research in practice

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SWORD workbook:

Key Foundational Principles (KFP) table

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KFP	Definition	Core Strategies						Additional Strategies	Quick Wins
Secure Base	Knowing yourself: enhancing emotional literacy as a leadership trait.	Check your inner chimp: supporting and modelling emotion regulation	Availability of support	Agile working	Fostering a sense of belonging	Building team resilience		Mindful listening Appreciative Enquiry One-page profiles CBT Peer coaching World Cafe	✓ Quick wins ✓ Managing Anger ✓ Breathing Exercises for reducing stress ✓ Open door policies: making them work ✓ Checking in using technology ✓ Making hot desking work ✓ Building social connectedness using Fika
Sense of Appreciation	Fostering a sense of appreciation at work	Mindful listening	Appreciative Inquiry	One page profiles	Sparkling moments	Being grateful		Fostering a sense of belonging Fika Serious success reviews Working with strengths	✓ Walking the floor ✓ Give SMART feedback ✓ Celebrating success in team meetings ✓ Ways to show your gratitude
Learning Organisation	Reflective Leadership	Serious Success Reviews	Schwartz rounds	Learning from critical incidents and managing organisational shock	Peer coaching	Working with strengths	Using action learning sets for group learning	Sparkling moments Appreciative Enquiry Tell me	✓ Creating your own Personal Board of directors ✓ Strength spotting ✓ Spotting character strengths in meetings and to improve relationships
Mission and Vision	Managing change effectively	Coproducing and communicating organisational direction and the importance of clear communication	Succession planning	Culturally competent leadership	Pay attention to your shadow side and use 360 degree feedback	Organisational justice	Staying on track	Fika Appreciative Enquiry Mindful listening Fostering a sense of belonging Managing conflict	✓ Achieving effective change ✓ Pay attention to the fish tank not just the fish ✓ World Café ✓ Tell me ✓ I did lists ✓ Kanban
Well-being	Using the HSE resources	Enhancing management competencies	Managing conflict	Promoting a healthy working environment: mental first aid and wellbeing champions	Work life balance	Managing email	Developing an individual toolbox of wellbeing: Self-compassion; CBT; Mindfulness; selfcare for managers	Appreciative Enquiry Fika Sparkling moments Peer coaching	✓ Six steps to manage conflict ✓ Tips to improve work-life balance ✓ How to be e-resilient ✓ Encourage expressive writing ✓ Individual and strategic mindfulness