

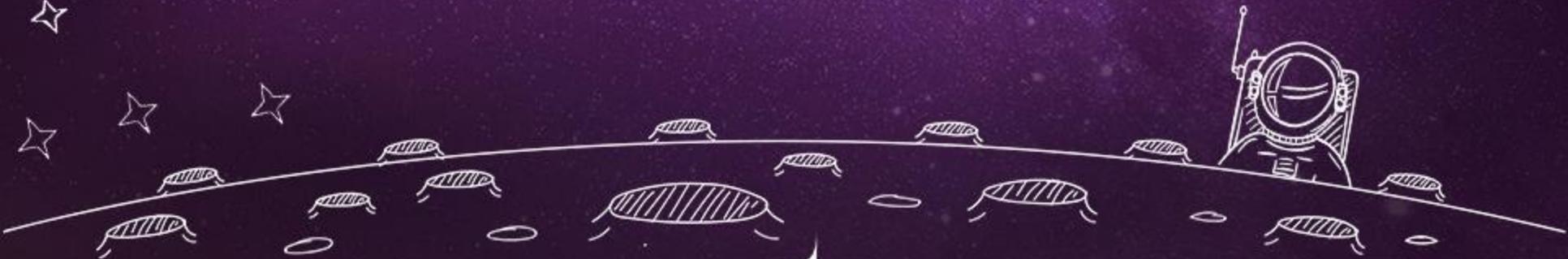


STAR[®]



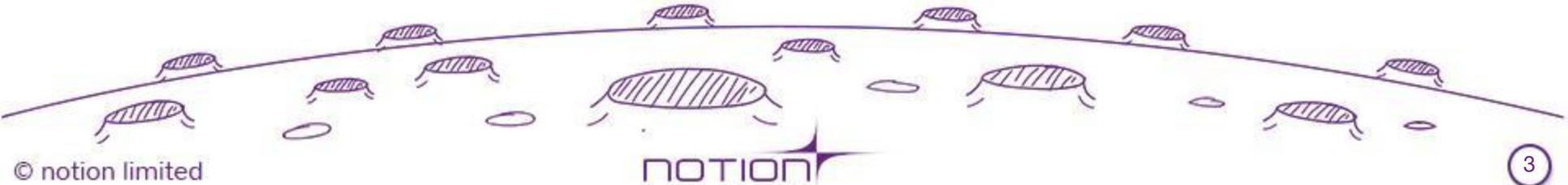
Alun Griffiths

STAR[®] MANAGER PROGRAMME

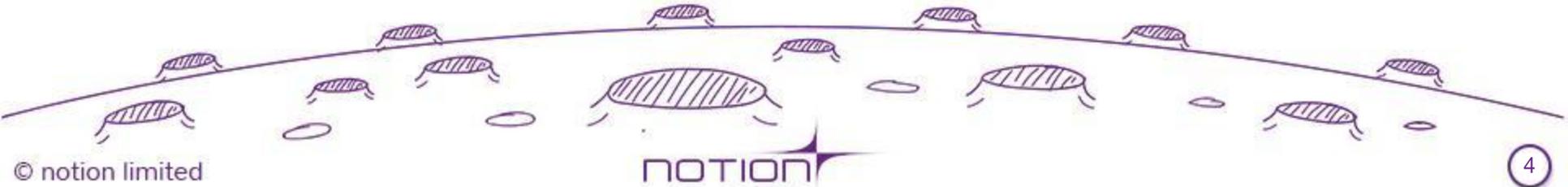


What will we cover?

- ◆ What is STAR[®] Manager
- ◆ What you can expect from the programme
- ◆ How to get started
- ◆ Programme milestones
- ◆ Qualifications
- ◆ Role of the Champions



What is the STAR[®] Manager Practitioner Programme?



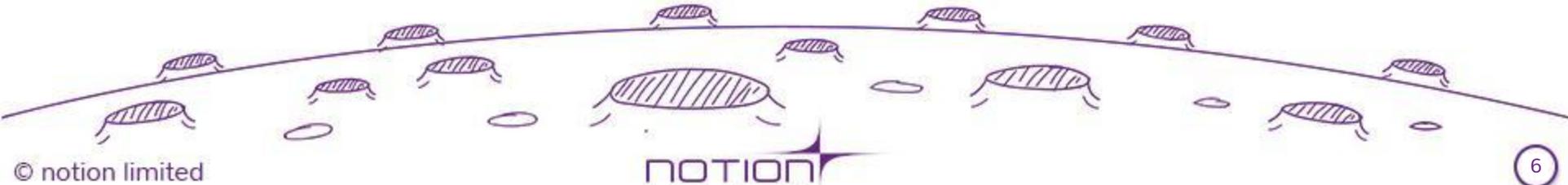
What makes this programme different?

- It's a management development programme
- It's iterative, and builds on each successive module
- You can't skip ahead
- It is woven around a narrative, and familiar characters
- It's designed to embed small changes to management style by encouraging immediate application through 'Missions'
- It captures reflections that aid that embedding and new insights
- It builds confidence by forcing learners to notice the changes



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What is the STAR[®] Manager Programme?

STAR[®]

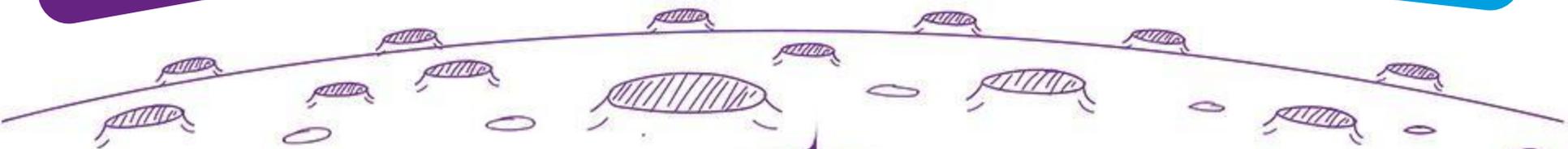
Build on existing skills

Free up your time

Engage with others differently

Practical & interactive learning

Small changes = big outcomes



Some of the benefits seen by previous learners include...

