

CIE Connect: Stuart Waddington, Star Leadership UK

Podcast Transcript

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Laura Blundell

Hello everyone and welcome to this CIE podcast. My name is Laura. I'm from the CIE team. One of the educational.

Laura Blundell

Developers, and I'm delighted today to be joined by an external from the university so people do exist outside, so be joined today by Stuart Waddington.

Laura Blundell

I'm gonna let him introduce himself in a second and tell us a little bit about where he's from. But the in this episode we're we're going to sort of get the experiences and opinions.

Laura Blundell

Then sort of points of view from outside the sector, so hopefully you enjoy the app.

Laura Blundell

Code and without further ado, Stuart, if you could sort of introduce yourself to the listeners and tell us a little bit about yourself and also your own podcast, which is fabulous.

Stuart Waddington

Excellent, thank you so much Laura, and great thank you for inviting me on and like you said I've got my own podcast so it's nice to be on the other side of it.

Stuart Waddington

This and just being nice from the lights and just be able to share and talk. So yeah, so my name Stuart Wellington and I'm from the northwest so I live just on the will.

Stuart Waddington

Lots and lots of stuff that will go through, but on the face of it I own a, uh.

Stuart Waddington

A training company and called Star Development UK that has come to fruition through all my passions and drive and.

Stuart Waddington

Kind of where I've come from regards to and as soon as I left school well through school, actually I was always physically minded so always everything to do with sport.

Stuart Waddington

I even went to the stage of potentially getting a bit more serious in swimming and when they were asking me to train before and after school.

Stuart Waddington

I was like not into that, not through laziness just because I wanted to.

Stuart Waddington

Run play racket sports and swim. Do everything so so that led me onto college and university because I wasn't really academically minded and I was more practically minded.

Stuart Waddington

Long reflection, I probably did a more academic degree than I should have and I just scraped through and because at college.

Stuart Waddington

At the end of college I found out I was dyslexic, quite badly dyslexic, actually, so I didn't have a very good time during education and but obviously college and university.

Stuart Waddington

I was able to follow my passion which has gotten in the lying and theme here. And then I went into the military so.

Stuart Waddington

I realise I can get paid to do what I love to do and with little paperwork and I say that because I always say that a physical training instructor in the military is a bit like a PE teacher with probably less paperwork and red tape 'cause where I went to university and there was quite a lot of teachers so I've got quite a few friends that are PE teachers etc. That's why I mentioned that. So I I was a physical training instructor.

Stuart Waddington

Doing all the sports or the rah rah shouting, shouting stuff in the military, but you get to specialise after a couple of years and I specialised as an adventure training instructor.

Stuart Waddington

So an adventure training structure is basically the military. Use the outward bounds to develop their people in teams, so we use predominantly North Wales and France, Germany, Austria for our playgrounds. So we did skiing, climbing, mountain biking, paddling.

Stuart Waddington

All the outward bound stuff, and it wasn't to teach people the out of bounds it was to use it as a median.

Stuart Waddington

So I always give the example of climbing. We weren't there to tell people and teach people how to climb.

Stuart Waddington

We were there to show one person in the team how to put the harness on and then give them the responsibility to then pass the information over to the other team and they put the harness on.

Stuart Waddington

Obviously we would cheque for safety and before then going on the the the rock. But again, we'd have a task that was split between the top and bottom of the the crag the rock.

Stuart Waddington

And we can lower half the team maybe.

Stuart Waddington

Halfway down the crag and then they'd have to pass information up and down the rock face so.

Stuart Waddington

Some people are quite scared or it's quite common thing to be worried or sometimes petrified of heights so and so. Yeah, we used to do that, so I've got four young children and.

Stuart Waddington

I left the military after 12 years and I started this journey of just continuing my passion and of developing people in teams and just talking and I I'll probably share that later on about my passion about improving people self and situational awareness.

Stuart Waddington

And as we know that it's been a bit of a challenging 18 months, let's say, and that was just happened as I decided to start doing purely my own things because when I left I was doing freelance and associate work and because of the coming out of the military bubble as I call it, obviously had to. I didn't want to get a job.

Stuart Waddington

And I wanted to do my own thing, but obviously it's challenging to make that transition. So just before the whole and pandemic hit, I decided to do my own thing.

Stuart Waddington

Which led to a challenging time and you mentioned about the podcast. So in challenging times I had the thought of what can I do over?

Stuart Waddington

Thinking well, this is rubbish. You can't do anything and I'm quite a positive person so I thought I'll do something so. Hashtag leadership what's on your mind which is my podcast and staff.

Stuart Waddington

Said and I just started with my initial circle of people and the whole of the 18 months. The reason why I'm where I am now is because I networked.

Stuart Waddington

I spoke to people I reached out. I showed up on LinkedIn and was a bit nervous. Start off with going on on LinkedIn 'cause I was like who am I to talk about leadership? But I've just come from the military. I've got no business experience.

