

Foundations of High-Performance Leadership in Recruitment

with Nick Booth

A practical playbook for recruiters who want to lead with clarity, confidence, and purpose.



Meet Your Trainer

Nick Booth

🚩 Leadership Coach

🚩 Founder | Seventh-Wave

Nick blends decades of real-world business experience with powerful coaching and leadership models.

Through his work at Seventh-Wave, he helps recruiters and team leaders grow into high-performing, emotionally intelligent leaders, unlocking team potential through better communication, trust, and self-awareness.





What You'll Learn:



Core Leadership Models

Frameworks for growing high-performing teams and managing with emotional intelligence.



Practical Management Skills

How to effectively manage time, change, feedback and emotional energy.



Personal Growth Tools

Coaching questions and mindset shifts to reduce overwhelm and increase clarity in your leadership.

Start with the 'Why'

Don't just lead with **what** you do or **how** you do it. **Start with why.**

Great leaders anchor their behaviours and decisions in purpose

Nick's advice? Clarify your 'why', then share it. It sets the tone, energises your team and makes your leadership more relatable and authentic.



Reflect: Why do **you** do what you do?
What impact do you want to have?





YOUR SUCCESS

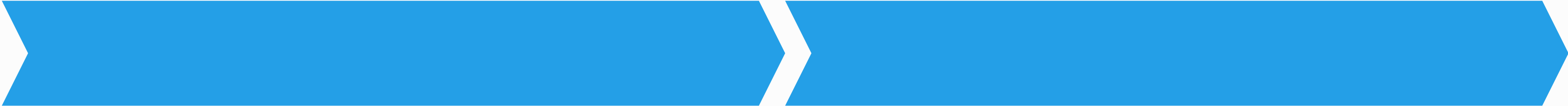


Define Success

Clarify what success means for you at work, at home and for your wellbeing.

Future Vision

Write your future age and ask: What does success look like by then?



Identity Blockers

List everything getting in your way, no matter how random.

Create an Action Plan

This exercise unlocks clarity and allows you to plan more effectively.

