

30-DAY SANDPIT STRATEGY ACTIVATION & REFLECTION TEMPLATE

ACTIVATE WHAT MATTERS. REFLECT ON WHAT WORKS. REPEAT.

Purpose

This is your personalised plan to turn learning into lasting leadership behaviour. Over the next 30 days, you'll choose 1–2 experiments to embed into your rhythm of leadership.

Keep / Stop / Start: Integration Reflection

Before you decide what to activate, pause to reflect on what you've learned over the past 10 weeks.

KEEP	STOP	START
What's working that I want to continue?	What's no longer helpful or aligned?	What new habit or rhythm do I want to experiment with?
<i>e.g. Celebrating small wins in team meetings</i>	<i>Over-explaining tasks or solutions</i>	<i>Asking open-ended questions in 1:1s</i>



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30-Day Activation Plan

Start small and make it visible. Consistency beats complexity.

Leadership Practice	Why I'm Choosing This	Micro-Action	Experiment When	How Often Support Needed
e.g. Strengths-based feedback	I want to build trust and confidence	Use the BEST model in 1:1s	Weekly	Feedback from team member or peer



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Weekly Reflection & Pattern Spotting

Take 5–10 minutes at the end of each week to reflect, spot patterns, and adjust.

Patterns are your brain's way of telling you what's working — or what's stuck. Use that data to lead smarter.

Week	Wins & Progress	Challenges or Resistance	What I Learned	Emerging Pattern	What I'll Adjust
WEEK 1					
WEEK 2					
WEEK 3					
WEEK 4					



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30-Day Wrap-Up: Final Reflection

1. What small wins am I proud of?



2. What impact have I noticed (in myself or my team)?



3. What habits or practices are now part of my rhythm — and what's still a work in progress?



4. What's my next experiment or focus?