Increases in
engagement

Develop the potential of
your team/students

Improvements in
innovation and
creativity

Better collaboration

Giving better
feedback

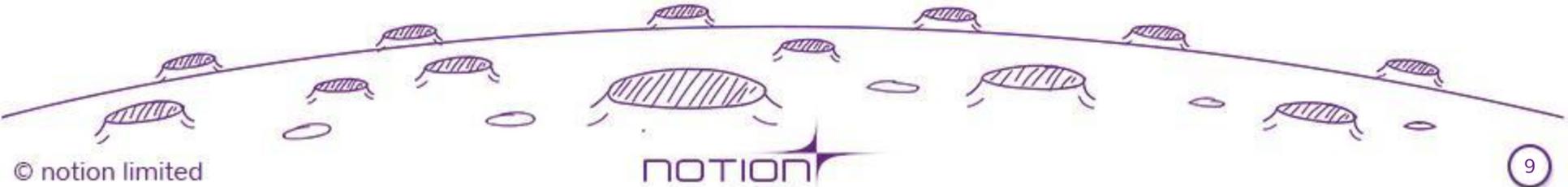
More time back to
do higher value

Enhance
influencing skills

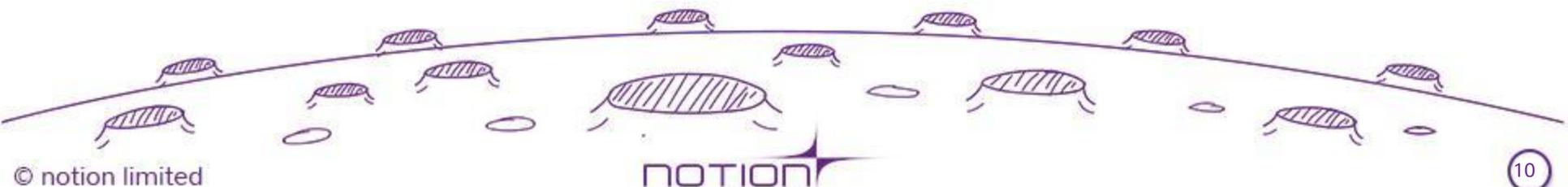
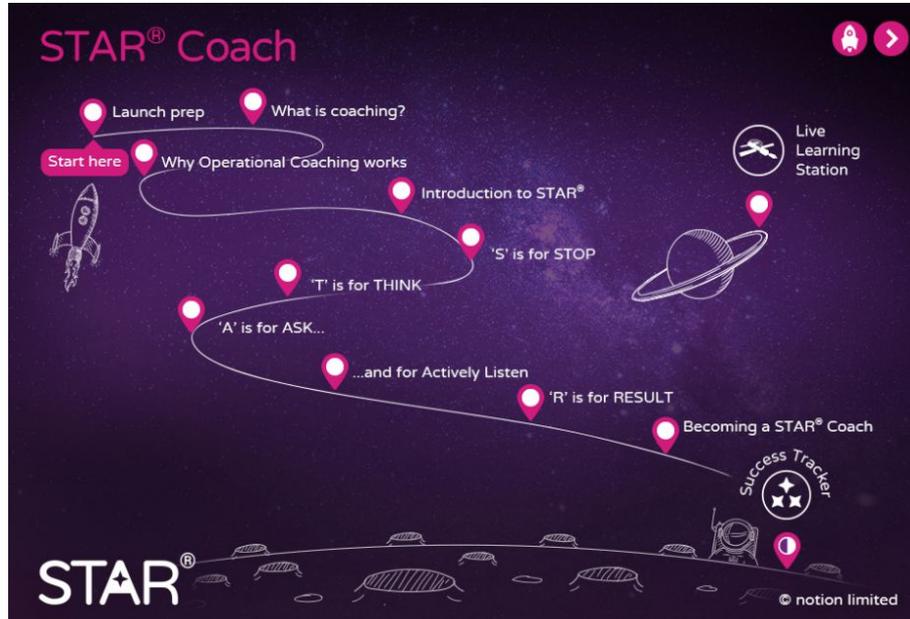
Faster project
delivery

Better stakeholder
management

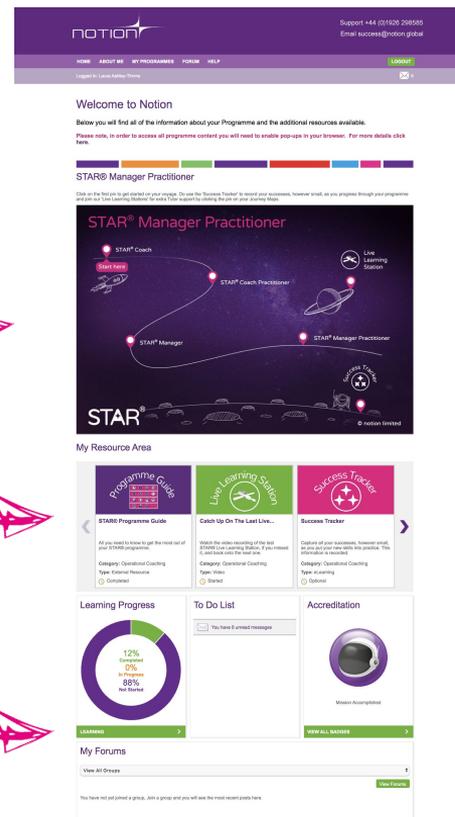
What can you expect from the programme?



Module Content



Your homepage has your journey map, resource areas, and other 'widgets'

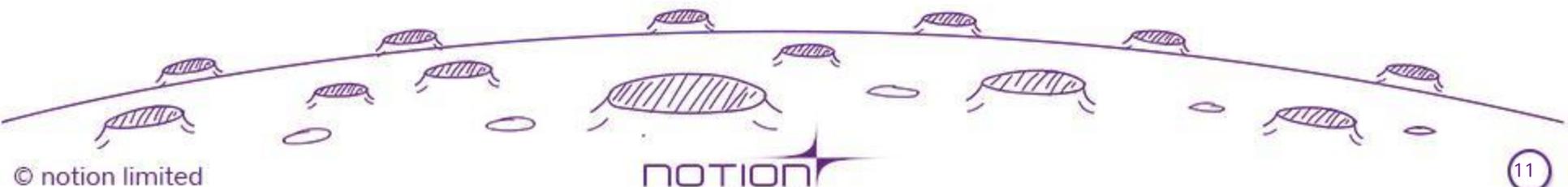
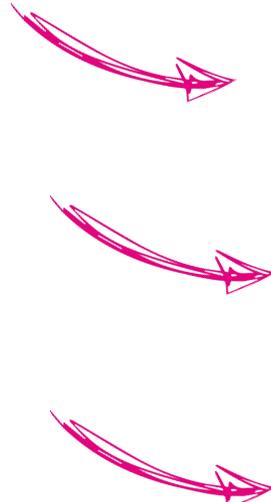


STAR®

Your Journey Map

Resource area - which includes a programme guide and recordings of live learning stations