BRAND

**What enhances
my brand?**

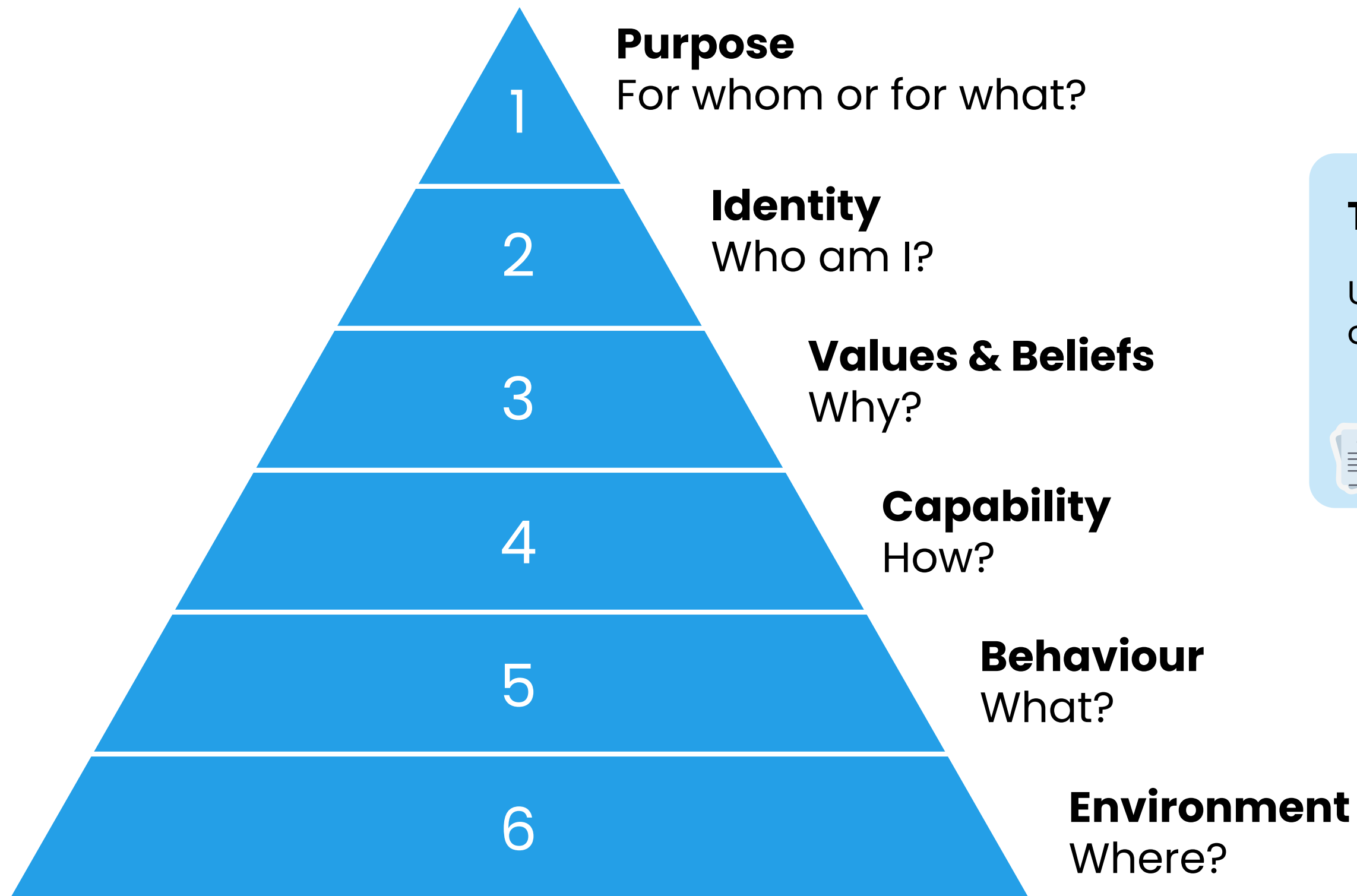
**What damages
my brand?**



Being late, dishevelled, dismissive – these chip away at how others see you.

Audit your habits. **Protect your brand**, especially under pressure.

DILT'S LOGICAL LEVELS



True change isn't surface-level.

Use this model to coach yourself and others through deeper alignments.



Note: Real growth starts at the top of the pyramid.

THE CHANGE CURVE

Spot where you (or your team) are right now.

Move through the dip with **empathy** and help others emerge with a **stronger perspective and growth**.



Shock & Denial

Initial resistance to change.