Stuart Waddington

And obviously that's flipped on its head a little bit, and I now found myself with. Thankfully, you said it was a great podcast, which is thank you so much, but I've been able to get some amazing people on the podcast and it's such a diverse conversation around leadership, and I've had the founder of Reebok on the podcast Joe Foster.

Stuart Waddington

The CEO of WD40 Company so high high up world leaders in leadership. But then I've also had, uh, a sleep expert on that because when you're trying to level up your leadership, sometimes people just think it's go 1000

miles an hour, seven days a week for five years and then wonder why they're just completely destroyed.

Stuart Waddington

As a person at the end of it with no great results for like I've had my very good friends, that is a violinist, a professional violinist, and through conversation about the podcast actually, and reminded me that the violin is the lead of an orchestra.

Stuart Waddington

And she's usually number one violinist and an orchestra can be up to 50 people, so that has a lot of leadership.

Stuart Waddington

And so I was like we should get you on and so yeah, there's loads of I'm up to episode 61 and we've just had two months off and I've now got. I've built an amazing team behind the scenes in that two months.

Stuart Waddington

'cause I was spinning loads of plates doing absolutely everything and I'm now in a position where the the company and the business is taking off because of the podcast actually.

Stuart Waddington

And we're in a good position, hopefully for to finish off the end of this year on a high. So yeah, it's that sorry that feels like that's quite a lot of information, but hopefully that was useful.

Laura Blundell

Yeah, that's great. Thank you and and I suppose we should say at this point. Uhm, Stewart and I met up because Stewart and his wife won't run a wonderful boot.

Laura Blundell

Camp, which I was particularly nervous about, but my mom had started going sort of as we were coming out.

Laura Blundell

I think if either the 2nd or the 3rd lockdown and I, I suppose like many of our staff and students always feeling rather isolated working from home, not sort of having that physical contact and it and it was a way of me getting out the house.

Laura Blundell

And doing a bit of getting back into exercise and it honestly has sort of changed my outlook.

Laura Blundell

And what I've benefited benefited from. It is just incredible. So that's kind of how we got talking and got to know each other and.

Laura Blundell

And yeah, it's isn't it. Yeah, when you're kind of running up and down a field with tyres and swinging kettle bells and stuff.

Stuart Waddington

Yeah, it's funny.

Stuart Waddington

I think it was a couple of sessions then, wasn't it? And I think it was during a PT session with my wife Jen who now 'cause again that fits into the category of something over nothing as well because there was an opportunity came about because I was a physical training instructor to start running boot camps and this was before I even left.

Laura Blundell

But I can leave too.

Stuart Waddington

So that was my I've always said that's my side hustle. But again, in challenging times I've been having that opportunity to bring some different multiple streams of income in, and then obviously now, Gen.

Stuart Waddington

My wife has has taken up on her personal training qualification post children and but like so we both met at college and Uni doing sports.

Stuart Waddington

It's not like it's hurting her first time, she's been doing it and but yeah, it's meeting people. It's amazing what happens isn't after conversations.

Laura Blundell

Yeah, absolutely, and I suppose it's that dumb. Like you say, you can't just go 100% at that at your work. It it some you need that release and.

Laura Blundell

Sort of, yeah. Taking care of yourself and I think like the the exercise and getting out in the fresh air and stuff has definitely helped me come.

Stuart Waddington

No, it's that. It's that we we talk about it all the time with business owners and hence why we had the sleep expert on that and also a couple of other people have mentioned it on the podcast about the the slow down to speed up because it's easy to say got to do more.

Stuart Waddington

I've got to do more. I've got to do more, do more, and one of the things that I I.

Stuart Waddington

I notice when I left I sat down after 12 months and having these sort of multiple roles I was doing and when I went to do my own thing I said what I seen in the corporate world.

Stuart Waddington

When two things came out.

Stuart Waddington

Long as everybody busy being busy and there's no focus and direction and that slow down to speed up element you mentioned there 'cause it's so important.

Stuart Waddington

The benefits are massive and and the other one is loads of people are getting promoted into and without any sort of without even the leadership development embedded already. So you're a sales.

Stuart Waddington

Environment is perfect example. So the the top salesperson gets promoted to the sales manager or the sales leader. And that's not

necessarily the right thing because as a high performer they end up just trebling their workload because they're good at.

Stuart Waddington

The job they haven't necessarily been given the skills to think about delegation about workflow management and getting the best out of your team, which is the leadership element.

Stuart Waddington

So, so that's some of the things that we do now and trying to identify any businesses that go. Ah, yeah, that's us. Because what happens is there's usually.

Stuart Waddington

A lot of staff turnover if that happens, 'cause people get promoted, then hate. What if something being promoted into?

Stuart Waddington

And then they leave. So there's there's a big cost involved in that in business so and so, yeah, cool.

