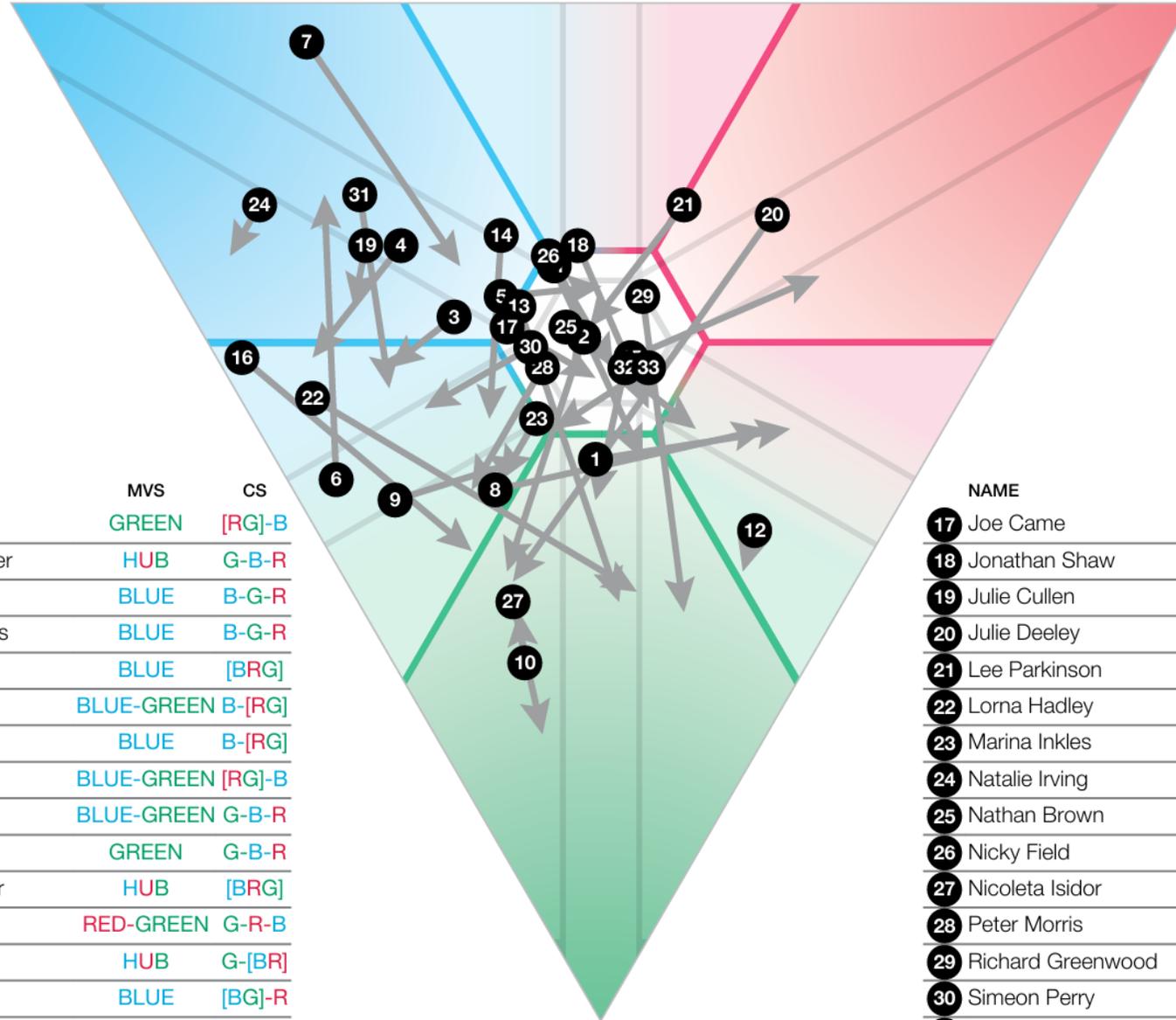
Don't rush the GREENS

Don't constrict the HUBs



Team SDI Results Efficiency North

May 20, 2024



| NAME | MVS | CS |
|----------------------|------------|--------|
| 1 Aaron Ziemniak | GREEN | [RG]-B |
| 2 Abdul-Majid Mater | HUB | G-B-R |
| 3 Alex White | BLUE | B-G-R |
| 4 Cameron Cousins | BLUE | B-G-R |
| 5 Carl Bairstow | BLUE | [BRG] |
| 6 Curtis Evans | BLUE-GREEN | B-[RG] |
| 7 Daniel Simpkins | BLUE | B-[RG] |
| 8 Darren Walker | BLUE-GREEN | [RG]-B |
| 9 Eddy Dennis | BLUE-GREEN | G-B-R |
| 10 Elizabeth Quinn | GREEN | G-B-R |
| 11 Elizabeth Butcher | HUB | [BRG] |
| 12 Emma Mottram | RED-GREEN | G-R-B |
| 13 Hannah Norton | HUB | G-[BR] |
| 14 Helen Anderson | BLUE | [BG]-R |
| 15 Istvan Baranyi | HUB | R-G-B |
| 16 Jed Turner | BLUE-GREEN | G-B-R |

| NAME | MVS | CS |
|----------------------|------------|--------|
| 17 Joe Came | HUB | [BRG] |
| 18 Jonathan Shaw | RED-BLUE | [RG]-B |
| 19 Julie Cullen | BLUE | B-G-R |
| 20 Julie Deeley | RED | G-B-R |
| 21 Lee Parkinson | RED | [BRG] |
| 22 Lorna Hadley | BLUE-GREEN | G-[BR] |
| 23 Marina Inkles | BLUE-GREEN | G-B-R |
| 24 Natalie Irving | BLUE | B-G-R |
| 25 Nathan Brown | HUB | [RG]-B |
| 26 Nicky Field | HUB | G-R-B |
| 27 Nicoleta Isidor | GREEN | G-B-R |
| 28 Peter Morris | HUB | G-B-R |
| 29 Richard Greenwood | HUB | G-R-B |
| 30 Simeon Perry | HUB | [BG]-R |
| 31 Sophie Richardson | BLUE | B-G-R |
| 32 Tracy Worsnop | HUB | G-[BR] |
| 33 Vijay Kumar | HUB | G-B-R |



Questions to ask in conflict

1. Think of your MVS - what might be happening on a good day when you feel 'in flow'
2. Think of what might happen that could trigger conflict for you
3. Reflect on your changed behaviours – what do you think, feel, do?
4. What might be noticed by others?
5. What do you need to do to return to you MVS (your “dot”)?