Frustration & Depression

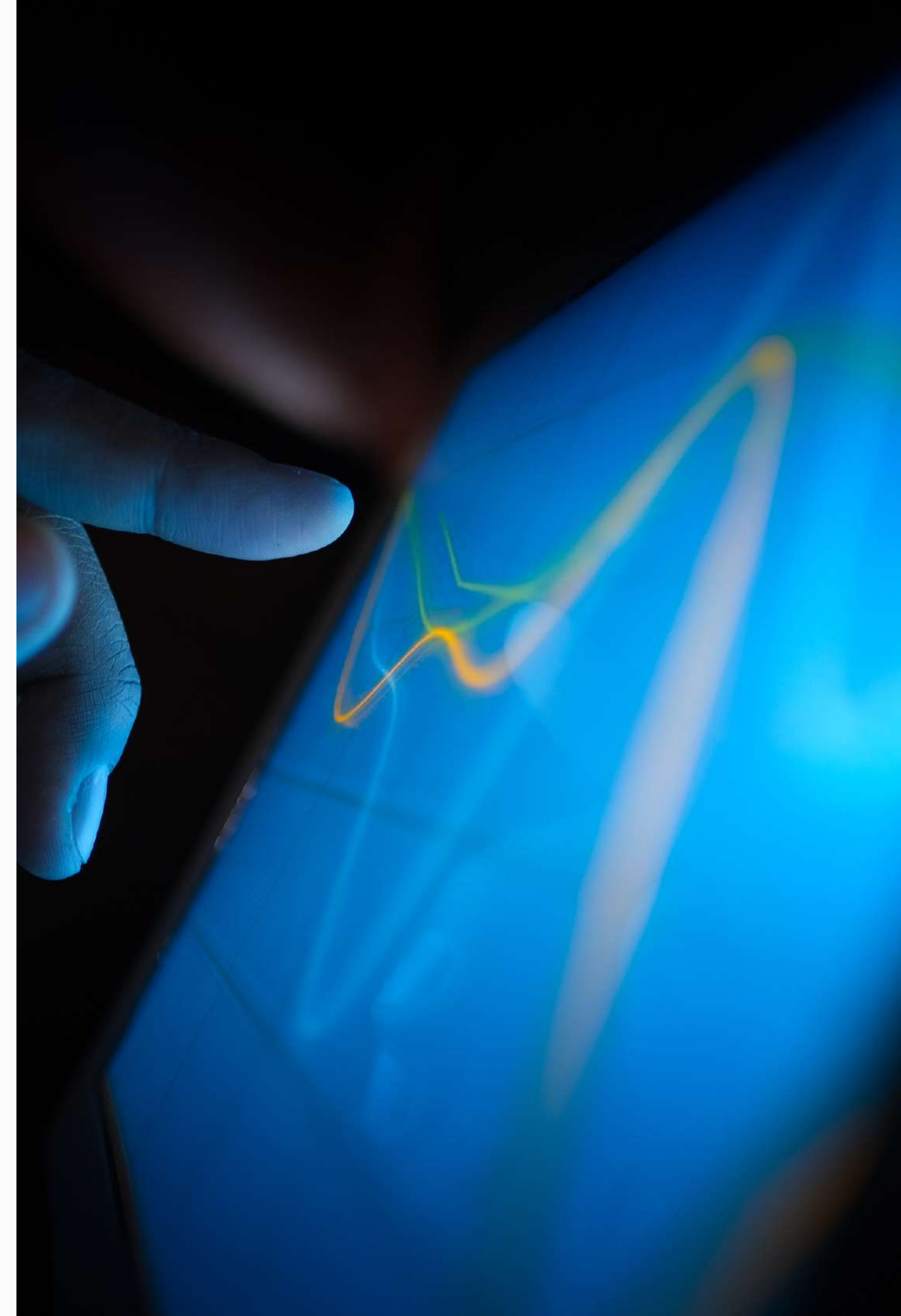
The emotional dip.

