



National Seafood Industry  
**Leadership Program**

2022 Online  
Session #1



## **Session #1 Learning Materials**

Session Outline .....	3
W1 – Purpose of the NSILP .....	4
W2 – Learning and Leadership.....	5
W4 – Identifying Leadership .....	6
W5 – Communication I .....	9

## SESSION #1 2022 NSILP Online Program Outline

<b>Session #1 – 30 June - 10.00 – 14.00 (AET)</b>	
<b>Time</b>	<b>Workshop</b>
<b>10.00</b>	<b>W1 - Purpose of NSILP</b>
<b>10.30</b>	<b>W2 - Learning and Leadership</b>
<b>11.00</b>	<b>Break</b>
<b>11.15</b>	<b>W3 - Personal and Team Values</b>
<b>12.00</b>	<b>Break</b>
<b>12.10</b>	<b>W4 - Identifying Leadership</b>
<b>13.00</b>	<b>Break</b>
<b>13.10</b>	<b>W5 - Communication I</b>
<b>14.00</b>	<b>Hang Out</b>

## W1 - PURPOSE OF THE NSILP

### Purpose

To provide an overview of the program, the people facilitating and the organisations funding, sponsoring, and supporting the program, as well as establishing the climate for learning and leadership development.

### Outcomes

Participants will:

- Identify personal expectations of the program;
- Understand learning environments and behaviours to favour optimal outcomes and;
- Know people involved in the program and roles they hold.



## **W2 - LEARNING AND LEADERSHIP**

### **Purpose**

To discuss and understand leadership and the positive impact this will have on the program and participants.

### **Outcomes**

Participants will:

- Establish and share their concepts of leadership and;
- Develop a team leadership values list to implement.

1. Photo Number

2. What do you think are the three most important leadership values?

3. What do you think are the two most important leadership behaviours/skills?

4. What leadership traits/behaviours/skills do you have that you will share with the team during the first residential?

5. What leadership traits/behaviours/skills will you focus on to “increase your proficiency” by the conclusion of the first residential?

6. What leadership traits/behaviours/skills would you like to be proficient at by the conclusion of the NSILP?

7. What leadership traits/behaviours/skills do you believe are vital for this team to be successful?

## **W4 - IDENTIFYING LEADERSHIP**

### **Purpose**

To develop an understanding of learning through forming partnerships and teams.

### **Outcomes**

Participants will:

- Have first-hand knowledge of the importance of forming strong partnerships to maximise learning throughout the program;
- Understand the learning cycle and;
- Develop a leadership learning plan in three specific areas—self, leadership and industry.

*Leadership and learning are indispensable to each other.*

***J.F. Kennedy***

**Leadership Action Plan—What am I going to learn and how?**

	<b>Personal Leadership</b>	<b>Business/Workplace Leadership</b>	<b>Industry Leadership</b>
<b>Skills I have and where I demonstrate them</b>			
<b>New skills to develop</b>			
<b>How to develop skills</b>			

## **Leadership Action Plan**

### ***Initial steps for implementation:***

- What leadership skill/behaviour development can I realistically commit to?
- List three skills/behaviours to be developed (further) by the end of NSILP.

1. Personal

2. Workplace/Business

3. Industry

- Who can assist me with my commitment?
- List two people who may assist you in the development process.

NSILP Participant (Internal Mentor)

Other person (Potential External Mentor)

**Be ready to share some or all this information with the team— they will be able to add value and assist.**



## W5 – COMMUNICATION I

### Purpose

To discover the integral part that effective communication plays in leadership excellence.

### Outcomes

Participants will:

- Understand communication theory;
- Develop new effective communication strategies and;
- Practise effective communication through a practical experience.

It's ALWAYS important  
to listen...no matter HOW  
someone wants to  
communicate!