Strengths and Overdone Strengths

We 'deploy' these and these change according to:

FDIC

Frequency

How often a behaviour occurs

Duration

How long a behaviour lasts

Intensity

The strength or severity of a behaviour

Context

The situation or timing of a behaviour

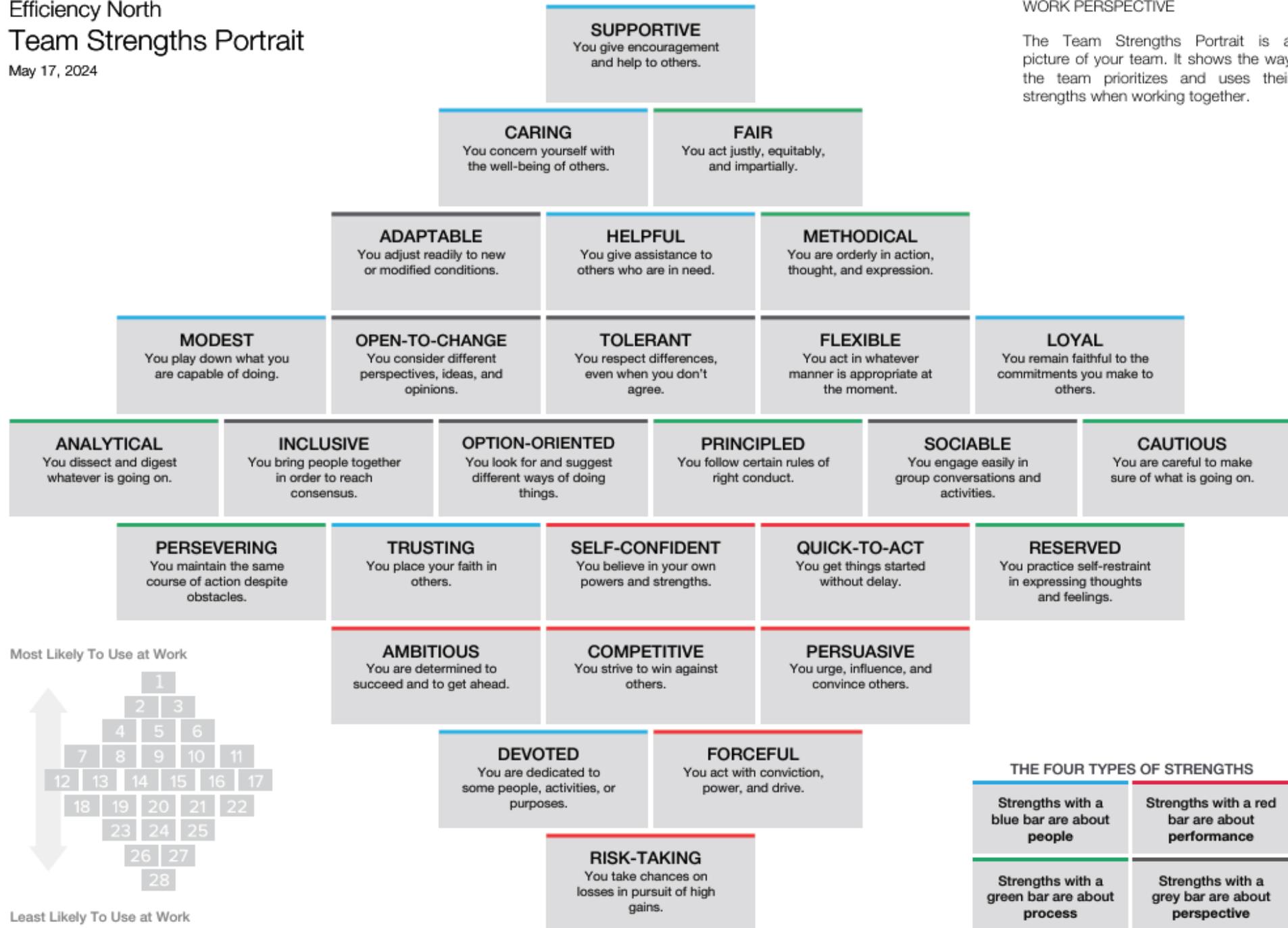


Efficiency North Team Strengths Portrait

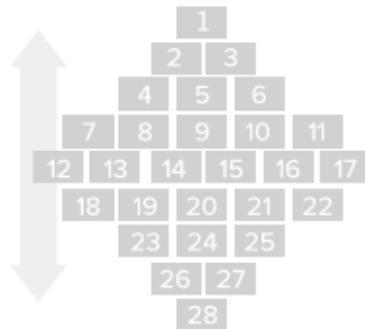
May 17, 2024

WORK PERSPECTIVE

The Team Strengths Portrait is a picture of your team. It shows the way the team prioritizes and uses their strengths when working together.



