

# Becoming a Generative Manager™

## Training Workbook

An Interactive Training Workbook from Manage From the  
Future™: The Generative Manager™ Book and Training Series



# Becoming a Generative Manager™

## Interactive Training Workbook

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Book and Training Series

## Introductory Section

This workbook is part of the Manage From the Future™ series, designed to help leaders develop the mindset, skills, and practices required to become a generative manager. The purpose of this 8-hour workshop is to equip participants to shift from reactive or transactional leadership to generative leadership — leadership that develops people, builds trust, and aligns growth with future potential.

This workbook accompanies the workshop and training on **GENERATIVE MANAGER™**, and is a proprietary framework for leadership development.

By the end of this program, participants will be able to:

- **Define and embrace generative leadership**, shifting from reactive or transactional management to a growth-oriented identity.
- **Build trust and alignment**, creating conditions for teams to thrive through openness, reliability, and future-focused leadership.
- **Practice core generative management skills**, including coaching, feedback, collaboration, and delegation for development.
- **Reframe challenges and conflict**, turning mistakes and tension into opportunities for learning and progress.
- **Lead with intention and generosity**, connecting purpose, care, and accountability to long-term team success.

## How to Use This Workbook

- Participate fully in the activities.
- Use the worksheets as your personal record of learning.
- Refer to the “Reflection Questions” in each module to deepen insight.
- Apply the **GAP Model (Ground, Aspire, Progress)** as a habit in your leadership practice.

## Module 1: The Generative Manager's Approach (2 Hours)

### Learning Objectives

- Define generative leadership and contrast with reactive/transactional leadership.
- Explore the identity shift required to become a Generative Manager™.
- Understand the role of trust and future orientation.

### Activities & Worksheets

#### Trust Mapping Exercise

##### Reflection Questions:

Who do I trust most at work, and why?

Where do I struggle to extend trust, and what assumptions shape that?

How do I demonstrate reliability, care, and openness to my team?

Worksheet Prompts:

List three ways you currently build trust.

List two behaviors you could stop doing that erode trust.

Identify one new behavior you'll practice to signal trust.

Manager Identity Reflection Worksheet

Reflection Questions:

Do I see myself primarily as a problem-solver, a taskmaster, or a developer of people?

What stories from my past shape how I view management?

Where do I feel tension between “what I do” and “who I am” as a manager?

Worksheet Prompts:

My current leadership identity is...

The future identity I want to grow into is...

One behavior I can start tomorrow that aligns with that future identity is...

Module Notes:

## Module 2: Core Practices of Generative Management (2 Hours)

### Learning Objectives

- Practice feedback and coaching with empathy and accountability.
- Experiment with delegation as empowerment.
- Design systems of collaboration that fuel progress.

### Activities & Worksheets

Coaching Roleplay Worksheet

#### Reflection Questions:

When do I naturally shift into “telling” instead of “asking”?

How do I listen when I already have a solution in mind?

#### Roleplay Prompts:

Practice asking at least three open-ended questions before offering advice.



Capture one insight from your partner about how your questions landed.

Delegation for Growth Practice

Reflection Questions:

Do I delegate for efficiency or for development?

How comfortable am I with giving assignments that stretch people?

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Worksheet Prompts:

A task I currently hold that I could delegate for growth is...

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The developmental benefit of this task for my team member is...

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Support I'll need to provide to set them up for success is...

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*Collaboration Design Exercise*

Reflection Questions:

What patterns of collaboration strengthen my team? Which hinder it?

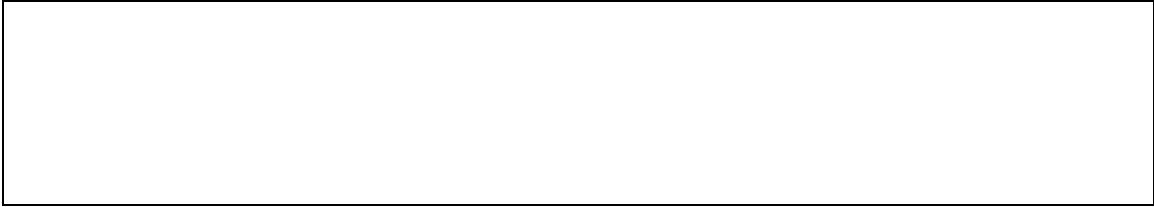
How do I respond when collaboration creates conflict?