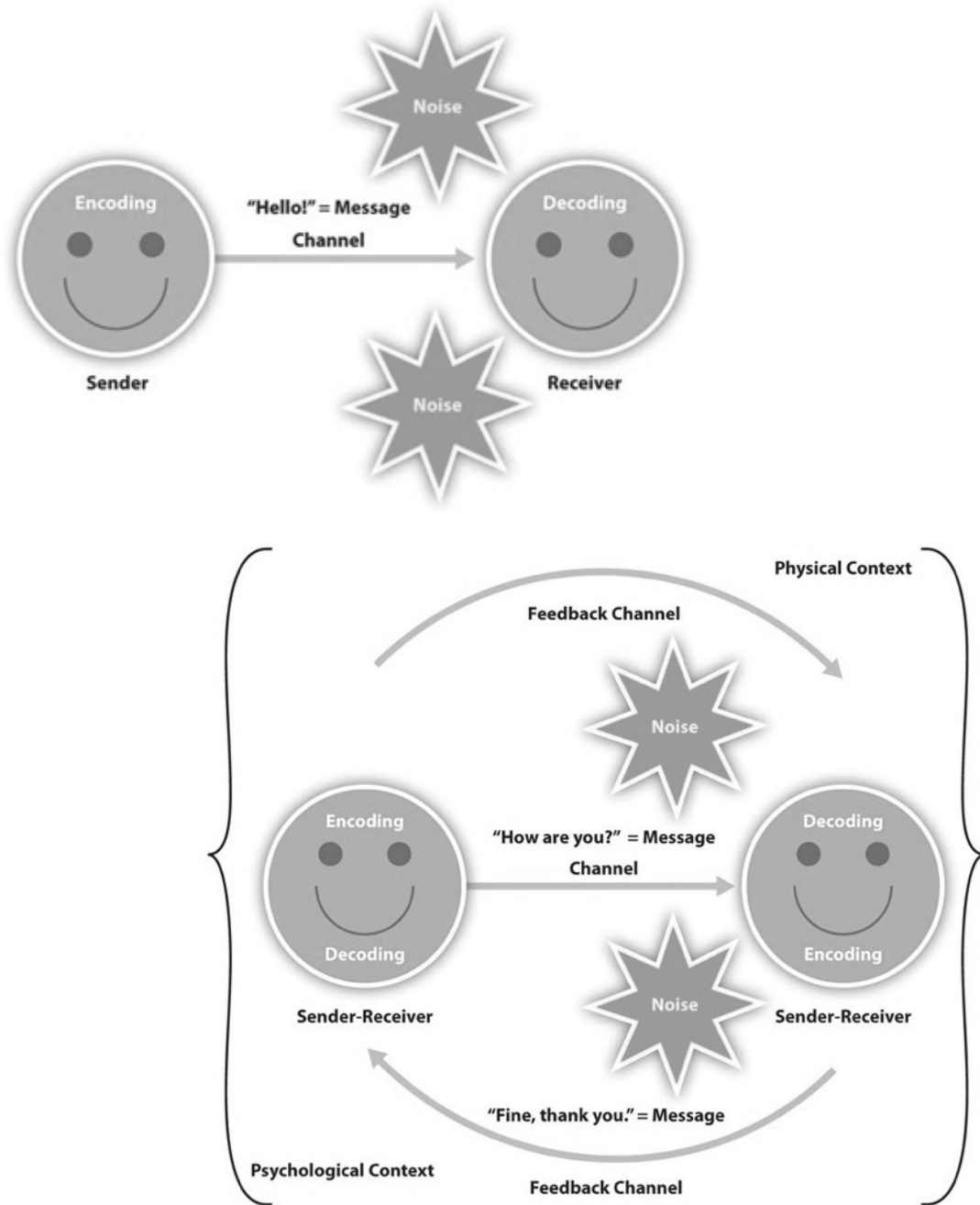


...and this is my dance  
of the third quarter improved  
productivity figures



## Communication Person-to-person

### *The communication process*



1. What did you do well when communicating one-on-one?
2. What will you work on when communicating one-on-one?

## ***Listening***

- Listen with your ears—Can you hear? Provide yourself with a “space” where you can hear the person speaking.
- Listen with your body—Do you look like you are listening to the message? Ensure your body language matches the message you want to give to the speaker.
- Listen with your brain—Have you switched your brain on? Give complete attention and concentration when someone is speaking to you.

## ***Verbal Communication***

- Use the structured system for shared meaning i.e. you and I know what our words mean.
- Ensure that there is common agreement about the meaning of words.
- Ensure no ambiguity and clarify double meanings and multiple common meanings.
- Ensure common cultural understanding of the language.

*(Rothwell 2007)*

## ***Non-verbal Communication***

- Understand that you are sharing meaning without words.
- Understand that there can also be ambiguity (see above).
- Acknowledge that you may be “difficult to read”.
- Consider that non-verbal communication can have a big impression.
- Consider that non-verbal communication is a continuous stream of communication.

## ***Communication Competence for You***

Communication competence requires:

- Knowledge—Learn the rules of the “culture”.
- Skills—Apply the skills from your knowledge and use those skills flexibly.
- Sensitivity—Be aware of detecting, decoding and comprehending signals.
- Commitment—Consciously decide to invest time, energy, thought and feelings.
- Ethics—Think about “we” not me when communicating.

*(Rothwell 2007)*



## **Feedback**

### ***Feedback requires:***

- Understanding of yourself—knowing clearly how you react when people provide you with their opinion(s).
- Courage to listen to the “other” and to hear the gift they have to offer.
- Respect of each other during the feedback process and *immediately* after.
- Responsibility for what you say and to invest in having your messages heard.

### ***During the feedback process:***

- Be specific rather than general.
- Focus on the behaviour.
- Give feedback in order to help, and with love.
- Take your time.
- Breathe to relax.
- Listen to understand—hear with your heart.
- Seek clarification—paraphrase for understanding.
- Try not to blame—breathe and listen.
- Ask for time out if you need it.