Laura Blundell

So I thought what we would do is, uhm, there's some sort of current topics. Hot topics if you like in the higher education sector at the minute and I think it be really great and interesting to get your views.

Laura Blundell

Your kind of thoughts on on some of these areas and maybe some of your experience.

Laura Blundell

It says so. I I think I've got.

Laura Blundell

I think I've got three, UM, that that came to mind that I think are pretty sort of opt in and current at the moment. So the first one I think is.

Laura Blundell

So I I think in in higher education what what? What we talk about a lot is that being a good facilitator, so being more than just the person sort of stood at the front of a of a lecture theatre, you know that didactic style of teaching and and then walking away? It's it's that facilitated education and facilitated Stew.

Laura Blundell

Agents and it it's it's a lot more than kind of that's stood up at the front. The traditional lecture that that we think of.

Laura Blundell

So suppose it's what? What do you think makes a good facilitator? I know you do a lot of facilitation in your own work, so kind of. What have you learned and what do you think the benefits of sort of honing that skill?

Laura Blundell

Facilitation are.

Stuart Waddington

Yeah, so so straight away. The benefits are massive and it's it. It goes straight on to the other person in what I call self discovery and so you're not answering questions for other people. You're not jumping and not giving them that experience it.

Stuart Waddington

Kind of.

Stuart Waddington

To put it in, uh, leadership, term as well. And again we'll come back to the the detail of facilitation, but something I was only talking about yesterday and and it's that saying that leadership is not about you.

Stuart Waddington

But it's all about you. OK, so yeah, I you you have to say that a couple of times to sort of.

Stuart Waddington

Think about that. So leadership is not about you, but it's all about you. So it's not about you 'cause it's the people around you that it's around about.

Stuart Waddington

So that's self discovery, but then it's all about you to be able to create that environment where it's all about the other people, and it's challenging. So I I say that my expertise.

Stuart Waddington

I feel is in facilitation. I'm the first person to say that I am not the world leader in leadership.

Stuart Waddington

I I just love the topic, it's a great conversation. I'm good at facilitating and upskilling people in their leadership journey. 'cause of my experiences in the military?

Stuart Waddington

But again, there's a couple of things that I've done and so so.

Stuart Waddington

It comes down to listening. It comes down to being able to sit back and.

Stuart Waddington

Listen and also ask great questions.

Stuart Waddington

And also like the timing, the timing so.

Stuart Waddington

We get lots of advice, guidance lessons when we're growing up on how to read, write, and speak.

Stuart Waddington

And I always say this in some of my workshops read, write and speak. Who's had lots of lessons on how to listen and and the odd person puts their hand up.

Stuart Waddington

'cause obviously if you go into coaching, it's all about facilitation, asking questions and and being comfortable with silence. And there's quite a few good and experiments and and ways.

Stuart Waddington

Of going like just being quiet and then watching the room starts like curl up in sort of like oh somebody just talk somebody talk and but

when when I was out and I remember the first time and I don't like it having a label to be honest and some coaching added this week.

Stuart Waddington

They commented about the fact of of labels and not calling it like I'm I'm about to coach you. I'm about to facilitate you, it it's a natural thing. But again, like any skill, we all start beginners and it's going to be.

Stuart Waddington

Uhm, you have to reference notes or or a model or a way of facilitating that you you then in in 3-4 months time when you've practised it and that it becomes just something you do, but it's.

Stuart Waddington

It's a lot of acid and one of the things.

Stuart Waddington

That has helped people, and again, this might help the audience regards to and becoming a better facilitator or even stepping into that.

Stuart Waddington

And also that was what I was going to say. I remember the first time I was facilitated and it was one of the first times I stepped into the adventure training world and won the instructor.

Stuart Waddington

And facilitated honestly about a three hour chat on a bench in the middle of North Wales and it wasn't until the Group of US that were on our adventure training instructors course got into the pub later on, which is obviously a great way to and have conversations.

Stuart Waddington

But we were like I can't believe what he did then because honestly, it was we were doing all the talking and he was just saying the odd thing here and there to to guide the discovery and he knew what he would want out of.

Stuart Waddington

That facilitation, but it wasn't about him telling us it was about him, guiding and asking questions and and if we didn't get to where he wanted us to get to, it didn't matter. And you hear this about and I talk about this with business owners and directors all the time.

Stuart Waddington

About yes, you might have the solution, but put it on your team and there's two outcomes. One is that they arrive at your solution anyway and they've got ownership and empowerment because they got that or.

Stuart Waddington

They get there and actually the the outcome is 80% of what you thought you've had the ability to then allow the fact that they've brought 20% better way of thinking more cost effective way of thinking and and you're you're going away on a win win and with that.

Stuart Waddington

But that takes time and generally said that people are busy being busy.