Worksheet Prompts:

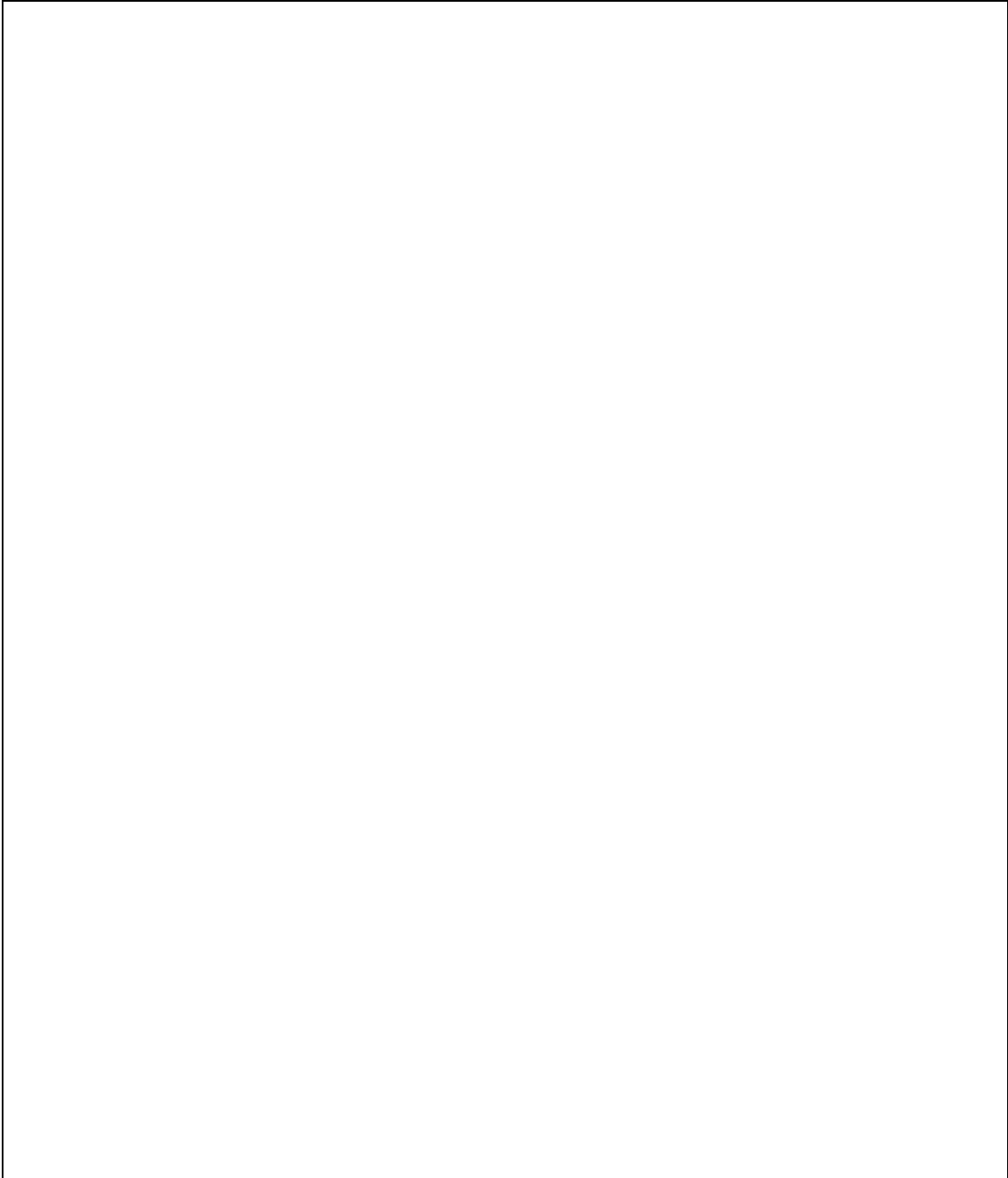
A collaboration habit we should stop...

A collaboration practice we should start...

One ritual I can introduce to strengthen alignment is...



Module Notes:



## Module 3: Navigating Challenges Generatively (2 Hours)

### Learning Objectives

- Reframe mistakes as learning through the ‘How Fascinating!’ tool.
- Practice conflict mastery scenarios.
- Apply the Nexus of Progress framework to real workplace challenges.

### Activities & Worksheets

Reframing Worksheet (“How Fascinating!”)

#### Reflection Questions:

What emotions do I usually feel when I fail or miss a target?

How do I respond to others’ mistakes?

Worksheet Prompts:

Current challenge I'm facing is...

How I normally interpret it...

How I can reframe it generatively is...

*Conflict Mastery Scenarios*

Reflection Questions:

How do I typically show up in conflict: avoidant, defensive, or curious?

When have I seen conflict lead to better outcomes?

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Scenario Prompts:

Write a generative response to: “You don’t listen to me in meetings.”

