



## THE EDGE PROGRAMME

### Tips for great manager development conversations

Your role as a manager in the context of The Edge programme is to support your team member to not only transfer the learning back to their role and the business but to encourage them to be self-directed learners.

Your role here is to coach, to 'ask' instead of 'tell'. This ensures that your team member has full responsibility and engagement in the development process.

Pre course	Overview	Suggested questions
What and why.	Your ability to come to shared understanding of what the course will provide your person and why that will benefit them and your business will set your person up for a learning experience that is contextual and applicable.	<ul style="list-style-type: none"> <li>• Tell me about what you know of The Edge programme.</li> <li>• How do you think the programme will benefit you at work?</li> <li>• Why is that important?</li> </ul>
Agree on development objectives.	You can support learning transfer by agreeing on areas for development and how you might measure that growth.	<ul style="list-style-type: none"> <li>• What skills or knowledge would you like to develop further? Follow up by asking "what else?"</li> <li>• What would look or feel different for you if you developed further in that area?</li> <li>• How would clients benefit?</li> </ul>
Expectations, concerns.	Be cognisant that they may be feeling a mixture of nerves, excitement and potentially apprehension as The Edge is a unique experience.	<ul style="list-style-type: none"> <li>• What's your mindset going in to this programme?</li> <li>• Tell me how you are feeling about the 360 feedback element of the programme.</li> <li>• What are you most looking forward to in Anakiwa?</li> <li>• You have full permission to totally disconnect from work responsibilities while on the programme; how do you plan to ensure your mind doesn't wander back to workload?</li> <li>• What worries you or concerns you about the experience?</li> </ul>

<p><b>Post Module 1</b></p>	<p><b>Overview</b></p>	<p><b>Suggested questions</b></p>
<p>Experience debrief.</p> <p>Application.</p>	<p>Your person will have come back from a unique experience that they are still reflecting on and processing. Helping them with that is a great way to support them between modules and explore how they could apply what they have learnt.</p>	<ul style="list-style-type: none"> <li>• Tell me about your Edge experience.</li> <li>• What surprised you about the programme?</li> <li>• What did you learn about yourself?</li> <li>• What did you find the most challenging? Why?</li> <li>• How does what you have learned change your thinking?</li> <li>• How can I support you to put what you've learnt into practice?</li> <li>• What might be obstacles to applying what you've learnt?</li> </ul>
<p><b>Pre Module 2</b></p>	<p><b>Overview</b></p>	<p><b>Suggested questions</b></p>
<p>Expectations, concerns.</p>	<p>Your person now knows what to expect at Anakiwa with the Edge but they are also aware this is the final part of the programme proper and will be wanting to utilise that time and experience the best they can. They may also be processing experiences or concerns from module 1.</p>	<ul style="list-style-type: none"> <li>• How are you feeling about returning to the programme?</li> <li>• What are you looking forward to?</li> <li>• What do you think you'll find most challenging?</li> <li>• What is your main focus?</li> <li>• How will this help you get the most out of module 2?</li> <li>• How can I support you?</li> </ul>
<p><b>Post Module 2</b></p>	<p><b>Overview</b></p>	<p><b>Suggested questions</b></p>
<p>Experience debrief.</p> <p>Celebration.</p> <p>Momentum.</p>	<p>Your focus now is to continue to support reflection, learning transfer and momentum.</p>	<ul style="list-style-type: none"> <li>• How would you describe your Edge experience?</li> <li>• How has it changed you?</li> <li>• What are you most proud of?</li> <li>• How are you going to bring this back to work?</li> <li>• How would you like to share your new insights with the wider business?</li> </ul>