Stuart Waddington

They're not allowing that time, and it goes into that thing, and then it's it is a short term pain because you're having to give that time, but in the long

term it's a massive win because you're creating that environment that empowers the people around you to think and and again, what I say is all the time we're not creating.

Stuart Waddington

Robots we want to create empowered people, students, employees moving forwards and again I'll go back to one thing that people can think of to implement action, and this had a one particular business owner work with a massive, massive impact, 'cause it in a comical way.

Stuart Waddington

It was a massive change and the staff and employees were a bit weirded out by it, 'cause his demeanour changed and I'll just tell you what it is about the long story. He approached everything without judgement.

Stuart Waddington

So before he knew the right answers, it was his business 30 years and he was judging everybody. Why you doing that?

Stuart Waddington

What you doing that for? And quite passive aggressive alpha male and then he was quite open to knowing that he'd not done it there.

Stuart Waddington

That way, and I said well, what about you just approaching everything with interest? Just be interested in what's going on around you.

Stuart Waddington

So if we're interested, we ask questions and can you tell me about what you're doing there and that automatically is a softer way and and you get

feedback by us being interested in people and you get them engaged to actually.

Stuart Waddington

Think about what they're doing and and it just creates a better environment and and it starts the journey of you facilitating because you're asking questions and a soft, interested, meaningful way. So hopefully that helps.

Laura Blundell

Yeah, I think that's a really good point. I would sort of.

Laura Blundell

As you were talking then I was thinking about kind of how our ambition. I suppose educators is to create students who are sort of lifelong learners who are not dependent just on kind of the the programme and the modules.

Laura Blundell

And then don't ever take it anywhere else, but you kind of embed in those skills of, you know that autonomy and and that sort of thing.

Laura Blundell

And I suppose that facilitation or ties into that, doesn't it? How those students sort of develop? And so yeah, no. I think it's a really good point.

Stuart Waddington

And it's like it's like student I, I know. Obviously in in education it's always student focused and but if you add in there that the busy being busy, it's then a challenge and but it's a challenge that people should get up for.

Like how can I embed this rather than that? No, 'cause we're negative bias, so we're we're always.

Stuart Waddington

That busy being busy. And yeah, lots of stories say, but I'll, I'll let you go.

Stuart Waddington

I could solve for ages.

Laura Blundell

So our next hot topic if you like, so this is probably something that was was around pre pandemic, but I think it's kind of come to the forefront of a lot of educated minds at the minute and and it's this idea, I suppose of cohort identity. So obviously you.

Laura Blundell

You work a lot with teams.

Laura Blundell

And I'm kind of bringing people together, and I think there's been sort of evidence recently that some students have struggled, particularly when maybe they've not had access to the face to face teaching that they would have.

Laura Blundell

Usually with this sense of belonging and there's loads of research around kind of. If if students feel apart.

Laura Blundell

Of something and they they have that cohort identity. They have that support from their peers. It's an overall better experience, sort of in their studies.

Laura Blundell

But I was just wondering, you know, have you experienced this idea of isolation? Maybe in teams and? And if you've got any sort of advice or or ways you could see perhaps of building these relationships.

Stuart Waddington

Yeah yeah, for start it is a massive thing and I I've been quite surprised about working with certain companies where this isn't embedded or they haven't done this yet. And obviously I'm quite new in my business journey and some of these businesses are big companies.

Stuart Waddington

And they haven't got this yet.

Stuart Waddington

Uh, but it you're right, it's a big thing. I I I sort of use an example of we.

Stuart Waddington

I do quite a lot of associate work and some work in the civil service, so the Home Office, passport and department work and pensions or all those big big organisations.

Stuart Waddington

A lot bigger than the military and also in the military and but we've just done some work with the company and this year.

Stuart Waddington

Around this.

Stuart Waddington

And lots of things to mention, so one just to go back to the overarching thing. It takes time.

Stuart Waddington

It takes time and it needs you as a leader, educator, organisation to value that time. That again in the long term you're going to get better results.

Stuart Waddington

And so how do you do that? So I'll use civil service as A and the military as a great example.

Stuart Waddington

So I always say we're not asking people to go rogue, but you can have your own identity your own cohorts because.

Stuart Waddington

In the military in this also you can be thought of as a number, as you're just a cog in the system.

Stuart Waddington

And I say to people that.

Stuart Waddington

As a team, wouldn't it be great for you to be in 13 which people want to come onto and to create your own identity and and it comes through asking questions and and I say we're not going rogue because our

organisations have bigger overarching mission statements, values, beliefs, but this company.

Stuart Waddington

That we worked with recently and.

Stuart Waddington

We we created that from the the ground up so we worked on the individual and we asked what their beliefs values were and then we brought them into teams of five and so right bring all your beliefs values together and.

Stuart Waddington

So, so let's say we got everybody to give five bullet points. We then brought them together with five other colleagues and said like from your five, these have a little mini team 5 core beliefs and values.

