



Reflect. Learn. Grow.



Inclusive Leadership  Inclusive Cultures

What is ReflectForward



The Why

Session-based learning sets the foundation for learning critical leadership development concepts, tools and processes.

The What

Leveraging technology, ReflectForward is a series of micro-learning opportunities that provides participants the chance to revisit what they learned in a given session or multi-day sessions. They can explore how they believe they've put what they learned to use, and where and how they believe they can continue to build on the skills they learned in the session...all in the spirit of sustainability.

The How

On-line based and integrated with AI. Creates an ongoing learning journal that can be shared with their manager and/or accountability partners.

Topics

Topics align with the training content delivered in the inclusion education sessions.

The best investment in education is to sustain the moment in live time. – E²

- Reflecting On My Style and Work Impact
- Incorporating My DiSC Style into Management
- Building Deeper Relationships with DiSC
- Management Vs. Leadership
- Urgent Vs. Important
- Inclusion
- Intellectual Humility and Vulnerability
- Buddy To Boss
- Building Rapport Through Critical Conversations
- Team Performance
- Change Management
- SBI Feedback Model



ReflectForward



9 members

Welcome to ReflectForward - A series of self-reflective exercises to support what you learned in the Inclusive Leadership education sessions.

ReflectForward – ABC Company

Welcome

Conversation Menu

Welcome

Journal

Connections

Conversations

(Descriptions text here)

- W** Welcome to ReflectForward 66%
- M1** Improving My Impact Using DiSC Styles 33%
- M2** Managing Vs. Leading 50%
- M3** Holding Feedback Conversations Using the SBI Model 0%
- M4** Incorporating My DiSC Style into My Management

Overview Video

- My Recent Activities
- All Activities

ReflectForward is now your opportunity to put what you've learned to work and apply it to your everyday workplace situations.

Each of these exercises are meant to be completed individually and then shared with your accountability partner(s).

Using situations found from your actual experiences with your manager, peers or team members, you can explore both self-limiting and self-empowering actions to further enhance your career development.



ReflectForward

Reflecting on Management and Leadership

Instructions: Leadership and management are two distinct yet interconnected roles within an organization. Reflecting on your activities as a manager and evaluating the extent to which they align with leadership and management principles can help you identify areas of strength and areas for growth.

Time: Fifteen minutes

**Reflect on the past few weeks and evaluate your activities in terms of leadership and management. Consider the following questions.

1 LEADERSHIP: Identify specific situations or actions where you provided vision, inspiration or guidance to your team?

2 How did you communicate a compelling vision for the future and motivate your team to achieve it?

3 How did you empower and delegate responsibilities, allowing team members to take ownership of their work and develop their skills?

Module 2: Managing Vs. Leading



Welcome ⓘ ▶

⚙ Display Resource ⓘ



Welcome to Module 2: Managing Vs. Leading

Learning Value



Spacing – allowing for intervals



Today's Learning – AI integrated



Problem Solving – setting the stage for further understanding

Footprint – where have I been—access and depth



Feedback – within the modules and with accountability partners

Next Steps

Explore how ReflectForward can help you produce sustainable results in your efforts to upskill your leaders, managers, supervisors and individual contributors— inclusive organization culture change is achieved one person at a time.

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