Most Likely To Use at Work



Least Likely To Use at Work

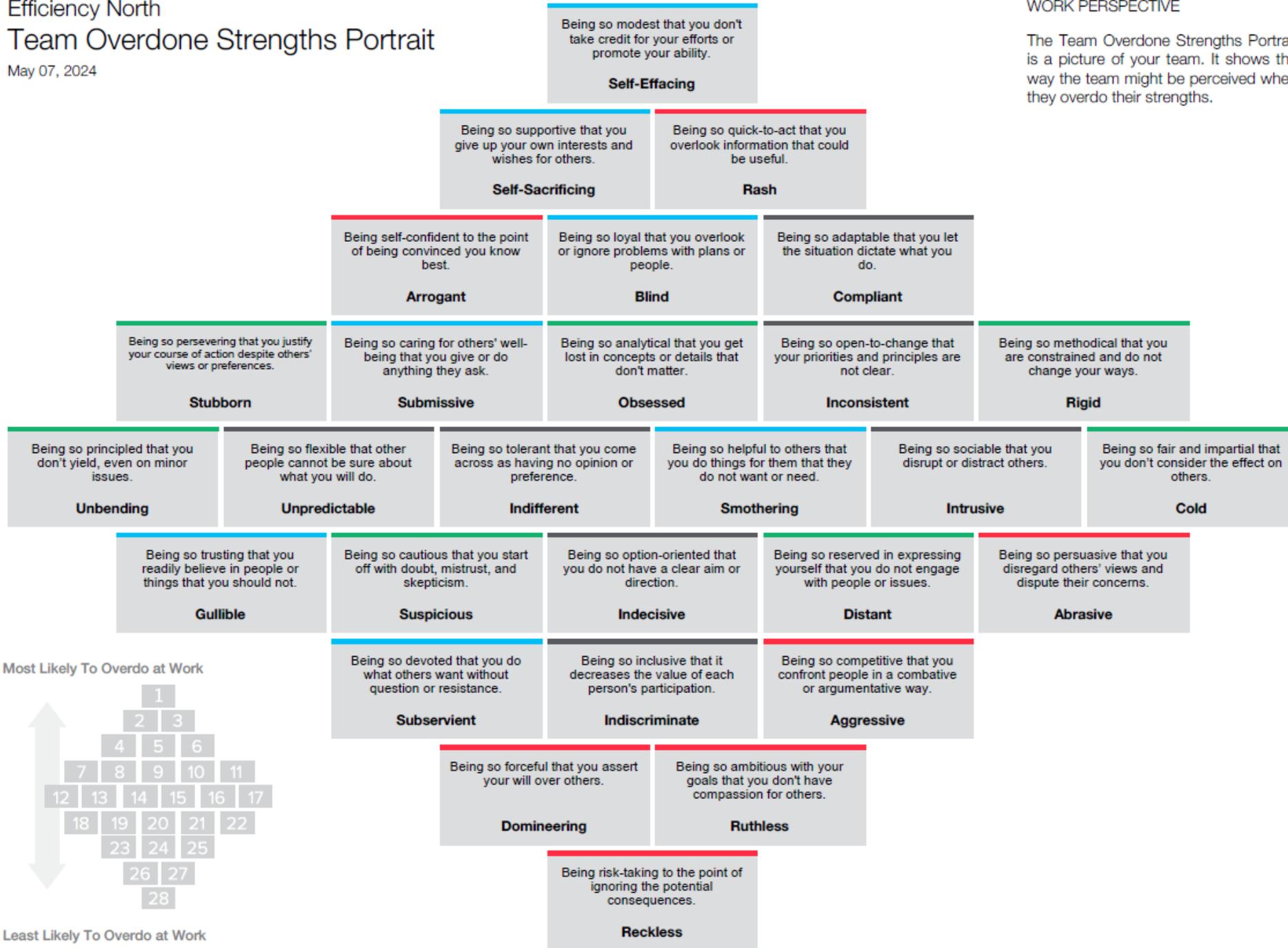


Efficiency North Team Overdone Strengths Portrait

May 07, 2024

WORK PERSPECTIVE

The Team Overdone Strengths Portrait is a picture of your team. It shows the way the team might be perceived when they overdo their strengths.



GREEN

Overdone Strengths

Too **persevering** and justifying one's course of action despite others' views or preferences.

STUBBORN

Stickers for STUBBORN: LEE (red), Hannah (yellow), Simpkins (blue), Emma (yellow), Simon (yellow), and another yellow sticker with 'STUBBORN' written on it.

Stickers for STUBBORN: Emma (yellow), Stubbhorn (yellow), Subborn (yellow), and Subborn (yellow).

Overly **fair** and impartial to the point of not considering the affect on others.

COLD

Stickers for COLD: Cold (red), Nicolette (yellow), Vijay (yellow), and Emma (yellow).

UNBENDING

Stickers for UNBENDING: Unbending (green), Jonathan (yellow), and Joe (yellow).

Overly **analytical** and getting lost in concepts or details that don't matter.

OBSESSED

Stickers for OBSESSED: Obsessed (yellow), Vijay (grey), and Nicolette (yellow).

Too **methodical** to the point of being constrained and not changing one's ways.

RIGID

Stickers for RIGID: Rigid (blue), Nicky (grey), Rich (yellow), and Rich (yellow).

Overly **obsessed** expressing oneself and not listening to other people or issues.

DISTANT

Stickers for DISTANT: Distant (blue), Nicky (grey), Jonathan (yellow), and Daniel Simpkins (yellow).

Too **cautious** and starting off with mistrust, and skepticism.

SUSPICIOUS

Stickers for SUSPICIOUS: Suspicious (blue), LEE (red), Nicolette (yellow), Simon (yellow), Eddy (yellow), and Suspicious (yellow).

HUB

Overdone Strengths

Too **option-oriented** and not having a clear aim or direction.

INDECISIVE

Stickers for INDECISIVE: LEE (red), Simon (grey), and Simon (yellow).

Overly **tolerant** and coming across as having no opinion or preference.

INDIFFERENT

Stickers for INDIFFERENT: Peter Morris (yellow), Eddy (yellow), and Rich (grey).

Too **adaptable** and letting the situation dictate what one does.

COMPLIANT

Stickers for COMPLIANT: Nicky (yellow) and Istvan (yellow).

Overly **inclusive** and decreasing the value of each person's participation.

INDISCRIMINATE

Sticker for INDISCRIMINATE: Indiscriminate (green).

Overly **social** and disrupting or distracting others.

INTRUSIVE

Stickers for INTRUSIVE: Tracy (grey), Darren (yellow), and Nathan (yellow).

So **open-to-change** to the point that one's priorities and principles are not clear.

INCONSISTENT

Stickers for INCONSISTENT: Inconsistent (blue), Vijay (grey), Joe (yellow), and Vijay (yellow).

So **flexible** that other people cannot be sure about what one will do.

UNPREDICTABLE

Stickers for UNPREDICTABLE: Darren (yellow), Simon (red), Rich (yellow), Helen (yellow), and Joe (yellow).