Other info- including your progress wheel, programme emails, badges and a forum

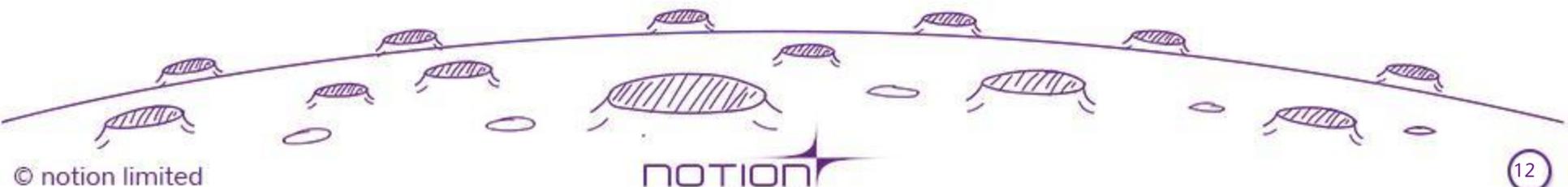
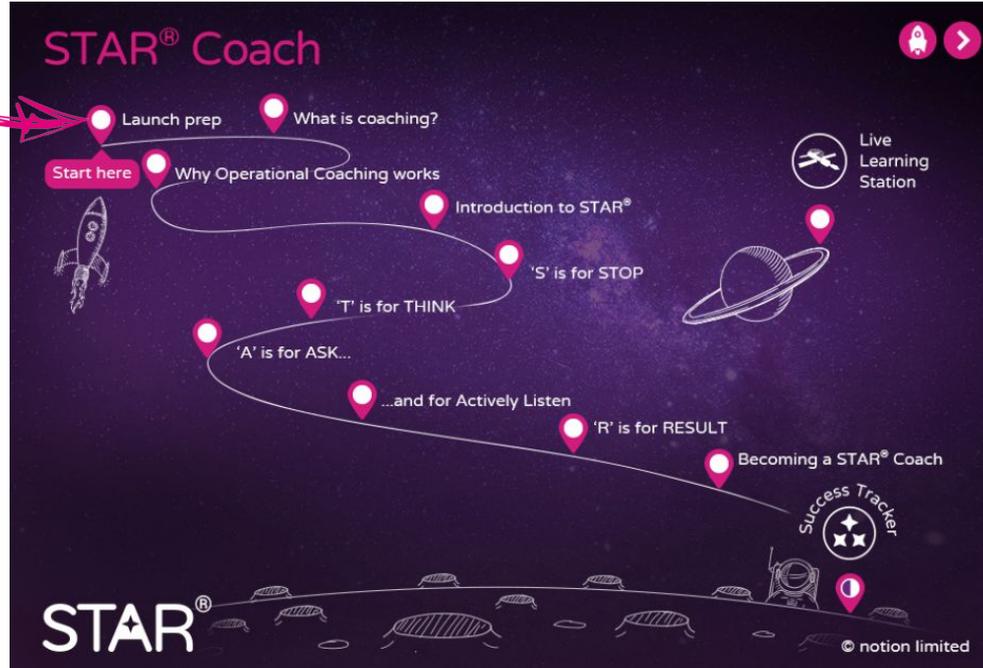


Module Content

Click on this first pink map pin on your journey map to open the first module

All other modules will be locked.

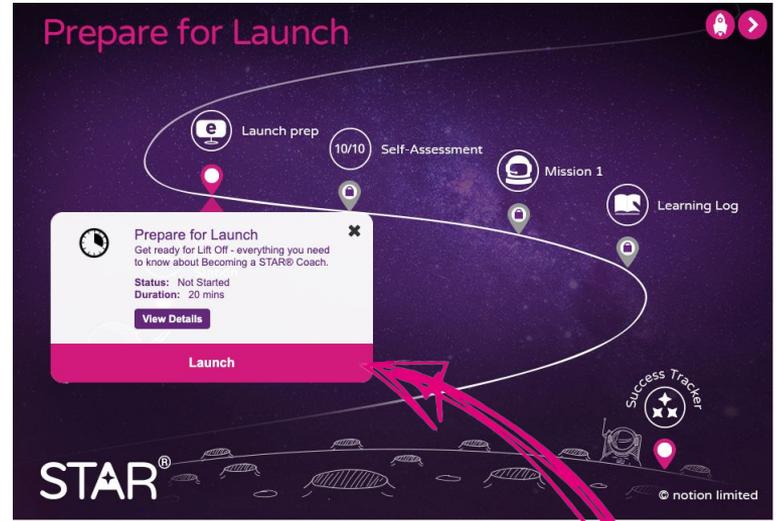
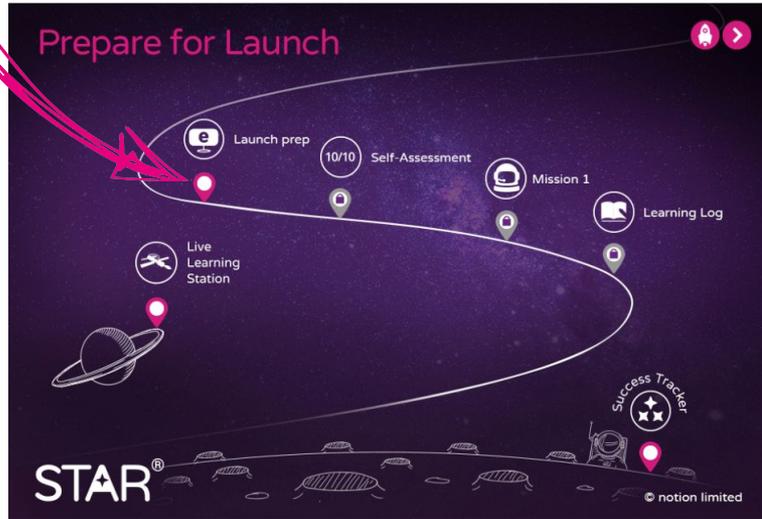
Each module unlocks as you complete the previous module.



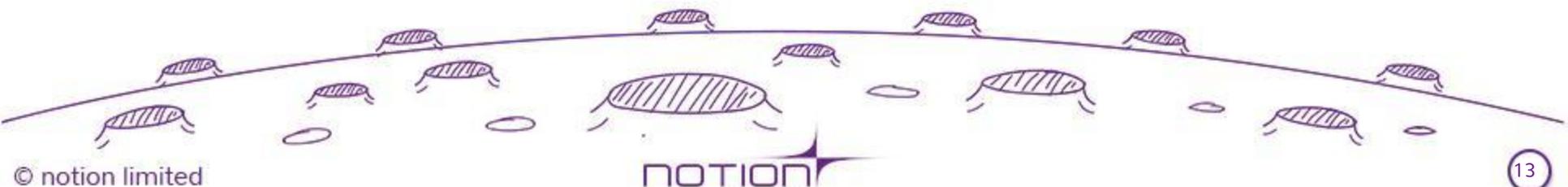
The programme works by unlocking the sequential pins...



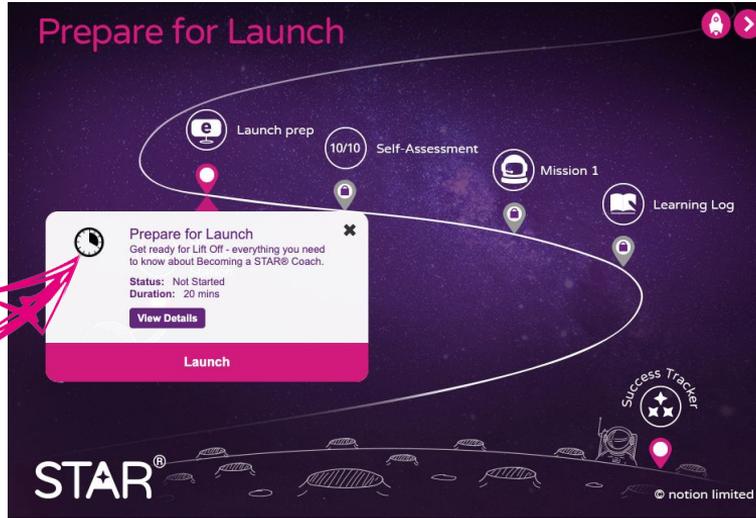
When you've opened the first module - Click on this first pink map pin to launch the first part of the module 1 - the e-learning element



It will then open this box. Click on the pink 'launch bar' to open the content

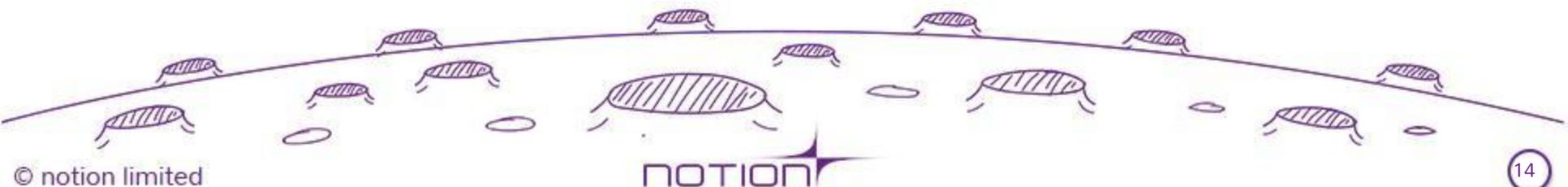


When you click on each pin it will give you an estimated time and overview of the activity...