Stuart Waddington

And then we brought those teams again together and we just then layered it up. And then as part.

Stuart Waddington

Of that

Stuart Waddington

Soon they had five core values, beliefs and and then we brought in the bigger overarching organisation culture pieces and they weren't that much different, but they just felt then that they understood where they fitted in and. And yes, some of them.

Stuart Waddington

Didn't have some of their buzzwords that they had on their personal original 5.

Stuart Waddington

That doesn't mean that they were counted out, but they'd have. They'd have buy in all the way through to then be happy with the ones that had come out for the the organisation and and then again this team that we worked with.

Stuart Waddington

They were part of a.

Stuart Waddington

Global community, so they were just part of a a couple of countries within Europe and this is a global organisation.

Stuart Waddington

It's kind of it if we, if we think too high and just think of like the big thing that you do, you get lost and.

Stuart Waddington

And it's that big thing of the global organisations have a global senior leadership team that they sit and they and they they come up with these long mission statements.

Stuart Waddington

And course they get lost. It's more a corporate thing that this is what we stand. This is what the brand stands for and and again it doesn't matter that the people.

Stuart Waddington

Maybe aligned slightly differently 'cause it all links together and fits together so, So what does that mean for the education piece?

Stuart Waddington

I have done some work in higher education and colleges and universities about engaging students and suppose it comes back to the facilitation as well. It's asking questions.

Stuart Waddington

Being open and honest as a, you'll know lecturers and even teachers that have had that connexion with students. And how do they do that that they show they show empathy? They show vulnerability, they show, they ask questions.

Stuart Waddington

And they're not sort of direct if they don't sort of stick 100% to the crowd like you saying about the modules and the criteria we can without even knowing it go edge towards that.

Stuart Waddington

Just naturally, 'cause that's where we.

Stuart Waddington

Uh, we are target driven and education objective and.

Stuart Waddington

Driven and not just jump down in my mind. Actually the objectives I I get a bit and selfish when I deliver a workshop.

Stuart Waddington

Because I say these are the objectives that we we must hit and we are going to hit and but.

Stuart Waddington

My personal objective is that every single one of you in this room gets something from today and and some of them I say, well, 80% of you will take something today and implement it tomorrow. And 20% of you might.

Stuart Waddington

Not do it until a year because you're not in that end zone to be able to implement, but.

Stuart Waddington

All of you are in this workshop and you'll take on 100% of what's going on, and it's just every every different armour.

Stuart Waddington

Everybody is different, so so yeah, does that answer your question? There's lots of things I bounced around then.

Laura Blundell

Yeah, I know it absolutely does, and I I think it's sort of when you were talking about those core values and beliefs.

Laura Blundell

We we've done a bit of work recently around sort of well being as well in in the curriculum and that idea of being a part of something and kind of tribes quite well with well being because I think that again.

Laura Blundell

Last then sort of add adds stress and and such but uhm yeah no it does.

Stuart Waddington

And also just to add quickly that the the like getting someone to buy into something it's being and to to over communicate the reason why.

Stuart Waddington

And the impact. So it's not just and I'm just. It literally just popped into my head. Then about sometimes we can get lost and I remember going through edge carrier Education, University College and not necessarily.

Stuart Waddington

Yeah, it's challenging to do 100% of the time. I I get that, but communicating all the time about where this all fits.

Stuart Waddington

And because if we know the reason why we're a lot more both into the process and if we're just doing modules for modules to modules, and it can be as simple as communicating and understanding why we need. We're doing this because that will allow us then to lead onto XY and Z.

Stuart Waddington

And but to do XY and Z we need a B&C and and you know you start. I talk about parenting all the time, but when you're a child, if you're just told like we're going now.

Stuart Waddington

The the world ends so so we we we do with our children. We tell them we give them countdowns like 10 minutes from going, and we.

Stuart Waddington

And that's a weird kind of like link to what I just said, but it works 'cause you're giving people information all the time. So when there's a decision that they need to implement something.

Stuart Waddington

They've bought into it 'cause you've actually given the reason why and the bigger picture and say, does that make sense?

Laura Blundell

Yeah, definitely. It's that transparency. I think. Isn't it like?

Laura Blundell

I mean especially take it back to students, it's it's arming students with the knowledge, isn't it of why they're doing what they're doing and then tapping into the motivation?

Laura Blundell

And yeah, no, it does make sense. OK, so my third hot topic from the HE sector. I suppose it's kind of getting you to reflect a little bit. Perhaps if you've seen any.

Laura Blundell

Trends maybe? I'm thinking, I suppose of skills, so if you've worked with any recent graduates, for example.

Laura Blundell

Do you see any gaps in in certain skills that you think perhaps haven't been developed when they were at university?