En:Lighten Programme Buddies

Nicky F / Julie C / Dan
Hannah / Liz
Istvan / Liz B
Joe / Carl
Emma / Nicoletta
Cameron / Helen
Sophie / Richard
Curtis / Jonathan

Pete / Jed
Aaron / Simeon
Darren / Natalie
Alex / Lee
Vijay / Julie D
Majid / Tracy
Eddy / Nathan
Lorna / Marina



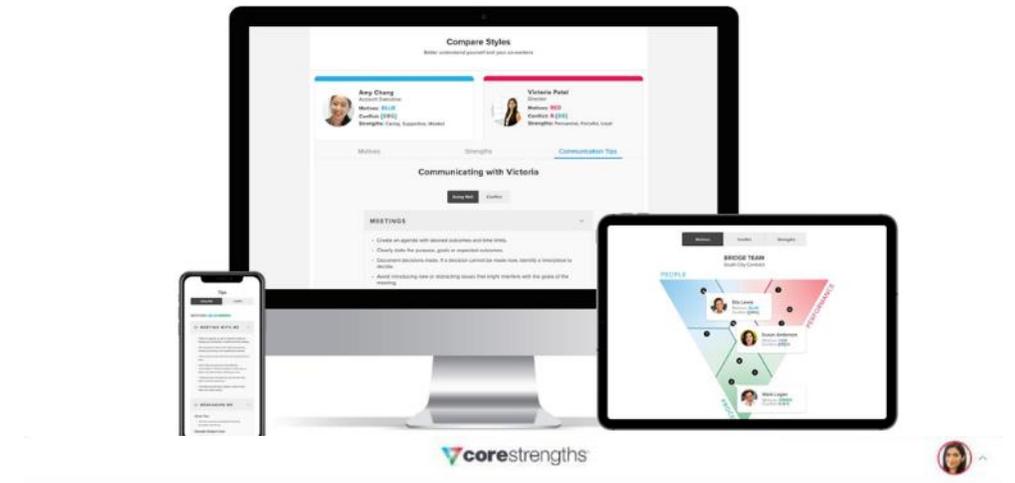
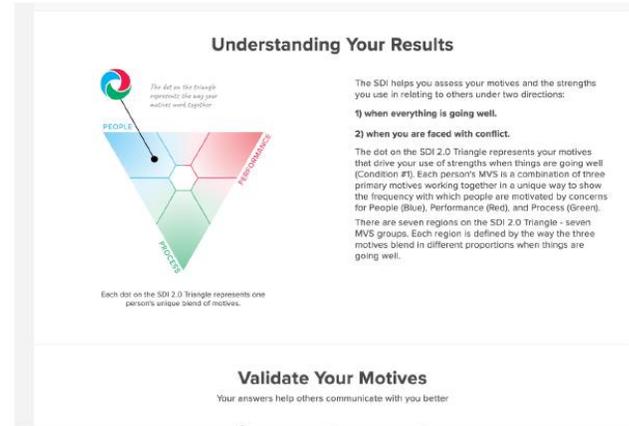
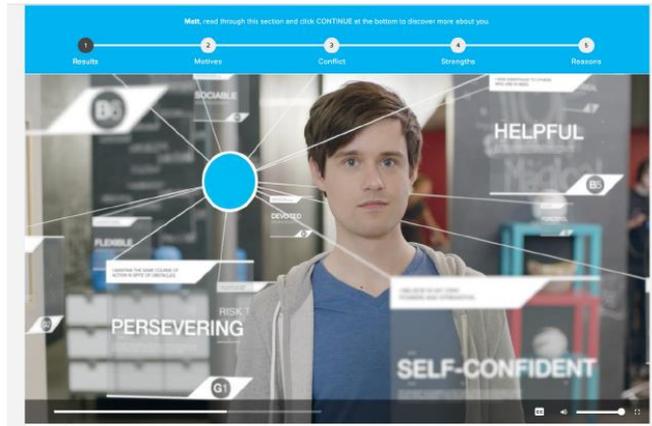
Preparations for CLE 2



- Access the Portal
 - www.ambito-portal.com
 - ENHL EnLighten Tab – Password: ENHL100
- Reflect on your SDI
 - What learning can you take about your strengths, conflict triggers and blind behaviours
 - You can access a free assessment for friend or family member if you wish (Develop tab – class - feedback)
- Meet with your buddy (F2F or virtual)
 - to get to know each other better,
 - compare and explore your SDI results together
 - Share what you want to gain personally from the programme
- Managers only – confirm raters for your 360

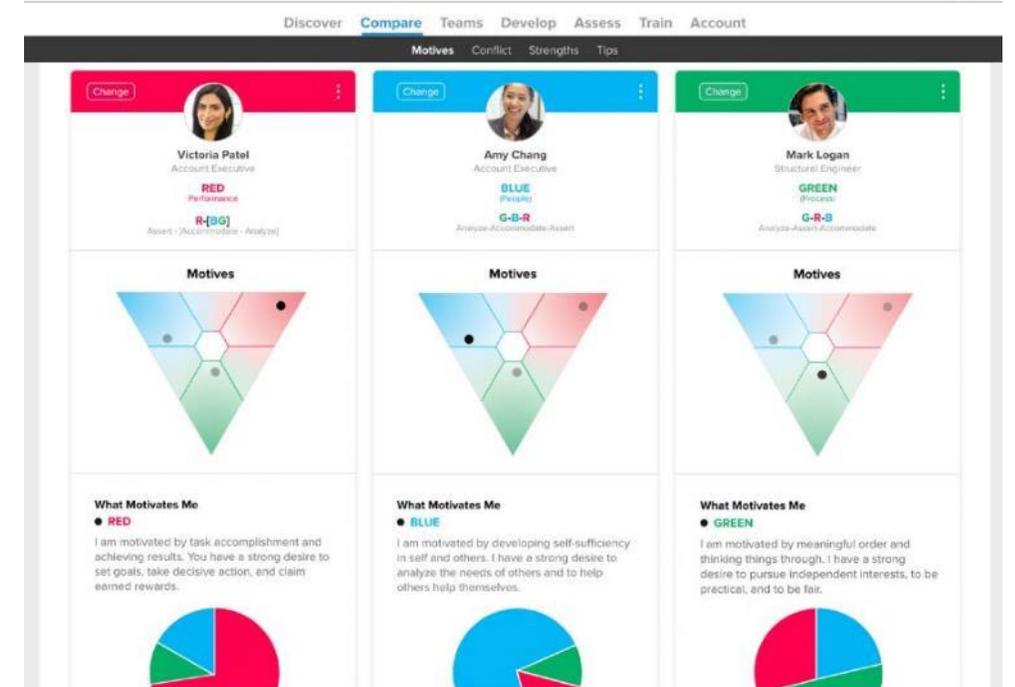


SDI - beyond the workshop



As well as receiving your PDF report, you can access your results on the SDI platform (sign with your email & the password you used when you completed the assessment): app.corestrengths.com. You

Here you will find additional videos to explain your results and you can compare your results with each other (with a connection request). You can also set up team profiles and have ease of access to useful tips for effective future interactions.