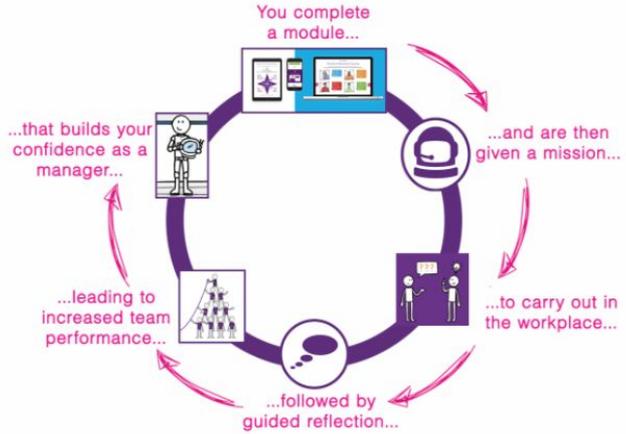


The clock gives you an estimated time for each activity.

This first section only takes about 20 minutes to complete

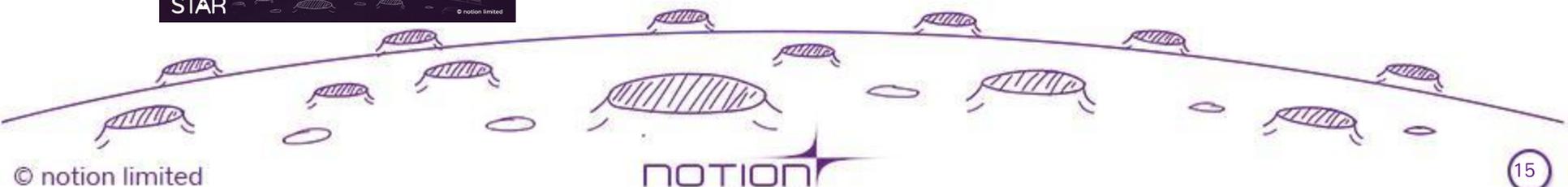
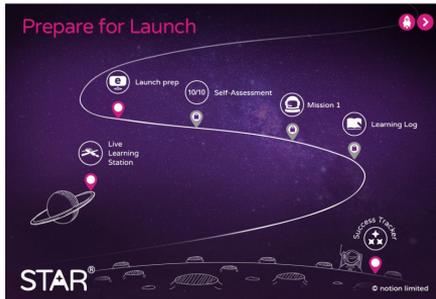


Each module always includes...



- 1 **E-Learning** – an interactive e-learning section with over 12 types activities embedded within it
- 2 **A Mission** – a specific Mission to take back and do in your main job – to put your learning into practice
- 3 **The Learning Log** – a critical piece of guided reflection

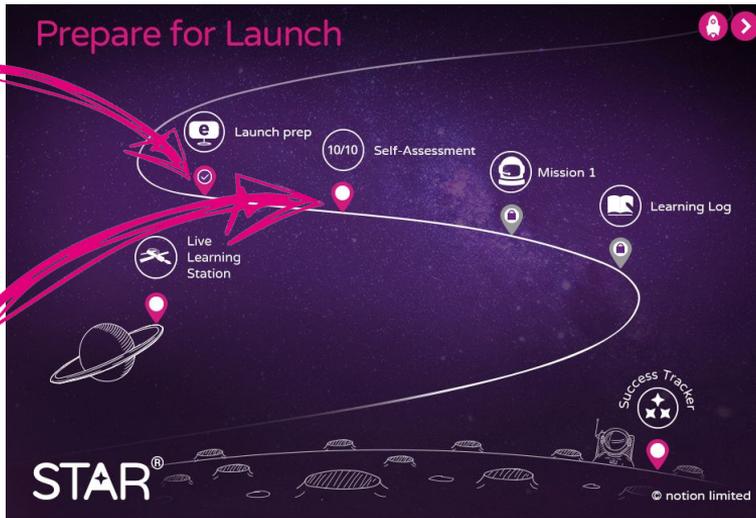
Plus some modules have additional activities like the self assessment in module 1...



Other navigation...

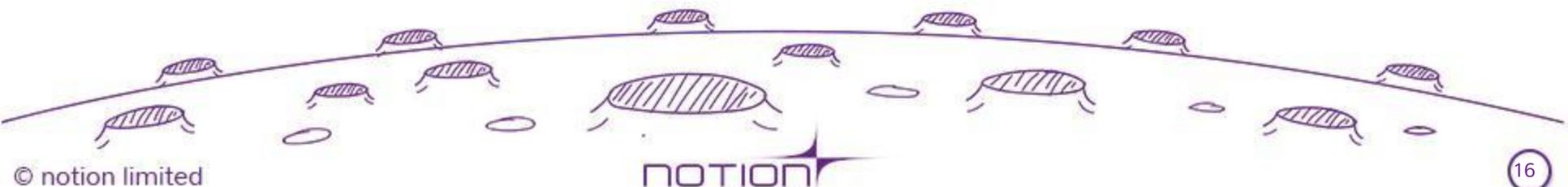
Completed sections show as a tick.

So you can see what you need to do next.



When you've completed all sections of the module, click the arrow to move onto the next module

...or the 'Rocket' takes you back to your main journey map



A summary of your navigation pins...

Here are some simple navigation tips

ROCKET



Your Rocket takes you 'Home' to your master journey map from anywhere in the programme.

MAP PINS - Each map pin has 4 statuses



Ready to start



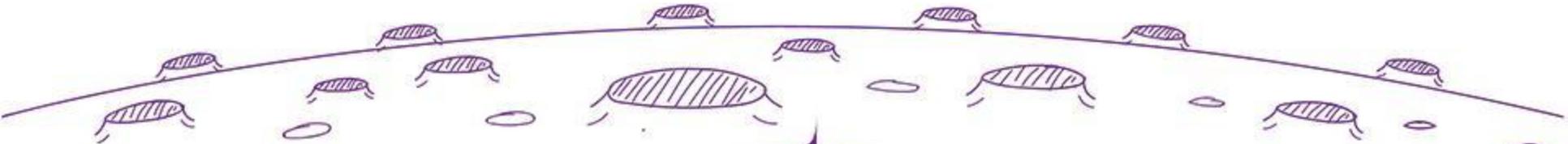
Completed



Started



Locked



Live Learning Stations!

- ◆ Facilitated by one of the tutors from your programme
- ◆ Fortnightly sessions
- ◆ A number of sessions are available at various times
- ◆ A chance to have your questions answered!

Question:

How do you approach a team member who is resistant to being coached?