Laura Blundell

Uhm, or any trends or or anything like that. Uhm, perhaps that we as educators should focus a bit more on developing as part of the programme. So maybe some of those soft skills.

Stuart Waddington

Yeah, there, there's a lot here and there's a couple of things so it is about the with with technology and with opportunities moving forward. It is focusing on the people, elements and like emotional intelligence and the people skills because.

Stuart Waddington

We we split all the stuff that we did in the military in from hard skills, soft skills so the hard skill was delivering a climbing session, taking people out on the water.

Stuart Waddington

The soft skill was why we doing that. How can we take this back to the workplace so it would very much be working on the soft skills so you're.

Stuart Waddington

You were in education to get the hard skill of a qualification, a skill set.

Stuart Waddington

What's the soft skill? Because if you work on the soft skill, you then leave with the and self and situational awareness you have the people skills you've exposed yourself to lots of different and areas of life. Let's call it. And I liken this to the I'm doing a lot of work with them.

Stuart Waddington

Transitioning from the military into the real.

Stuart Waddington

The world, and it almost very much transfers from being in education into the real world and and what the big thing that comes out of this is.

Stuart Waddington

And I've got a really good example of how you can embed this into people to think about it as well. Is the the passion and the drive to experience as many things.

Stuart Waddington

As you can and connect with so many people and I was only on the dog walk this morning, I was thinking there's two sides of this.

Stuart Waddington

There's two sides of this, and there's no right or wrong answer, so you've got somebody that's in education that is is fully driven on a certain topic.

Stuart Waddington

For example, I know there's there's loads of examples, so hopefully you'll know where I'm coming from. This is that.

Stuart Waddington

You can put all your eggs in one basket so you can go towards a sector. For example, I'm trying to think of a good example and you could be going towards the aviation world for example.

Stuart Waddington

And you can be going and speaking to connecting with looking for opportunities to get that experience and and find out what the obviously the aviation world is massive.

Stuart Waddington

There's so many job opportunities in the aviation world, so start when you're in the education piece of finding out what you don't fancy.

Stuart Waddington

As well as.

Stuart Waddington

What you do like and you can ask questions and network, and that's been a big game changer for me.

Stuart Waddington

But then on the other flip side of it, go and see a variety of things go and go and speak to so many people that I still am surprised now.

Stuart Waddington

I'm gonna say my 38 years old and that I still come across jobs that I did not did not know existed, so that really sort of makes me think about when I was at school and.

Stuart Waddington

You don't necessarily know how many opportunities are out there, so.

Stuart Waddington

A couple of my colleagues when they left prior to me said it's all about speaking to people. It's all about networking and the reason why I'm where I am now is because of how I started.

Stuart Waddington

The mentality I started the podcast with I I've I've got a big skill set now to attract people. Talk to people, have that people skill and people can do that for free.

Stuart Waddington

Like with social media nowadays you can reach out to people, ask questions, the the ability to reach out and be interested linking back to the judgement interest and to be interested in people that people said. How have you got the founder of Reebok on your podcast?

Stuart Waddington

Right and and I was like, well, I just asked a question and I was interested in hearing his story and and it happened and and so in a a way of doing that which has helped several people.

Stuart Waddington

Is about.

Stuart Waddington

Staying on your line but also going above and below your line. OK, so how to think about this? So your line?

Stuart Waddington

It's almost like staying your lane and so your line is where you're currently at, so stay on your line because then you can surround yourself.

Stuart Waddington

With people on a similar journey and you can learn and develop share stories and you can help motivate, push each other forward so your your peers if you like.

Stuart Waddington

So stand your line be, don't be that sort of person. That's like blinkers on. OK, this is my journey 'cause it's that team. Thing is, if you want to go fast, go alone.

Stuart Waddington

But if you want to go far.

Stuart Waddington

Go with others, and so there's a situational thing on that. There is a time and obviously to be selfish sometimes and and there's a way of explaining that, but so there's your line, but also go above your line.

Stuart Waddington

So go and find people that are five years ahead of you. Go and find people who you wouldn't even think about speaking to.

Stuart Waddington

And go and find people that will just give you ideas and inspiration. I've got this big vision that at some point in the future.

Stuart Waddington

I want to have multiple streams of income, multiple business opportunities. So I give an example. I I would like to do some investment in the future.

Stuart Waddington

So I'm now it's probably 5-10 years away for me.

Stuart Waddington

But I'm starting to surround myself with people who are doing that, and I'm making Connexions asking questions and and learning quite a lot, but then also go below the line and not that cheesiness of give back. But it is at the same time so so help other people and suppose.

Stuart Waddington

I'm I'm doing a little bit about this about talking on podcasts at the minute and I'm helping and supporting and military transition companies. 'cause obviously I've been there, done it, give.

Stuart Waddington

In back, but also that opens up so many Connexions, 'cause some of these people are going into businesses that I'm now doing some work with. But it just makes you realise where you've come from as well.