Experimentation & Decision

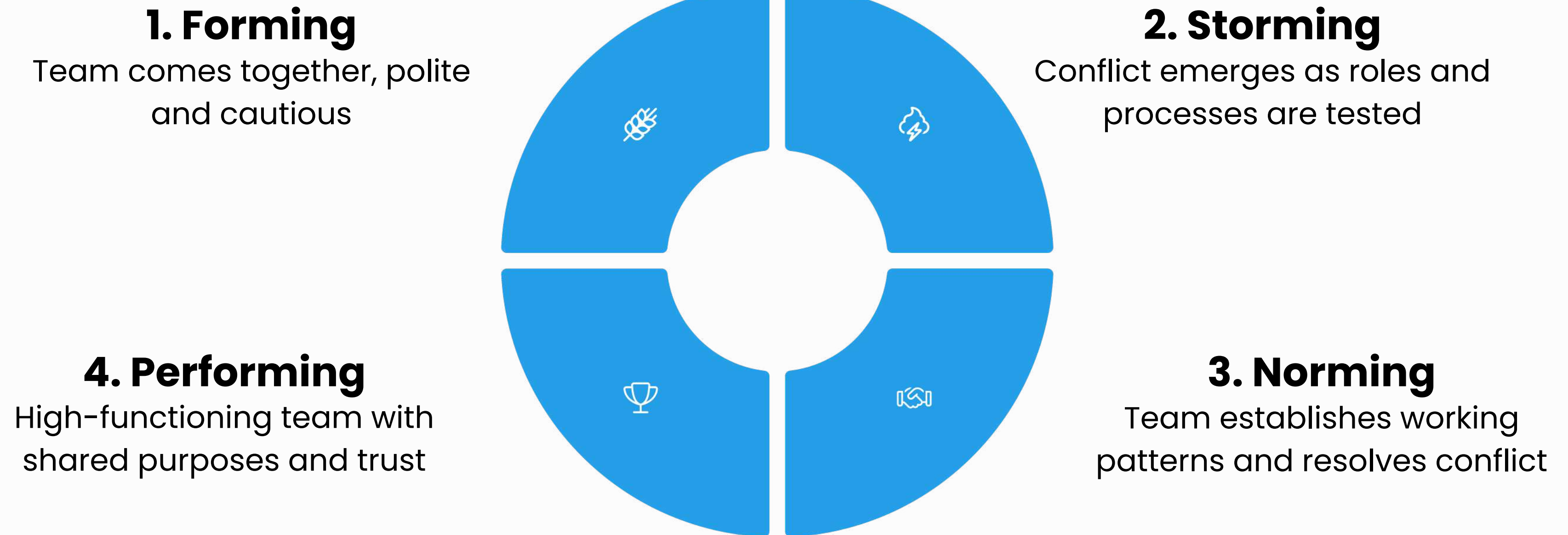
Testing new approaches.

Integration

Embracing the new normal.