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Draft 2–3 questions you could ask to turn a tense disagreement into shared learning.


*Nexus of Progress Mapping*

Reflection Questions:

Where do I see tension between performance, process, and people on my team?

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Do I overemphasize one of the three?

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Worksheet Prompts:

Rate yourself (1–5) on balancing Performance, Process, and People. Include a short rationale for your rating.

	Performance:
	Process:
	People:

Identify one action you can take this week to raise the lowest-scoring area.

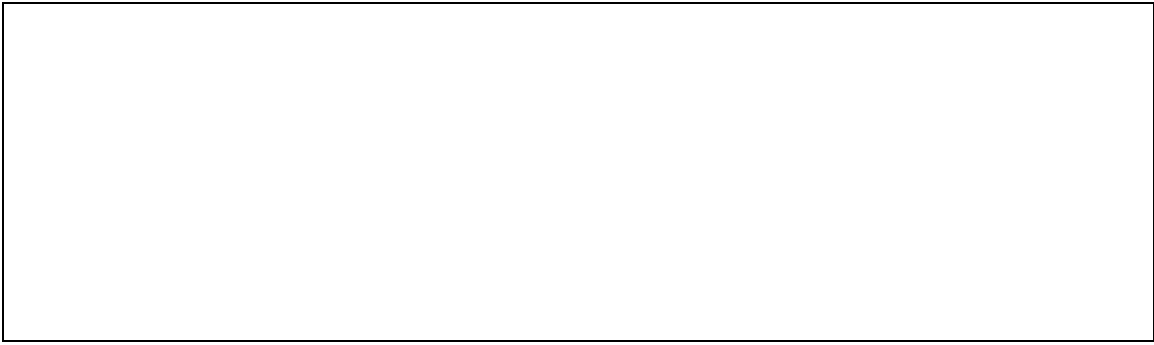
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Module Notes:

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## Module 4: Intention, Purpose, and Generosity in Leadership (1.5 Hours)

### Learning Objectives

- Define and articulate shared purpose with your team.
- Audit your leadership generosity (time, attention, care).
- Commit to integrating intention and generosity in your leadership style.

### Activities & Worksheets

Purpose Co-Creation Worksheet

#### Reflection Questions:

What's the difference between my purpose and our shared purpose?

How do I invite my team into shaping that purpose?

#### Worksheet Prompts:

Draft a one-sentence purpose statement for your team.

Write down 2–3 team values that align with this purpose.

### Generosity Audit Tool

### Reflection Questions:

Where am I most generous with my time, attention, or belief in others?

Where do I tend to hold back generosity?

Worksheet Prompts:

List three moments this past month when you gave your team your best attention.

Identify one area where you'll choose to be "10% more generous" next week.

*Personal Action Plan*

Reflection Questions:

What will I do differently as a result of this workshop?

Who can I ask to hold me accountable?

--

Worksheet Prompts:

One immediate change I will make in my leadership practice is...

--

My 30-day action step is...

--

My 90-day aspiration is...

<i>1<sup>st</sup> 30 days</i>	
<i>2<sup>nd</sup> 30 days</i>	
<i>3<sup>rd</sup> 30 days</i>	

<i>I will know I achieved my goal because:</i>	
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Module Notes:

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## Closing Reflections & Next Steps

Congratulations on completing:

### **Becoming a Generative Manager™ Training Workshop**

You've spent the past 8 hours exploring, practicing, and applying the principles that will help you become a **GENERATIVE MANAGER™**. This workbook is a companion you can return to as you grow yourself and others.

### **Key Reminders**

- Generative managers invest in people, not just performance.
- Trust, care, and accountability work together.
- Challenges are opportunities for growth.
- Purpose and generosity fuel long-term engagement.

### **My Action Commitment**

Use the space below to write one action you will take this week to embody Becoming a Generative Manager™ in your leadership practice:

Becoming a Generative Manager™ is more than a skillset. It is a leadership identity, a choice to lead from the future with clarity, care, and conviction.

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## A Final Word

Managing from the future requires courage, clarity, and care. Remember: the future you hold for others has the power to pull them forward. Carry that belief with you and lean into developing yourself to become a Generative Manager™.

Believe in yours and your team's next level. Create the conditions for their growth. See them not just as they are, but as who they are becoming.

### **Manage From the Future™ Training Series**

#### **Generative Manager™**

*Growth. Progress. Transformation.*

For more information on additional topics in this series, please contact:

[Team@outside-force.com](mailto:Team@outside-force.com)

# Certificate of Completion

This certifies that

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has successfully completed

**Becoming a Generative Manager™  
Training Workshop**

Date: \_\_\_\_\_ Instructor: \_\_\_\_\_