Stuart Waddington

Sometimes we can be so focused on forwards or not looking at backwards and so so it it's a good way of thinking and upskilling.

Stuart Waddington

Yourself having that line and making sure you go above and below. I've given people the the challenge before about next week.

Stuart Waddington

Implement that strategy. So next week I want you to talk to somebody and book a meeting for above the line and on the line and also below the line and and it just gets you thinking outside the box and pushes you forwards.

Laura Blundell

Yeah, I think that's a great way to look at it. I had not sort of considered that approach before, but it absolutely makes sense with what you said.

Stuart Waddington

Yeah John, I don't know where exactly where I got it from, but I think it's been like quite a few things that I I deliver now.

Stuart Waddington

It's a combination of several things and I think it has been spoken and written about before, but it's worked for me and I always say it's just a good starter just to make you think differently and not go into that kind of or before I know it.

Stuart Waddington

Uh, weeks gone by two months have gone by or years gone by and I'm no further forward so it just imp and gets you thinking and action that's why I'm all about action and something going off in.

Laura Blundell

That's that's the end of my sort of hot topics from the sector. I've just got a couple more questions that I thought would be interesting to ask so.

Laura Blundell

I quite like asking this one and people like ourselves. You maybe been out of education for a little while.

Laura Blundell

Uhm, so if you could sort of send a letter or an email or contact your students.

Laura Blundell

Self and to give a little bit of advice whether your student self would take that advice. I can't imagine 18 year old me would would listen to many people come, but what what would it say?

Stuart Waddington

You know well this has caused me the most thought process when you wrote this question, and because that my first initial reaction was I wouldn't say much because.

Stuart Waddington

The journey is what the journey is, and I wouldn't, even though there's been several challenges. Don't get me wrong, and but that has made up who I am and what I am now.

Stuart Waddington

So, so I wouldn't want to sort of give that kind of. I'll do this. Do that for the shortcut, and even though we all think in the short term, that would be great, wouldn't it? It would probably be made up of an reminding myself.

Stuart Waddington

And again this is student self, isn't it? So yeah, you're right I I kind of feel I probably would have listened, but.

Stuart Waddington

I've always been this person like follow what you love to do. Like if you can get paid to do what you love to do, what amazing thing to happen and and and I don't really want to get into a position of feeling like I have a job and which is certainly kanalz and through everything I have done so I would sort of imply that.

Stuart Waddington

That that's OK, but only recently I've I've been on another podcast talking about.

Stuart Waddington

Not my transition out. The military and everything is just taking a little bit longer, little bit. It's probably an understatement.

Stuart Waddington

It's taking a lot longer to get where I would like to have got to and. And yes, I've got to give myself a little bit of a leeway because of the 18 months we've just had, and if I was to tell myself that in my student days.

Stuart Waddington

Or even as I was deciding to leave the military, I probably wouldn't have done it because I'm not a risk person, however.

Stuart Waddington

Yeah, I will just remind myself 'cause my passion is to be a master of my own destiny and I was amazingly thankful for my time in the military.

Stuart Waddington

It gave me the skill sets. I am now able to then deliver outside the military, so I would just say something cheesy like follow, follow your passion and it's going to be OK.

Stuart Waddington

And all that, so I wouldn't give any specifics, and that was probably sounds rubbish answer.

Stuart Waddington

So I just reflected on that answer and said, well, if I changed anything or if I implied something sooner or gave myself some sort of like hidden tips.

Stuart Waddington

I it wouldn't be the same now and I'm far from where I want to be now. I'm quite a really big picture person and so yeah does that. Is that OK?

Laura Blundell

Yeah, I think I'd probably do something similar. I don't think I would give specifics, but yeah, it probably be something general like you know, just it'll come good. Just keep at it sort of thing. But yeah, it's an interesting question. That one isn't it.

Stuart Waddington

Yeah, it's it definitely made me think the most.

Laura Blundell

OK, so finally then I suppose just to to wrap us up and finishes off. Have you got any advice for for staff or students? Maybe one takeaway for example, about the things that we've talked about today, but.

Laura Blundell

Any advice, uhm for any areas that you think uhm make a big impact. So if if somebody was listening to this today and and took one message away to sort of try and implement in their own practise.

Laura Blundell

What would you choose I suppose?

Stuart Waddington

So I'll choose one thing I've already mentioned and one thing I kind of nearly went to say, but I'm and sort of alluded to so, so one is is reach out and connect to people and reach out and talk to people and don't go it alone. And then the other one was was be selfish and and it's.

Stuart Waddington

This came to me in somebody asked me a question and I'd almost covered all the answers within the conversation already and I was like, oh, I've got nothing else to give here.

Stuart Waddington

As I've already said, everything and then this dawned on me about being selfish. Society almost frowns upon the word selfishness like it's almost like not acceptable to be selfish.