STAR[®]



Question:

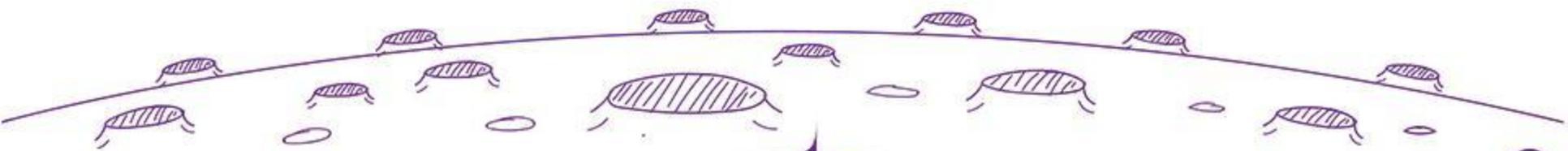
I want to give more genuine appreciative feedback but I feel it sometimes feels false rather than genuine.

Can you share any tips for structuring it so it doesn't come across as false?

STAR[®]

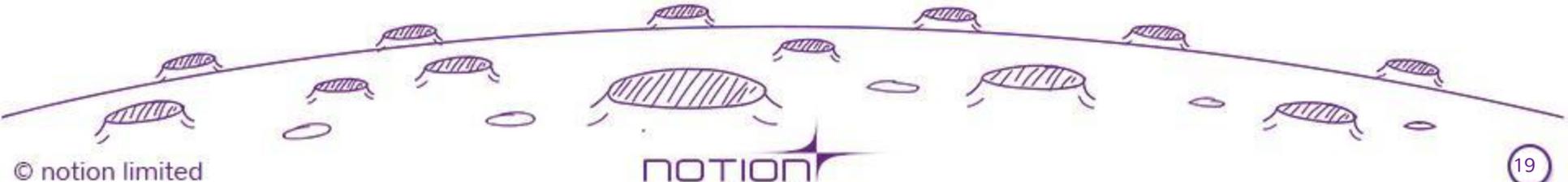


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You can book onto or join a Live Learning Station...

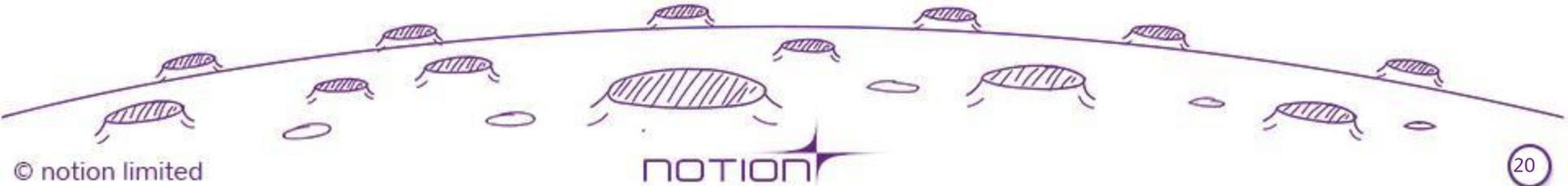
- ◆ From every programme map
- ◆ Or from your Resource area
- ◆ We will also send you reminder emails with the zoom links



- ◆ 4 x bespoke wrap-around events
- ◆ Designed specifically for your Business
- ◆ Book via [Notion.Global](https://www.notion.global)
- ◆ We will also send you reminder emails with the zoom links

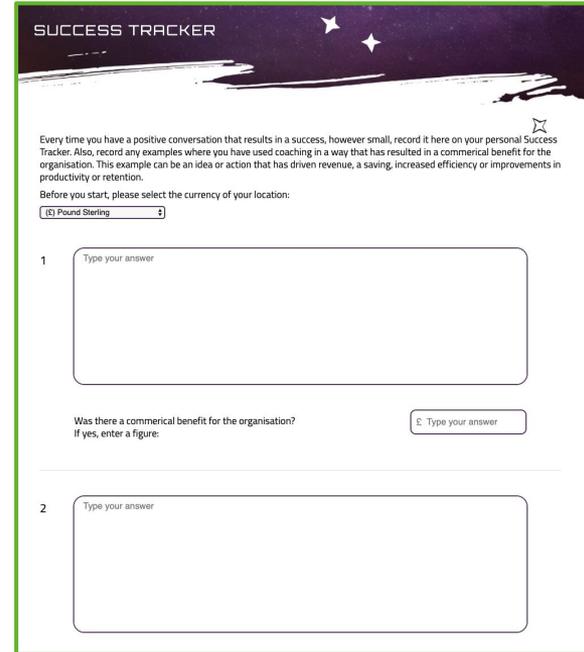
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Success Tracker

- ◆ Can be accessed from any of your journey maps
- ◆ Use it to record all and every success you see as a result of the programme
- ◆ Add up to 10 successes and print your collated report at the end of your programme



SUCCESS TRACKER

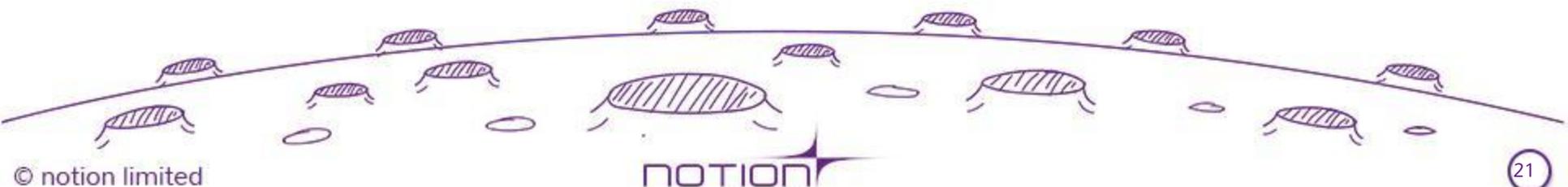
Every time you have a positive conversation that results in a success, however small, record it here on your personal Success Tracker. Also, record any examples where you have used coaching in a way that has resulted in a commercial benefit for the organisation. This example can be an idea or action that has driven revenue, a saving, increased efficiency or improvements in productivity or retention.

Before you start, please select the currency of your location:

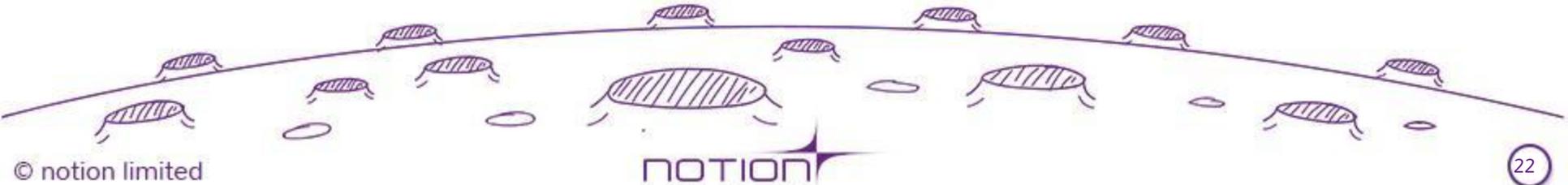
1

Was there a commercial benefit for the organisation?
If yes, enter a figure:

