



The Sandpit Strategy (Enhanced with 3P Leadership Lens)

The Sandpit Strategy is a practical tool to guide leadership development across three distinct levels of responsibility. Inspired by the Leadership Pipeline framework and aligned with LCR's 3P Model (Purpose, People, Process), this strategy helps leaders identify where they are, what they need, and how to grow in ways that are sustainable, relational, and strategically aligned.

BUILD SANDCASTLES

Manage Self

Focus: *Producer of Work*

Key Skills:

- Interpersonal effectiveness
- Technical expertise
- Organisation and follow-through
- Self-regulation and reliability

Key Challenges:

- Developing technical confidence
- Increasing self-awareness
- Finding meaning in tasks and actions



LCR 3P Differentiators:

- **Purpose:** Connect to your *personal why*. Understand the organisation's purpose and begin aligning your daily actions with both.
- **People:** Build relational awareness. Start understanding your influence and interactions—lead yourself with integrity.
- **Process:** Establish reliable personal systems (time, energy, task management). Develop consistency and rhythm.

Example Practices:

- **Purpose:** Reflect weekly on how your tasks align with your personal values and the team's goals.
- **People:** Ask for feedback on how your behaviour affects others in the team.
- **Process:** Use a daily planning ritual (e.g., prioritisation checklist) to stay focused and consistent.

You'll know you're operating at this level when:

- You can clearly articulate your own motivation and how it connects to your work
- You consistently follow through on commitments
- You proactively manage your time, energy, and output



MAINTAIN SANDPITS

Lead Others

Focus: *Getting work done through others*

Key Skills:

- Building relationships
- Planning and reflecting
- Delegation and decision-making
- Providing clarity, feedback, and accountability
- Supporting, guiding, and coaching performance

Key Challenges:

- Shifting from doer to leader
- Letting go of technical control
- Managing interpersonal dynamics
- Helping others connect their work to purpose

LCR 3P Differentiators:

- **Purpose:** Share and align team efforts with the organisational purpose. Help people see the 'why' behind what they do.



LEADERSHIP LIFT

2025

- **People:** Create trust-filled environments. Transition from needing to be liked to being reliably trusted. Grow others through clarity and curiosity.
- **Process:** Build team rhythms. Use structured conversations (check-ins, coaching, growth conversations) to guide, not control.

Example Practices:

- **Purpose:** Start team meetings by connecting goals to the broader organisational mission.
- **People:** Use strengths-based check-ins to deepen relational trust and accountability.
- **Process:** Implement a consistent rhythm of 1:1 coaching sessions to support growth and feedback.

You'll know you're operating at this level when:

- You regularly delegate and coach rather than solve problems yourself
- Your team understands how their work contributes to broader goals
- You create a safe space for feedback, growth, and performance conversations



ORGANISE PLAYGROUNDS

Lead Managers

Focus: *Getting the work of the business done*



Key Skills:

- Strategic planning
- Resource deployment
- Creating synergy across functions
- Linking business goals with team execution
- Coaching and supporting other leaders

Key Challenges:

- Letting go of hands-on management
- Influencing through systems and culture
- Developing other leaders, not just managing performance
- Driving impact and clarity across the business

LCR 3P Differentiators:

- **Purpose:** Shape, influence, and use organisational purpose to inform planning, resource allocation, and decision-making.
- **People:** Lead other leaders. Cultivate a leadership culture of strength, trust, and kindness. Embed leadership behaviours into your ecosystem.
- **Process:** Build and align strategic systems across teams. Track not just performance, but how it's achieved. Design scalable leadership rhythms.



Example Practices:

- **Purpose:** Use purpose-driven planning to prioritise long-term initiatives that serve the organisation's mission.
- **People:** Facilitate peer learning forums for leaders to reflect, share challenges, and co-develop leadership culture.
- **Process:** Establish a dashboard for tracking leadership effectiveness and cultural indicators across teams.

You'll know you're operating at this level when:

- You lead through influence and strategy, not task management
 - You coach and grow leaders who develop others
 - You drive clarity and cultural consistency across the business
-