Stuart Waddington

And but then when you look at these high performers and let's use sport for example, heart high performers, Olympics and gold medalists, and they've got to be selfish to put themselves 1st. And I've dealt with this in the fitness industry. I've dealt with this in business now.

Stuart Waddington

Now and and it's not about. Yes, some people deliver it better than others. Regards to this selfishness. And but it's internal selfishness like put yourself 1st and don't listen to others. Go out and ask questions, be and.

Stuart Waddington

Look for an adventure and gain information you mentioned about lifelong learner.

Stuart Waddington

I'd I've got my own podcast now, but I I started listening to podcasts only a couple of months before I started my own and I left the military and I wanted to keep the learning going.

Stuart Waddington

Because there's a lot of training and development in the military, and I thought I don't want to lose that, so that's one of the reasons I've kept on my associate roles because they're really good to for me to keep my finger on the pulse.

Stuart Waddington

And even though I'm delivering, I've got some amazing world class deliveries as part of my business now. So my job is to.

Stuart Waddington

Drive the business, not necessarily deliver so.

Stuart Waddington

It's that lifelong learning piece that keep yourself engaged and and it just helps move forward a little bit quicker than if you were.

Stuart Waddington

Negatively biased like that, that whole thing of the human nature is is negatively biased, so if there's an easy way of doing something well, we'll we will attract that over thinking, actually, that there's a better way to that's going to help me in the long term.

Stuart Waddington

So yeah, that that self is like internal self distance. Put yourself first go out there and drive and push open the doors.

Stuart Waddington

And 'cause some of them will surprise you, some of them will be like Oh no. I need to close that door. I'll go and look for other opportunities and so yeah, those two things. Hopefully that helps.

Laura Blundell

I know that's really good, and I know we've we've talked about, sort of.

Laura Blundell

Like it's almost re framing it how you think, isn't it? With that sort of negative bias like I know you, you talk about not problems but challenges.

Laura Blundell

So it's then something for you to go and conquer rather than something for you to solve almost, and it's sort of.

Laura Blundell

It really helps. I think doesn't it? Trying to reframe how you tackle things and going in at them positively.

Stuart Waddington

Yeah, it's it's the it's the thing of them. Hard and challenging. So the word hard is a shut down words my or it's going to be hard this and and even as educators as facilitators it's very impactful.

Stuart Waddington

The language we use as well because I've talked about this recently as well that the I can't remember the exact figures.

Stuart Waddington

But it's sort of and I'm always a bit intensive about quoting figures 'cause they're not always situational and relevant to us, but but 6070% of behaviours.

Stuart Waddington

Of a team come from the leader how they operate, how they hold themselves, and then if you think somebody said well is the aim to get to 100%.

Stuart Waddington

Well, it's not because if it gets to 100% of the values behaviours of the leader you're then you've created a robot 'cause they're just duplicating you, so there's got to be a.

Stuart Waddington

Self discovery elements and empowerment as well. And but yeah, there's so many.

Stuart Waddington

Ways that you can embed and push and drive that culture forwards and that environment for others. Member leaderships, not about you, but it's all about you 'cause it's your responsibility to sort of drive others and which is really important.

Laura Blundell

Yeah, thank you. I think there's a lot of food for thought there. I think we've touched.

Laura Blundell

And a lot I'm sort of through the episode and I can already see you scouting you back. Maybe to drill down into more specifics and certain areas.

Stuart Waddington

Yeah, that'll be anything that would be good if you'd have me back. I always like to stare and add value to people.

Laura Blundell

That would be wonderful. And yeah, I encourage all of our listeners to go and cheque out. Schuetze podcast 'cause it is fabulous and so it's hashtag leadership. What's on your mind and we we can put some links in below where we share this uhm?

Stuart Waddington

Yeah, can I tell you who we've got on a no. So uhm, we start again in.

Laura Blundell

Yeah, please do.

Stuart Waddington

And we've got a job coach that's out in Tokyo, and he's the head coach for and the paddle sports.

Stuart Waddington

So the the straight canoeing, kayaking on the straight water and so that would be amazing is ex military as well. And then we've got this CEO of Chester Zoo.

Stuart Waddington

And then we've got the only track only teacher in the UK that's got rats, so that's an inspirational, inspiring story, and I've gotten the leadership person who's got his own leadership podcast and then an entrepreneur business owner who's who's finished in business, sold up. And then being very successful so it would be interesting to find out his story in leadership.

Stuart Waddington

As well, so a diverse bunch as it is every month.

Laura Blundell

Yeah, I know that sounds fantastic.

Thank you.

Laura Blundell

Thank you so much for joining us today. Uhm, it's been wonderful. And as I say, I hope we can get you back up to discuss things in a bit more depth. But thank you so much.

Stuart Waddington

Awesome, well thank you for having me.