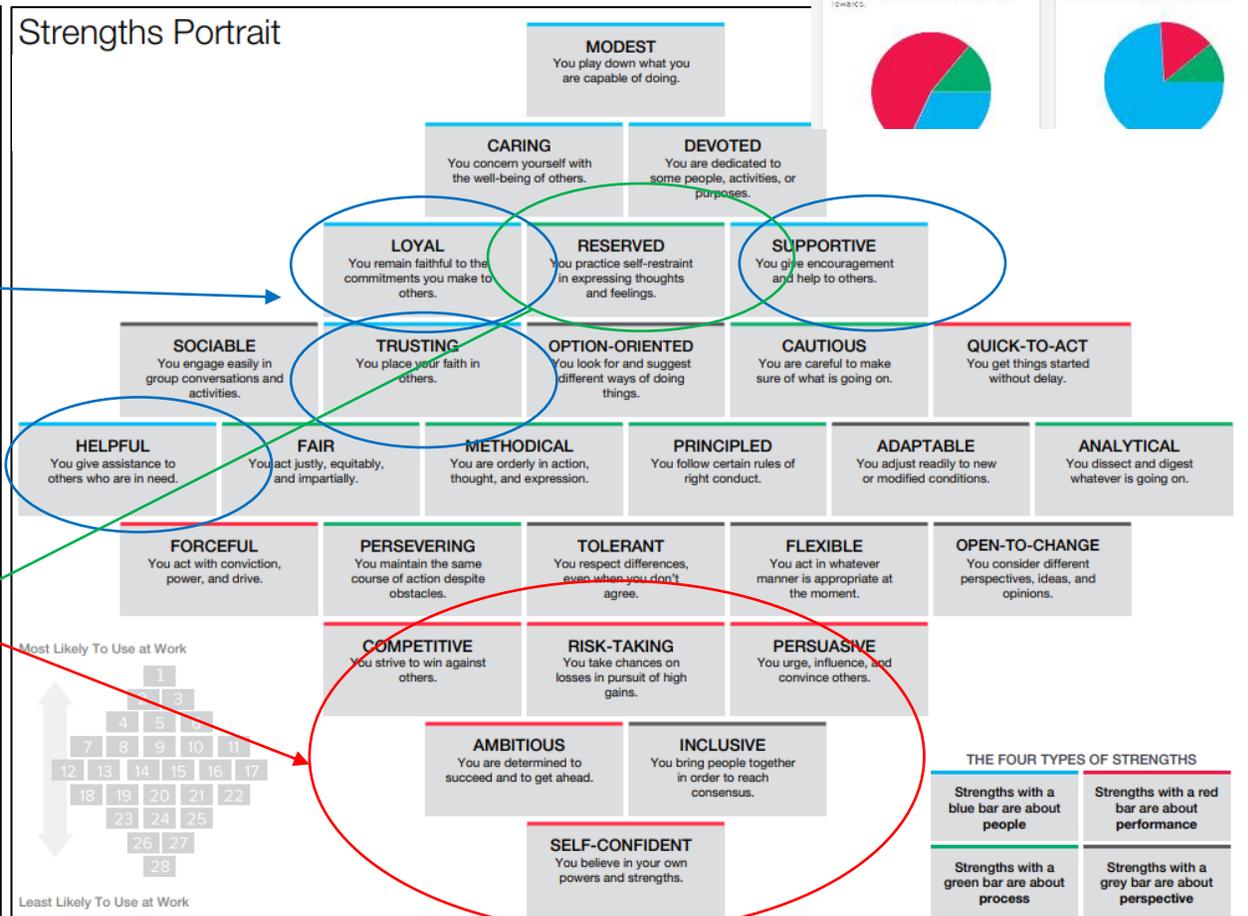
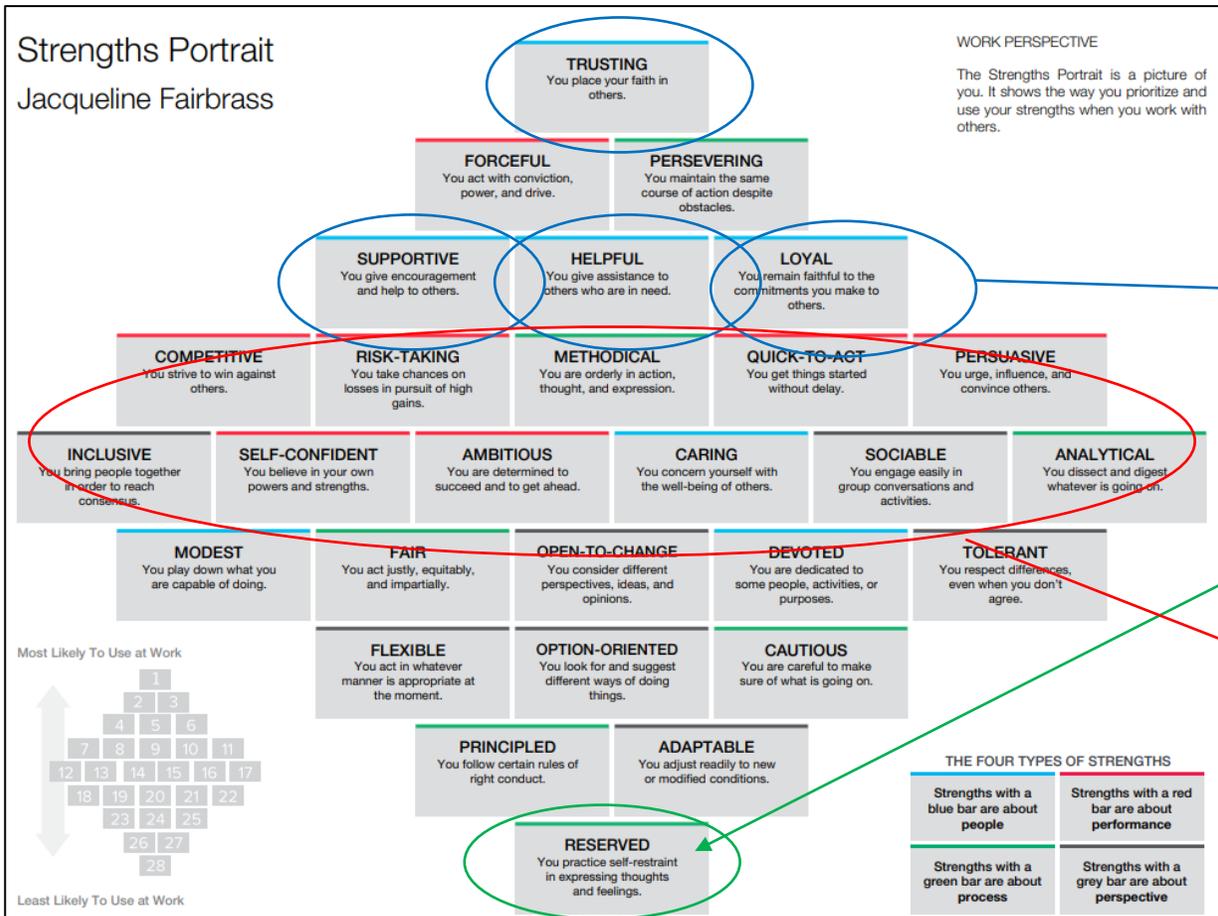
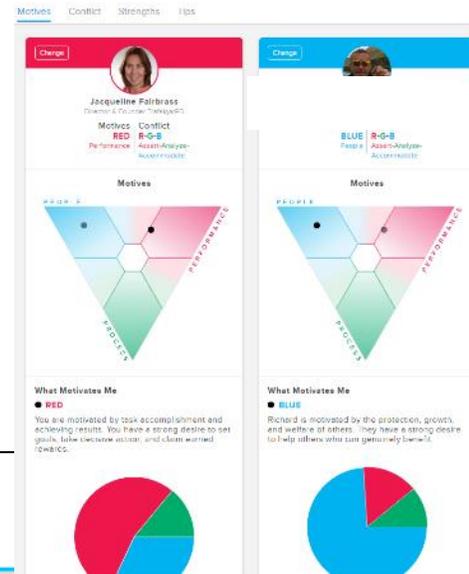


