

# The Power Hour Tool

Your task: Think about the skill gap you mapped – how can you help managers create space to apply it?



## WHY THIS TOOL?

A Power Hour is a regular team conversation - once a month, structured around three questions. It does not replace training. It creates the habit of reflection, sharing and accountability that makes skills stick. As a manager, you do not need a programme. You need a rhythm.

Why would your managers benefit?

What will you put into a meeting in a box for your managers?

## THE THREE POWER HOUR QUESTIONS

### 1 What's new since last time?

What did we learn and how did we learn it?

*A new tool, a conversation, something from our content library, a stretch moment at work. How are we each learning - even when we do not call it learning?*

### 2 What have I done differently?

What worked? What did not?

*Be specific. Small experiments count. Repeating something from last time counts. The point is not success - it is honest reflection on what trying felt like.*

### 3 What do I need from the team to keep growing?

A buddy? Practice? Feedback? A challenge?

*What would help me take the next step? And what can I offer someone else on the team who needs the same?*

## GROUND RULES - SAY THESE AT THE START OF EVERY SESSION

- ✓ It is OK to be curious and not be the expert - even in the things we are supposed to be expert in
- ✓ It is OK to have tried something new, even if it did not work
- ✓ It is OK to ask for support or an opportunity to practise
- ✓ It is OK to offer support to someone else on the team

## RUNNING YOUR POWER HOUR - 60 MINUTES

### 5 mins

Set the scene and ground rules

### 45 mins

Individual power updates - 5 mins per person or per buddy group

### 10 mins

Collective reflection and what's next

### Wrap up

Agree next collective action

## WHEN & WHERE WILL I RUN MY FIRST POWER HOUR?

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