STARBUCK™ & Associates

STARBUCK ACADEMY · GROW · PROGRAMME BROCHURE

3-Minute Leader Learning

Forty models to help you think and lead differently

Short, practical lessons for leaders at every level. Each model takes three minutes to learn, offers a fresh perspective on a familiar challenge and comes with a week of practice.

- 40 leadership models
- 3 minutes per model video
- 5 themes
- 20 estimated learning hours
- Certificate of completion
- **CPD accreditation in progress**

£99

per person, per year, VAT included. Annual subscription.

academy.starbuckassociates.com
/courses/3-minute-leader-learning/

ABOUT THE PROGRAMME

Why three minutes works

Busy leaders do not need more theory. They need one clear idea, a new way of seeing the situation and something practical to try this week. Each model follows four steps: see the model, understand how it works, look at the situation differently and practise it for a week.

Every lesson includes a zone check to help you move from the comfort zone, through the fear and learning zones, to the growth zone where new habits stick.

40	3	5	20
leadership models	minutes per video	themes	estimated learning hours

Who it is for

New and aspiring leaders building a first toolkit, experienced managers who want fresh perspectives, senior leaders looking for simple models to share, and organisations wanting a common leadership language at every level.

What you will be able to do

01	Explain 40 widely used leadership models in plain language and recognise when each is useful
02	Use models for leading yourself to manage your time, energy, thinking and reactions
03	Hold better coaching conversations by asking open questions, listening well and giving useful feedback
04	Build trust, clarity and accountability in your team using simple shared tools
05	Set direction, make sound decisions and lead people through change
06	Influence others, handle conflict constructively and turn each model into a week of practice

THE PROGRAMME

All 40 models

Work through them in order, one a week, or dip into the model that fits the challenge in front of you today.

Leading yourself

01 The altitude model Where you stand shapes what you see.

02 In and out of my control Put your energy where it counts.

03 The Pareto principle A few things drive most results.

04 The Eisenhower matrix Urgent is not the same as important.

05 Growth mindset Ability grows with effort.

06 The ladder of inference From facts to conclusions in seconds.

07 The Johari window Grow what you and others know.

08 The four sources of energy Manage energy, not just time.

Coaching conversations

09 How and what questions Open questions open thinking.

10 The GROW model A shape for coaching.

11 SBI feedback Feedback people can use.

12 Radical Candour Care personally, challenge directly.

13 Drama triangle to empowerment Change the role, change the talk.

14 Parent, adult, child Speak adult to adult.

15 Three levels of listening Listen to understand.

16 Own it between sessions Change happens in between.

Leading teams

17 Leader, manager, operator Context, content and process.

18 Stages of team development Every team goes through stages.

19 Five dysfunctions of a team Trust is the foundation.

20 Psychological safety Safe to speak up and learn.

21 Situational leadership Match style to person and task.

22 Levels of delegation Be clear about who decides.

23 RACI Who does what, clearly.

24 The trust equation Trust can be built on purpose.

Direction, decisions and change

25 Begin with the end in mind Work back from the destination.

26 The Golden Circle Start with why.

27 The Cynefin framework Different situations, different responses.

28 Kotter's eight steps A roadmap for change.

29 ADKAR Change happens one person at a time.

30 The change curve Emotions follow a pattern.

31 The SCARF model Five social needs.

32 The pre-mortem Imagine failure to prevent it.

Influence, conflict and learning

33 Conflict modes Choose your approach.

34 The stakeholder map Focus your influence.

35 Kolb's learning cycle Reflect to learn.

36 Stop, start, continue Ten minutes that shape next week.

37 The five whys Get to the root cause.

38 The skill and will matrix Match capability and motivation.

39 The 70:20:10 model Most learning happens on the job.

40 The after action review Learn from every piece of work.

WHAT YOU GET

What is included

- 40 short model videos of about three minutes each
- A week of practice for every model
- A zone check in every lesson to help the habit stick
- A final 10-question knowledge check
- A certificate of completion showing 20 estimated learning hours
- 12 months' access

Knowledge check and certificate

When you have worked through the hub, complete the final knowledge check of 10 questions. The pass mark is 80% and you can retake it as many times as you need. Passing it completes the hub and you can download a certificate of completion showing 20 estimated learning hours.

Who designed it

Designed by ICF credentialed coaches at Starbuck & Associates, led by Paul Starbuck, our Founder and CEO and an ICF Master Certified Coach (MCC). Every lesson draws on our coaching and leadership development work with organisations in the UK, Europe and internationally.

For teams and organisations

Buying for a group? We can set this up for your whole team, on its own or as part of a wider academy for your organisation. Email academy@starbuckassociates.com and we will put a proposal together.

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