<https://www.corestrengths.com/DemoVideo>

Comparing Portraits

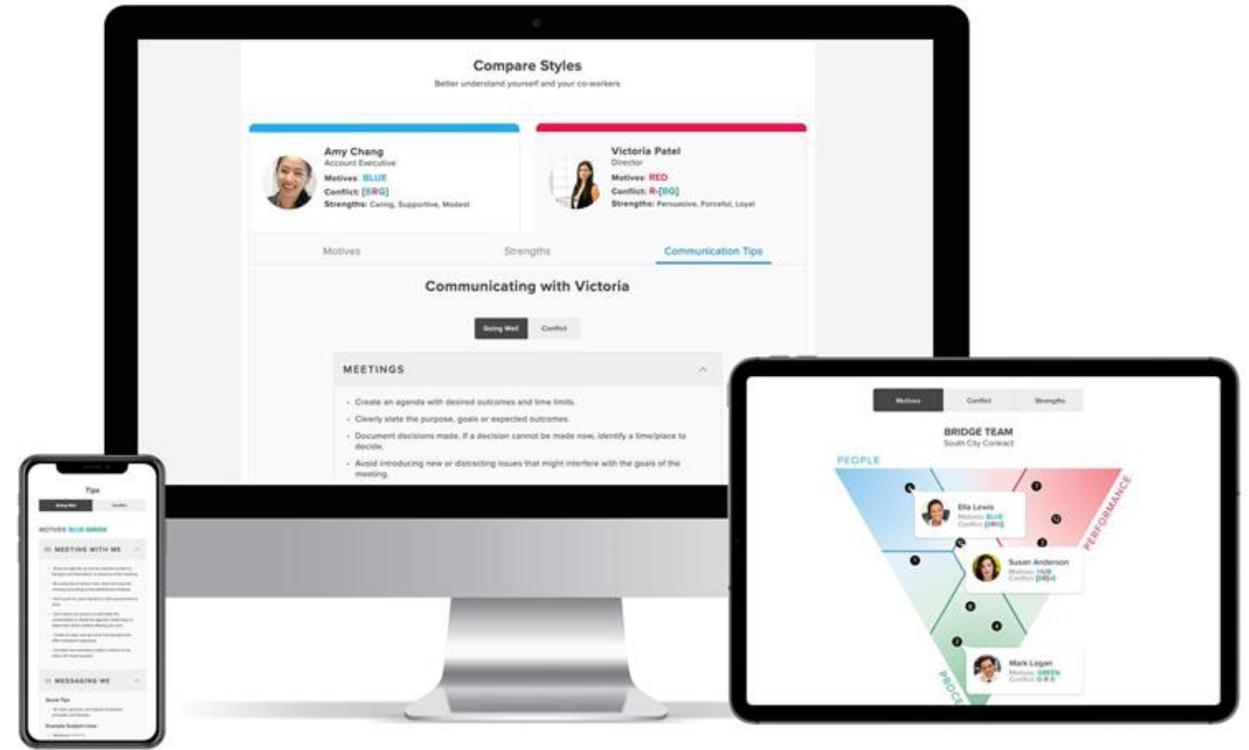
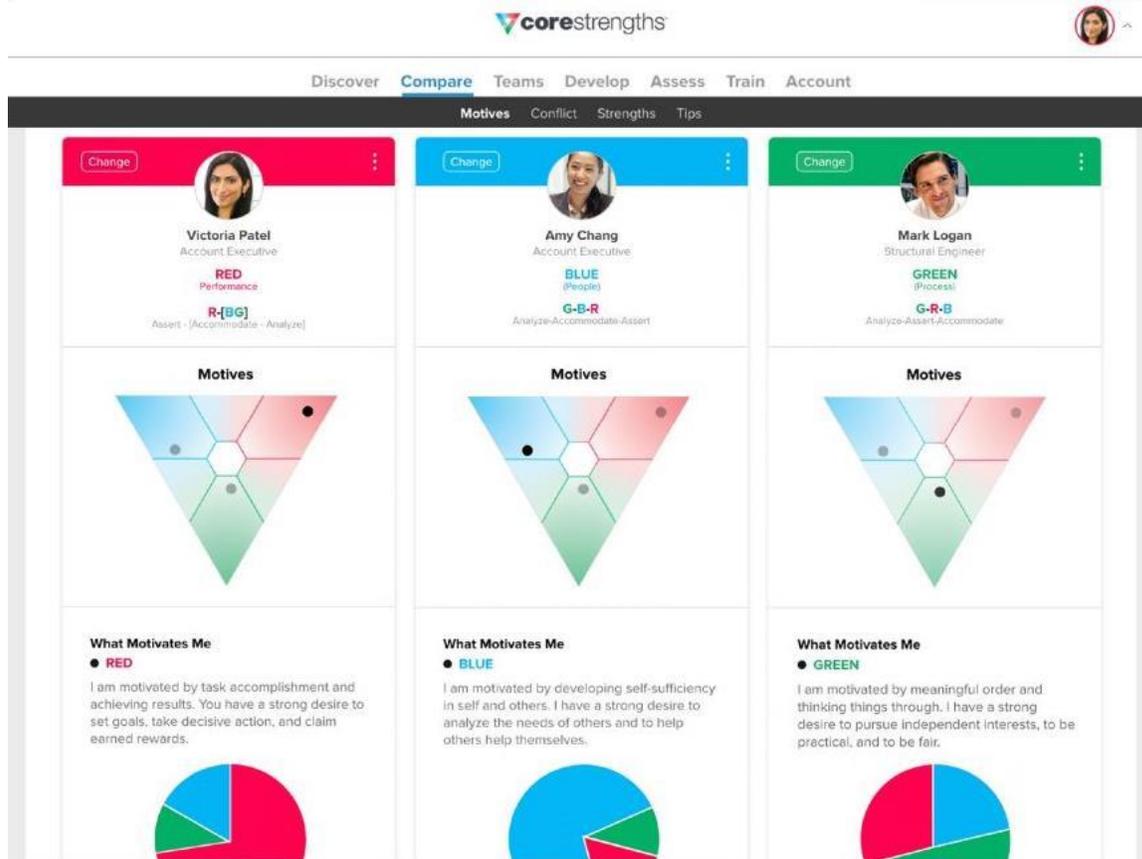
To further help when you are working together as a team or in pairs, I encourage you to compare your strengths portraits with each other. This is an example I used with one of my co-facilitators:

