



FREE TASTER

Free taster

Leadership Support Tools Hub

A free sample tool from the hub: The Stakeholder Buy-In Framework, for getting the right people behind your idea

About 30 minutes on your own. You will need a change, project or proposal you want support for.

Name

Date

STARBUCK & ASSOCIATES

COACHING & LEADERSHIP DEVELOPMENT

Frameworks for everyday leadership

The Leadership Support Tools Hub is a set of frameworks, templates and practical guides for the situations leaders meet every week: decisions, change, performance, team dynamics and difficult conversations.

It is for managers and leaders who want a clear, tested way to think a problem through before they act. The hub covers 18 topic areas, with about 18 learning hours of material. Each tool is designed to be used on a real situation, on your own or with your team.

What is inside

AREA	WHAT YOU GET
Coaching Conversations for Leaders	Tools to help you coach the people you lead.
Decision-Making and Strategic Thinking	Frameworks for thinking clearly about choices and direction, plus a strategy guide.
Performance and Development	Practical guides for developing people and managing performance.
Team Dynamics and Culture	Tools including The Start-Stop-Continue and Why Toolkit and Parent, Adult and Child Ego States.
Inclusion, Wellbeing and Modern Leadership	Resources for leading in a way that works for everyone.
Leading change	Leadership Change Models and micro-learning on leading change with front line teams, your own team and senior managers.
Goals and buy-in	The Extraordinary Goal Setting Toolkit and The Stakeholder Buy-In Framework.
Reflection	A reflection and clarity workbook to help you step back and plan.

HOW TO USE THIS TASTER

Read the framework on page 3, then map your own stakeholders on page 4. Choose something real that you need support for in the next month or two.

The Stakeholder Buy-In Framework

Good ideas stall when the right people are not behind them. The framework helps you see who matters most, where each person stands today, and what would move them.

Map each stakeholder on two questions. How much influence do they have over whether this succeeds? And how much do they support it right now? That gives you four groups, each needing a different approach.

GROUP	WHO THEY ARE	WHAT TO DO
Champions	High influence, already supportive	Involve them early. Ask them to speak up for the idea and open doors for you.
Key to win	High influence, not yet supportive	Your priority. Meet one to one, understand their concerns and shape the idea with them.
Allies	Lower influence, supportive	Keep them informed and give them a role. Their energy helps build momentum.
Watch and listen	Lower influence, not yet supportive	Keep them in the loop and listen for concerns before they spread.

The aim is not to win everyone over at once. It is to move the people who matter most by one step, for example from neutral to supportive, or from quietly doubtful to openly curious.

EXAMPLE

Tom wants to move his team to a four day planning cycle. His director is supportive but busy: a champion. The finance lead has real influence and is sceptical about cost: key to win. Two team members are keen: allies.

Tom's first move is not a presentation. It is a 20 minute conversation with the finance lead to ask what would need to be true for this to work. He takes the answer back into the plan.

YOUR TURN

Map and move your stakeholders

Write down the change, project or proposal you want support for in one sentence before you start.

Exercise 1: Map them

STAKEHOLDER	INFLUENCE (HIGH OR LOWER)	SUPPORT NOW (FOR, NEUTRAL, AGAINST)	GROUP

Exercise 2: Plan how to move each one

STAKEHOLDER	WHAT THEY CARE ABOUT	WHERE I NEED THEM TO BE	MY NEXT MOVE AND WHEN

Exercise 3: Check your thinking

Whose concerns have I been avoiding, and what might I learn by asking about them?

Who could speak for this idea better than I can?

One tool among many

This taster gives you one framework. The full hub gives you 18 topic areas of tools, templates and guides, so you have something practical to hand for most leadership situations.

WHEN YOU NEED TO	WHERE TO LOOK IN THE HUB
Get support for a change	The Stakeholder Buy-In Framework, Leadership Change Models
Lead your team through change	Micro-learning on leading change with front line teams, your own team and senior managers
Set ambitious goals	The Extraordinary Goal Setting Toolkit
Review how the team is working	The Start-Stop-Continue and Why Toolkit, Team Dynamics and Culture
Understand a tricky interaction	Parent, Adult and Child Ego States
Think strategically	Decision-Making and Strategic Thinking, the strategy guide
Step back and plan	The reflection and clarity workbook

Who gets most from it

- Managers and leaders who want practical frameworks for real situations
- Leaders taking on change or working across teams
- Coaches and HR colleagues supporting leaders

HOW PEOPLE USE IT

Many leaders pick a tool when a situation comes up, such as a change to land or a decision to make, and work it through before the key meeting. Others use a topic area as a short development focus for a month.

What I am going to do

Two or three small changes that you actually make will do more than a long list you never start.

My three actions

WHAT I WILL DO	WHEN	WHO I WILL TELL

Coming back to this

Put a date in your diary about a month from now and answer these three questions.

What has changed since I did this taster?

What did I not get to, and what got in the way?

What am I carrying forward?

READY FOR THE FULL HUB?

Leadership Support Tools Hub

Frameworks, templates and practical guides for everyday leadership, across 18 topic areas from decision making and change to coaching conversations and team culture.

£149 per person, per year, inc. VAT

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