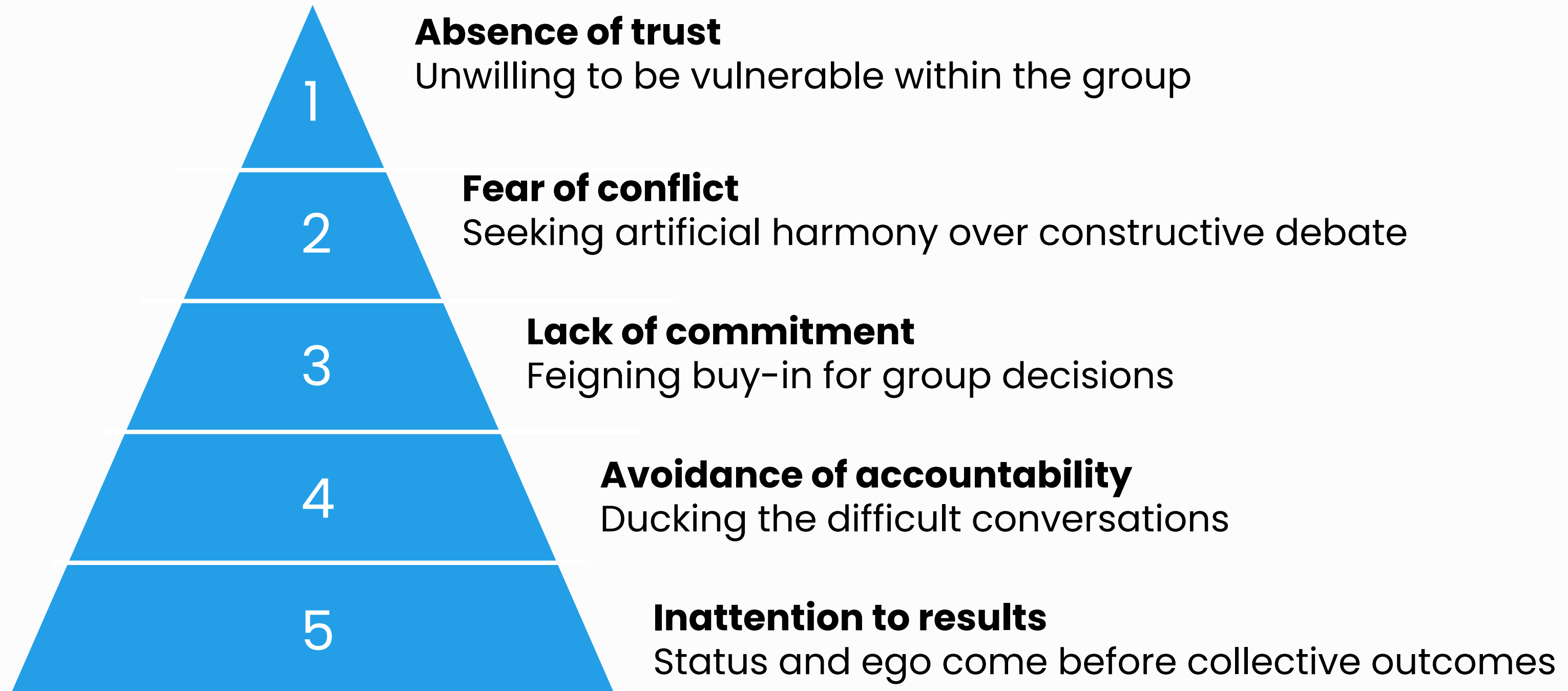


STAGES OF GROUP DEVELOPMENT



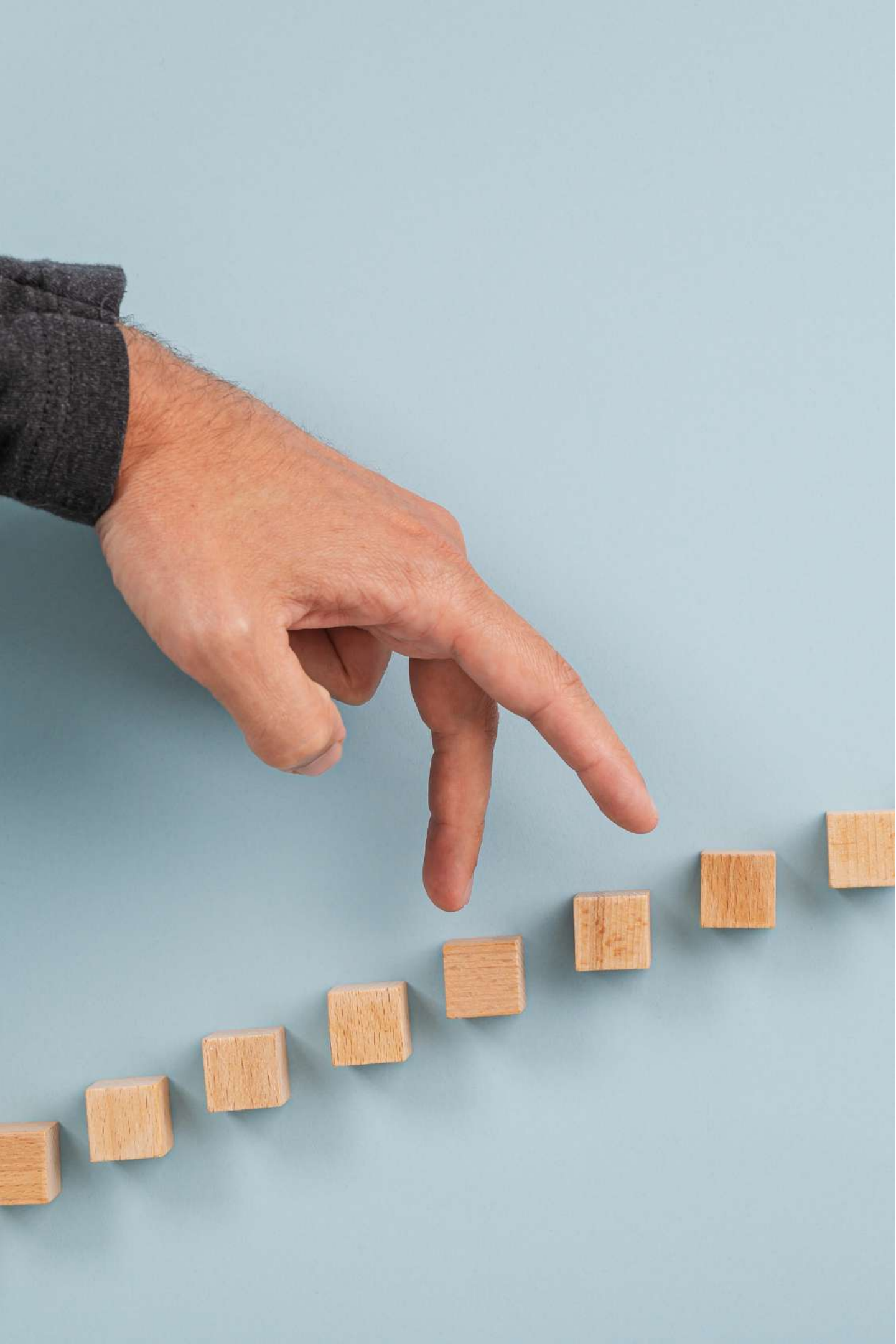
**Great leaders don't avoid conflict – they guide the team through it.
Be honest: Where's your team now? What do they need to move up the curve?**