1. Where are we most alike (our behaviour)? Eg Our Blue behaviours. What might we be blind to and need to be on our guard about with a stakeholder who may be different?
2. What might trigger us with each other and what do we each most need? Eg my red vs his red strengths and his green 'Reserved' vs mine. How can we use these behaviours to complement our collaborative approach?
3. And how do your overdone strength portraits compare?



SDI Tips – see the platform

Go to app.corestrengths.com and log in with your password



Make connections if you wish with each other to compare results (MVS, conflict and strengths) and access communication TIPS. Overdone strengths cannot be viewed.



You can also access a free SDI to use with friends / family members

The screenshot shows the CoreStrengths dashboard. At the top, there is a navigation bar with 'Develop' circled in red. Below it, the 'Class details and resources' section is visible. On the left, a profile for Jacqueline Fairbrass is shown. In the center, a pie chart displays 'MOTIVES' with 54% Performance and 14% Process. On the right, 'DEVELOPING MY STRENGTHS' lists 'Top Strengths' (Trusting, Forceful, Persevering) and 'Prevent Overdoing' (Helpful, Loyal, Supportive). Below this is a table of classes with columns for Class Name, Type, Location, Group, Pre-Work Deadline, and Date. A red arrow points from the 'Develop' tab to the 'UK Partner Summit 2022' class entry.

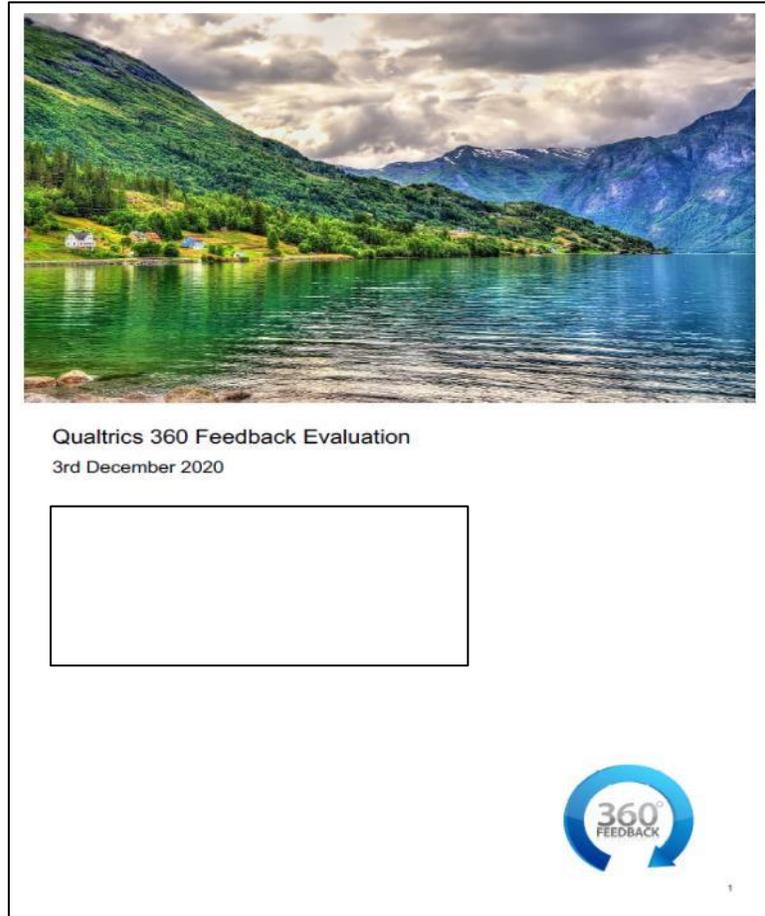
1. Go to app.corestrengths.com and log in with your password
2. Click the DEVELOP tab and select your class name (Executive Team SDI)
3. Click EVALUATIONS & complete the feedback
4. You will be invited to create your own account. This is your personal account and not accessible by anyone else. From there you can send a FREE SDI assessment and purchase additional assessments if you wish for family & friends.