2

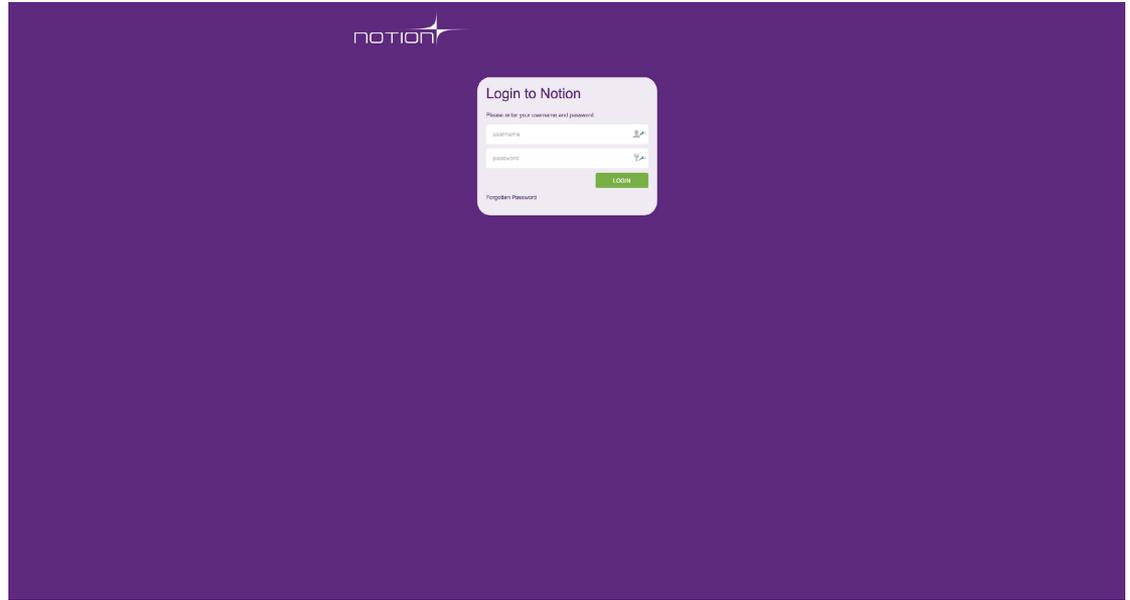


How to get started

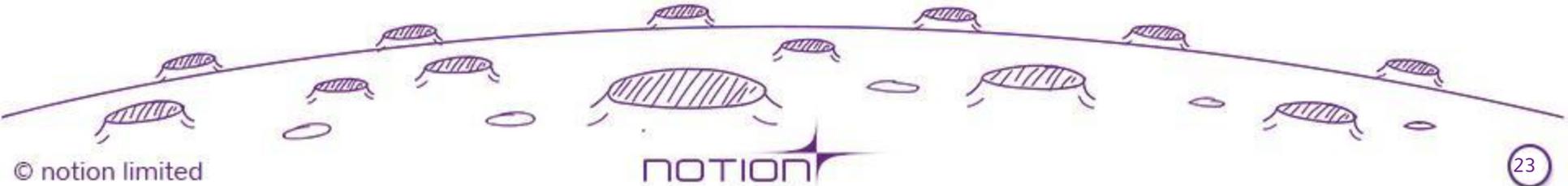


Login to Notion.global

login to
notion.global



You will receive an email from success@notion.global with your username and a temporary password which you can change after login.



Accessing the programme

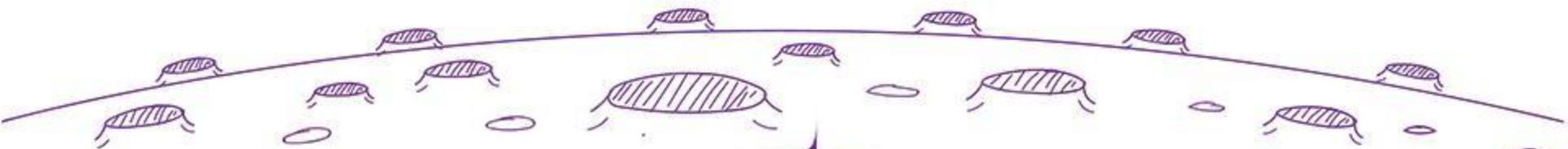
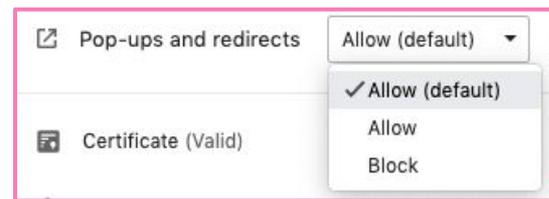
Use Chrome!



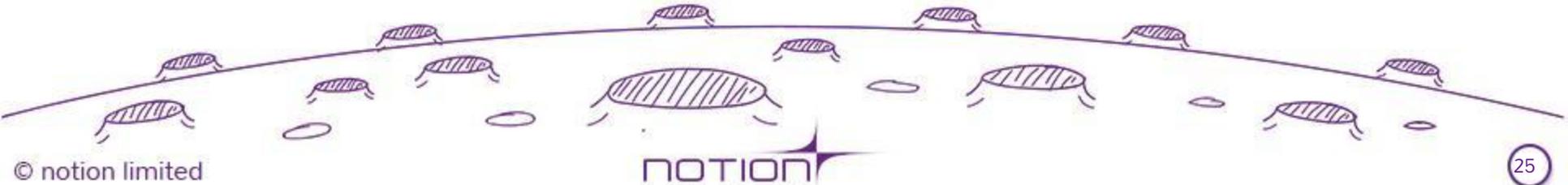
Turn on Subtitles!

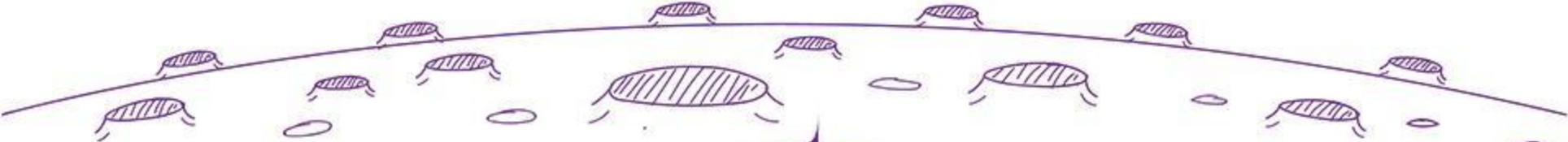


Enable pop ups!



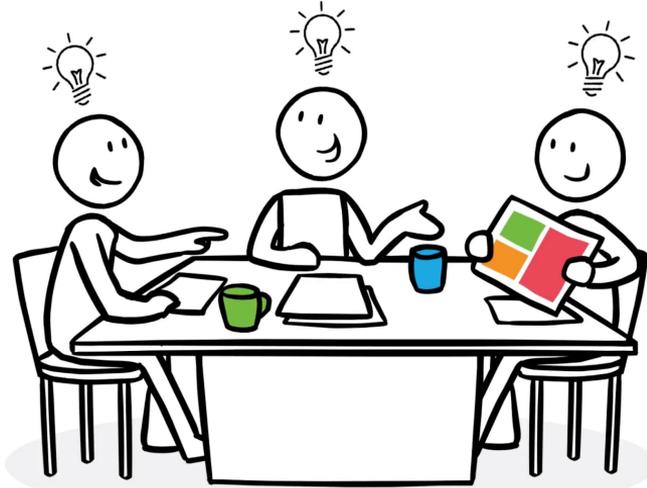
What support will you get?