DYSFUNCTIONS OF A TEAM



Trust starts with vulnerability.

Share your failures. Invite challenge. Real leadership is not ego-driven — it's people-first.



STAGES OF COMPETENCE

Growth is a journey
through four distinct stages:

Unconscious Incompetence

You don't know what you don't know

Conscious Incompetence

You're aware of the gap

Conscious Competence

You're practicing intentionally

Unconscious Competence

It becomes second nature

ACTIVE REFLECTION

Every week, ask yourself these 5 game-changing questions.

1

What just happened?

Objectively review events
without judgment

2

How do I feel?

Acknowledge emotions
before moving forward

3

What could I have done better?

Small improvements compound
over time

4

What went well?

Celebrate success to
reinforce positive behaviour

5

What will I do differently?

Commit to specific action
steps

Time Management

Time is your most limited leadership resource.

You don't need more of it. You just need to manage it better.

- Urgent vs Important matrix
- "Big Rocks" prioritisation
- Procrastination-busting tips



Monkey Management

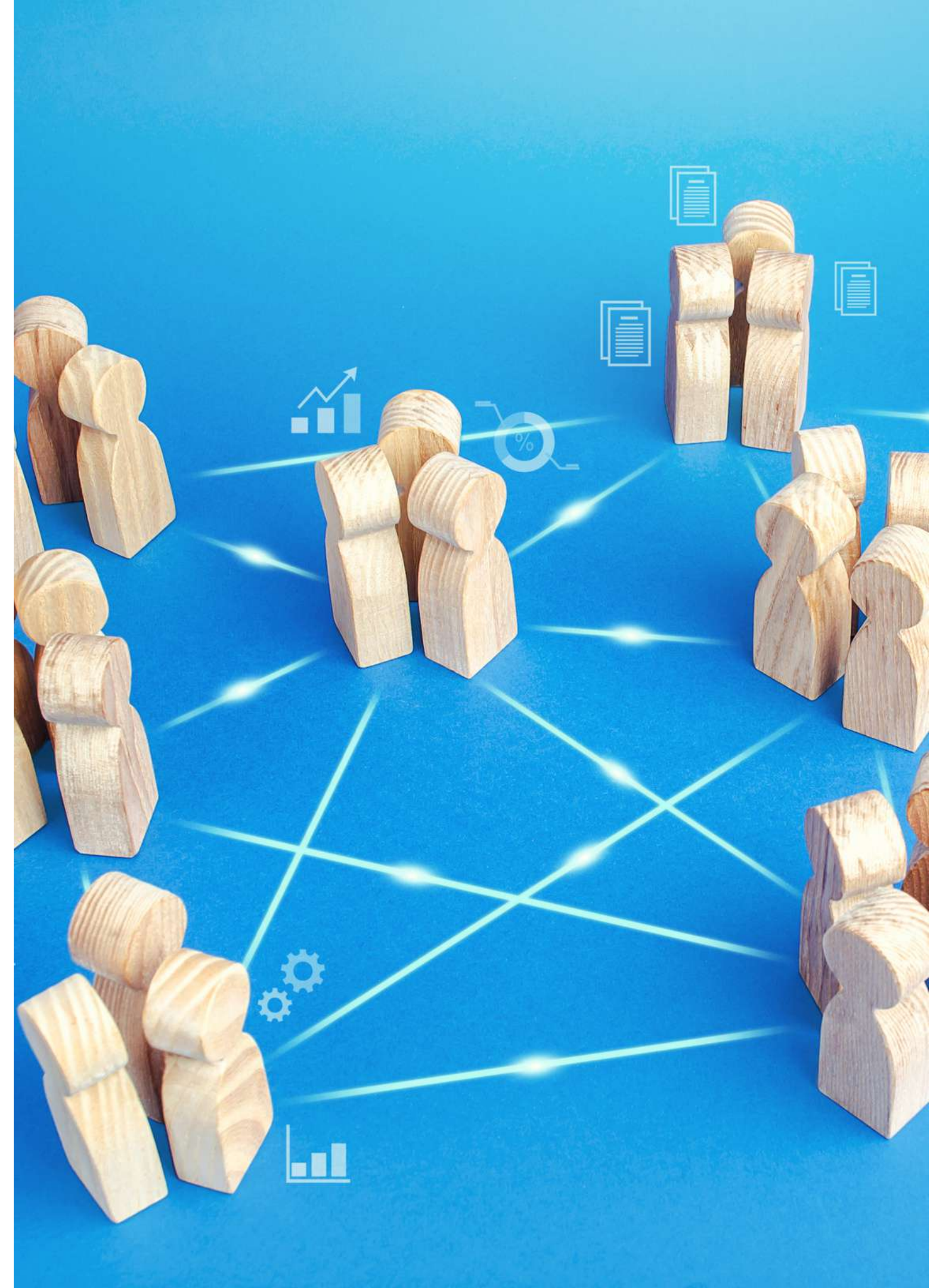
Every time someone brings you a problem (a "monkey") and you keep it, your stress multiplies.

Learn to hand it back:

“What do you think we should do?”



Let them own it. Leadership is **not** about solving everything – it's about building capability in others.



GIVING EFFECTIVE FEEDBACK

Use the I-S-A-I-D model:

- **I**ntent
What do I want to achieve?
- **S**elf-Assess
“How do you think it’s going?”
- **A**ction
State facts, not opinions
- **I**mpact
Describe the ripple effect

**Avoid clumsy, vague feedback.
Be clear, kind and constructive.**

A close-up photograph of a hand in a dark blue suit jacket pointing its index finger at a light blue button with rounded corners. The button has the word "feedback" written on it in a dark blue, sans-serif font. The background is dark and out of focus.

feedback

EMOTIONAL INTELLIGENCE

Based on Carl Jung's four colour energies:

Red Energy

Assertive, logical, fast-paced.

Blue Energy

Detail-driven, introverted, cautious.

Yellow Energy

Energetic, expressive, social.

Green Energy

Emphatetic, supportive, relational.

Learn to flex your style. EQ means understanding others and adapting, not reacting.



KEEP LEARNING



Access the full course



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for more content**