This screenshot shows the details for the 'UK Partner Summit 2022' class. It includes the date '14 Oct 2022 08:00 - 16:00 MDT', the pre-work due date '13 Oct 2022 MDT', and the class type 'CSR'. The class description states: 'In this interactive workshop, you'll develop skills to use your strengths more effectively, improve communication, and get results through relationships.' The facilitator is identified as Katie Inerra. At the bottom, there are three sections: 'Learner Guide' with a 'VIEW' button, 'Calendar Invite' with a 'DOWNLOAD' button, and 'Evaluations' with a 'BEGIN' button. A red arrow points from the 'Evaluations' section to the account creation page.

The screenshot shows the 'Create your Complimentary Basic Account' page. It explains that the user's SDI 2.0 results are theirs and that creating a basic account allows them to access and share these results. A notice states: 'Please complete your account setup before closing this page so you can send your free SDI 2.0 invitation.' Under 'With the Basic account you will:', it lists benefits like personalized debriefs, comparison with coworkers, and real-time coaching. The 'Create your Complimentary Basic Account' section includes a text input for 'Account Name' (filled with 'Jacqueline Fairbrass') and a 'CREATE ACCOUNT' button. A red arrow points from the 'BEGIN' button in the previous screenshot to this 'CREATE ACCOUNT' button.



360 feedback for managers



Managers will receive 360 feedback, many of you will be asked to give feedback as part of the process.

Feedback will be on managerial, leadership & communication skills.

Surveys will be completed between 10th June & 5th July

To prepare, managers will get an excel to complete this week. You should **nominate Managers, Peers, and Direct Reports**. Minimum of 12, maximum of 20, ideally **4 from each category**.

The project team will review nomination lists & confirm a final list back with you. To ensure fairness & consistency across the process and to ensure no one person has an uneven number of surveys to complete.



What have you learnt about another / others?

① We are all Unique, and do things in a different way.

HELEN WAS BLUE MVS!

THERE ARE SO MANY SELF EFFACING PEOPLE AT EN

I OBSERVED A BETTER UNDERSTANDING OF THE VIEWS OF OTHERS IN THE TEAM AND YOU DON'T SEE ME / OTHERS.

lots of people in blue

We need to be prouder/shout about ourselves more!

Everyone is different

That people's strengths may be different than I expected.

How Organizational Strengths / Overcome Strengths

My overcome strengths are common across the organisation

Others VIEWS + motivations

Some people are more self aware than others

WE HAVE MANY 'SELF SACRIFISING'

Personality characteristics + how to get the best from each other.

Different strength viewpoints

We are a very talented group

Everyone has positive intent if you look closely

Diversity of Individuals

How different we all work

PEOPLE ARE NOT AWARE OF THEIR STRENGTHS

Overcome Strengths Weaknesses

EMBRACE DIFFERENCE

their strengths & areas that annoy them

1. How people change in conflict (or not)

The importance in everybody

PEOPLE REALLY DO HAVE DIFFERENT DRIVERS

NOT ALL IS AS IT APPEARS

I learnt more about my colleagues about their strengths and MVS.

have behaviour driven by motives

PEOPLE COULD FIND ME INVASIVE!

What have you appreciated about today?

Being able to understand how we move into conflict + the triggers

VERY INTERACTIVE

Open + honest discussion

I appreciate different perspectives

TIME TO ENGAGE WITHOUT DISTRACTION

Learning about colleagues.

2 Openness of everyone.

Time out to get to know more about how people tick

openness & friendliness

Learning about my own strengths

Everyone's different

Insight into different personalities

A better understanding of our collective culture

② Knowing people better.

OPENS NEW PERSPECTIVE

All working together + appreciating each other.

People really open + honest

NO LONGER LYING TO SELF

Now Photo

2. BRINGING EVERYONE TOGETHER TO LEARN ABOUT EACH OTHER

Learning more about myself + others.

That everyone was willing to engage!

THE OPPORTUNITY TO HOLD MY OWN VIEW AND ARGUE IT IN DEBATE.

PEOPLE'S TRANSPARENCY

understanding others views

Self awareness from everybody

① I always appreciate a staff dog as you can learn more about your colleagues

THAT MY CONFIDENCE MAY BE PERCEIVED AS ARROGANCE

THE HONESTY IN ANSWERING

EVERYONE'S PARTICIPATION LEVELS OPENNESS TO THE PROCESS

I found more about my own strengths

What are you going to do next? (please put your name on this?)

Curtis
Commit to working on my overdone strengths and improve how I interact with others

Tracy
engage in the Dogianne.

Manning
- see other perspectives more

Carl
MEET MY BUDDY + TAKE SDI

Julie C
Meet with my buddy ASAP

HELEN
HOLD THEM BACK UP TO MY OVERDONE STRENGTHS.

Work better w/ colleagues based on an understanding of their MVS - Hannah.

JONATHAN
- MEET BUDDY
- SELF REFLECT AND OVERDONE STRENGTHS
- BE AWARE OF MY PROTECTIVE BLIND SPOTS

Nickham
TRY keep back from letting my overdone strengths come out.

Julie
Revisit my friends SDI

Cameron
learn more about my buddy's strength

Sophie To learn more about my buddy make use of the portal.

Joe
Consider how to change over-done strengths

PETER MORRIS
Reflect on my overdone strengths

Daniel Simpkins
Try to understand others View Points + SDI's when Communicating.

Nicky
listen to others

Jed
Compare with others in Team

RICH
THINK ABOUT MY OVER-DONE STRENGTHS & HOW OTHERS MIGHT PERCEIVE MY ACTIONS.

DANIEL
CONTEMPLATES + WORK ON TOP OVERDONE STRENGTHS

Vin
↳ Understand persons in Organisation better.

NICOLA
LISTEN MORE

Look some feedback

Emma
Work on modifying overdone strengths

ABOUL-MASOUD
PERSONAL DEVELOPMENT

Natalie
to try and mitigate my 3 top overdone strengths

ARON
PLAY DOWN OVERDONE STRENGTHS

LEE
CONCENTRATE ON MY OVERDONE STRENGTHS + HOW TO BETTER MANAGE THEM.

SINGOD
Review MVS
2. Overdone strengths
Think @ them!

Istvan
I will revisit the slides and gain more information and knowledge

Ed
Be less modest.

3. Liz B
RECOGNISING WHEN MY OVER DONE STRENGTHS ARE A PROBLEM