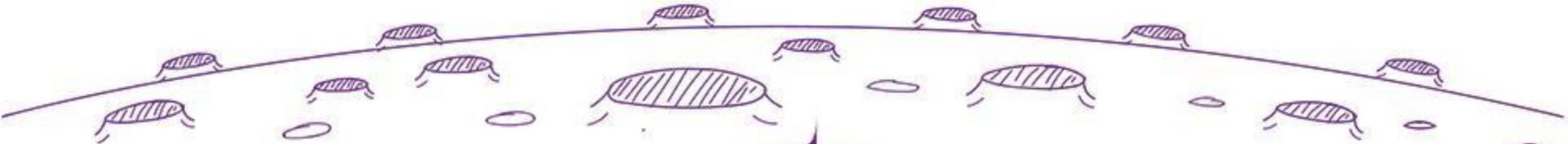


Most importantly...

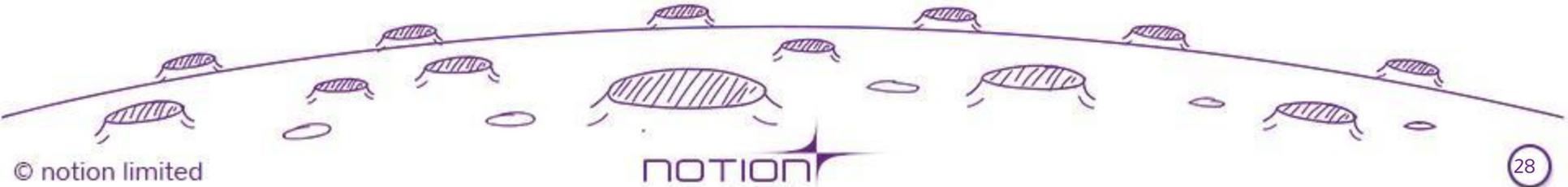
Each other!



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Programme Milestones

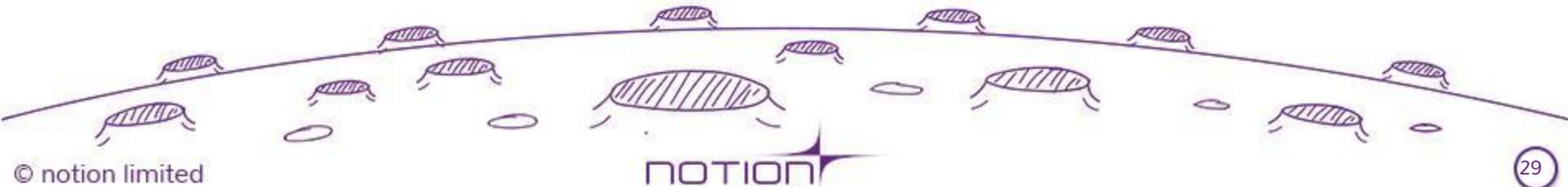


Block out your time now!

- ◆ 2 x 30 minute slots a week is all that's needed to keep on track
- ◆ Previous learners have reported that when they booked in the time upfront, they stuck to it and completed the programme in the allotted time frame

Milestone	Module Name	Programme Timeline in Weeks																				
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1 st	LAUNCH PREP WHAT IS COACHING? WHY OPERATIONAL COACHING WORKS INTRODUCTION TO STAR®																					
2 nd	'S' IS FOR STOP 'T' IS FOR THINK'																					
3 rd	'A' IS FOR ASK... ...AND FOR ACTIVELY LISTEN																					
4 th	'R' IS FOR RESULT BECOMING A STAR® COACH																					
5 th	DEVELOPING YOUR TEAM ENABLING OTHERS ACCELERATING LEARNING BELIEFS & BEHAVIOURS																					
6 th	VALUES IN ACTION GREAT FEEDBACK																					
7 th	CHALLENGING CONVERSATIONS DEVELOPMENT CONVERSATIONS																					
8 th	IMPROVING PERFORMANCE BECOMING A STAR® MANAGER																					

Aim to hit these milestones!

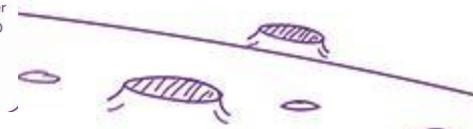
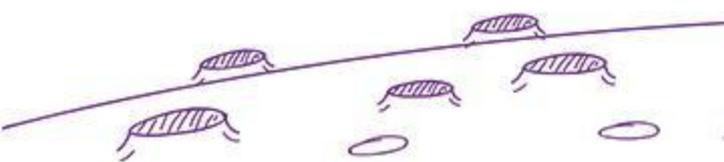


Programme Overview

20 unique modules designed to support you to take an Enquiry Led Approach® in Operational Coaching.



		Prepare	Do		Review
STAR® Coach Module Content		eLearning Content	Activity	Mission	Learning Log / Reflection
1	Module 1 - Prepare for Launch Get ready for Lift Off - Everything you need to know about Becoming a STAR® Coach.	20 Minutes	10 Minutes	5 Minutes	10 Minutes
2	Module 2 - What is Coaching? In order to use coaching effectively, you need to understand what it is...and what it isn't.	30 Minutes	5 Minutes	20 Minutes	15 Minutes
3	Module 3 - Why Operational Coaching Works In order to use coaching effectively, you need to understand what it is...and what it isn't.	20 Minutes	N/A	20 Minutes	10 Minutes
4	Module 4 - Introduction to STAR® Learn about Notion's STAR Coaching Model® and how you can use it every day and 'in the moment'.	20 Minutes	N/A	20 Minutes	10 Minutes
5	Module 5 - 'S' is for STOP...and Change State STOP is the critical first step in utilising an operational coaching approach. Discover how to break patterns of behaviour and change your state.	20 Minutes	30 Minutes	20 Minutes	20 Minutes
6	Module 6 - 'T' is for THINK Find out how to spot 'coachable moments'.	20 Minutes	N/A	20 Minutes	20 Minutes
7	Module 7 - 'A' is for ASK... Questions are the keys to unlocking performance and increasing engagement. Learn how to make your questions more powerful and pertinent.	40 Minutes	N/A	20 Minutes	10 Minutes
8	Module 8 - 'A' is also for ACTIVELY LISTEN Simply asking powerful questions isn't enough; brush up on and assess your active listening skills.	20 Minutes	10 Minutes	20 Minutes	30 Minutes
9	Module 9 - 'R' is for RESULT Ensure that you achieve valuable outcomes from your coaching conversations by agreeing actions, checking commitment and following up on result.	20 Minutes	N/A	20 Minutes	20 Minutes
10	Module 10 - Becoming a STAR® Coach Reflect on your journey to Becoming a STAR® Coach and pull all of your learning together in this final module.	30 Minutes	15 Mins across 2 activities	10 Mins per day for 10 days	5 Mins per day for 10 days + 10 Min Survey

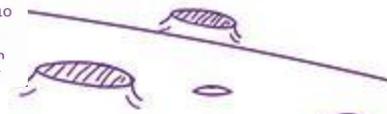
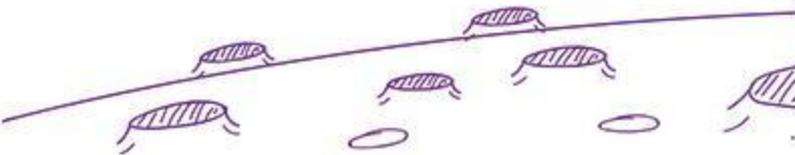


Programme Overview

The 10 STAR® Manager Modules support you to adopt an ELA® with your teams.

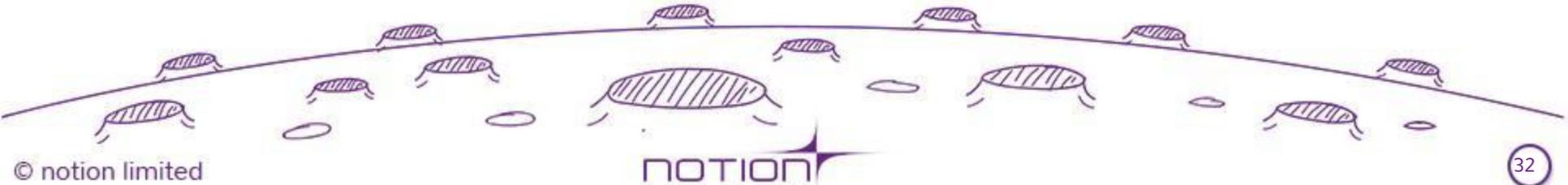


STAR® Manager Module Content		Prepare	Do	Review	
		eLearning Content	Activity	Mission	Learning Log / Reflection
11	Module 11 - Developing your Team Rocket your performance as a STAR® Manager by further embedding your operational coaching skills and proactively developing your team members.	20 Minutes	10 Minutes	20 Minutes	10 Minutes
12	Module 12 - The Benefits of Enabling Others Explore the benefits of enabling others and developing your direct reports to be able and willing to step up and take on more accountability.	20 Minutes	N/A	20 Minutes	10 Minutes
13	Module 13 - Accelerating Learning Find out more about how our brains work, the ways that people learn, and how you can use this to accelerate the development of your team members.	20 Minutes	10 Minutes	20 Minutes	10 Minutes
14	Module 14 - Beliefs & Behaviours Understanding the link between people's beliefs and their behaviours can guide your development conversations with team members.	40 Minutes	20 Minutes	20 Minutes	10 Minutes
15	Module 15 - Values in Action Better understand what shapes people's overall motivations by learning about how the values we each hold can affect our performance at work.	30 Minutes	15 Minutes	20 Minutes	10 Minutes
16	Module 16 - Giving Great Feedback Help people to gain confidence in their own capabilities by giving feedback to encourage them to play to and build upon their strengths.	30 Minutes	10 Minutes	20 Minutes	15 Minutes
17	Module 17 - Handling Challenging Conversations Learn how to use your operational coaching skills to take the emotion out of challenging conversations by focusing instead on better outcomes.	20 Minutes	N/A	20 Minutes	10 Minutes
18	Module 18 - Developmental Conversations TGROW is a model that you can use to structure development conversations through the use of sequential questions.	30 Minutes	N/A	20 Minutes	15 Minutes
19	Module 19 - Setting Goals & Improving Performance Learn how to use the TGROW model to set goals and improve performance.	40 Minutes	20 Minutes	20 Minutes	10 Minutes
20	Module 20 - Becoming a STAR® Manager Now you're at the end of your voyage towards Becoming a STAR® Manager, it's time to reflect on your learning and put it all into action.	20 Minutes	15 Mins across 2 activities	10 Mins per day for 10 days	5 Mins per day for 10 days + 10 Min Survey

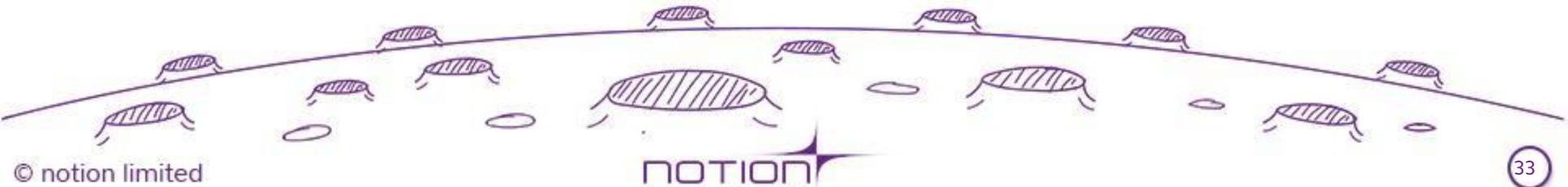


Next steps

- ◆ You'll hear from me with some more tips via email soon
- ◆ Your programme launches Today!
- ◆ A Challenge from Us to You!



Qualifications



Your Programmes

Click below to navigate through your programmes



Level 4 Certificate in STAR Operational Coaching & Management

Started
Completed: 4%



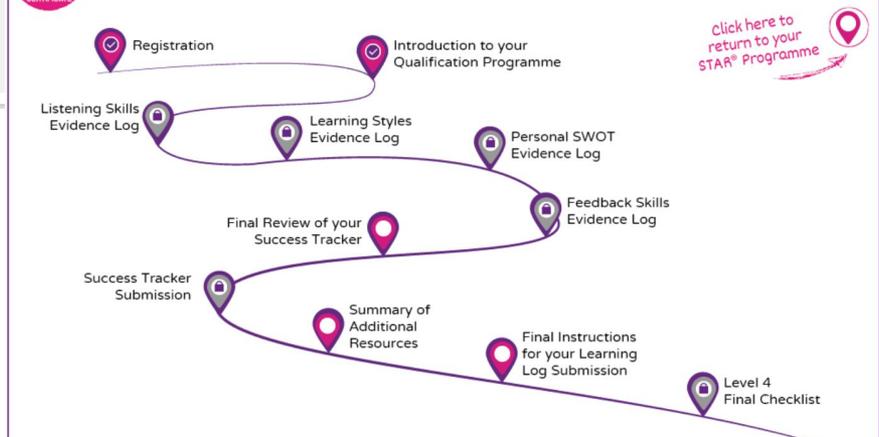
STAR[®] Manager

Started
Completed: 1.2%

LEVEL 4 CERTIFICATE

Level 4 Certificate in STAR[®] Operational Coaching & Management

[Click here to return to your STAR[®] Programme](#)



Registration

Introduction to your Qualification Programme

Listening Skills Evidence Log

Learning Styles Evidence Log

Personal SWOT Evidence Log

Feedback Skills Evidence Log

Final Review of your Success Tracker

Success Tracker Submission

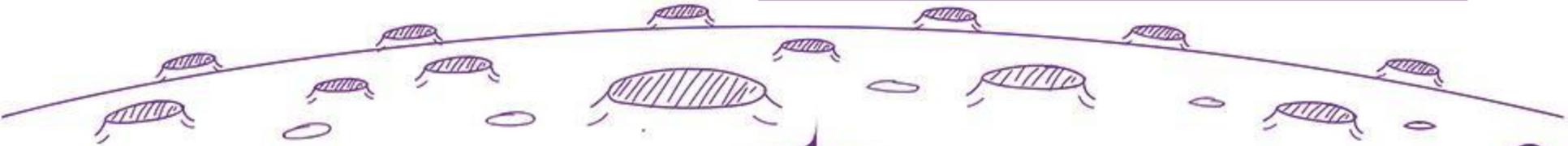
Summary of Additional Resources

Final Instructions for your Learning Log Submission

Level 4 Final Checklist

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NOTION





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THANK YOU!

WE HOPE YOU HAVE ENJOYED THIS SESSION.

