

Team Coaching – 20th May 2024



“Leadership Labs” – content learning, exercises & activities (more harry less you)

“Team Coaching” – facilitated discussion, conclusions & commitments

Todays’ agenda

- Psychological Safety & Trust

15min break (around 1:30pm SGT)

- Strategy spotlight

Objectives:

- Psychological Safety & Trust actions & commitments
- Strategy, clarity on “where now” and “what next”



Psychological Safety commitments & actions



Room 1	Room 2	Room 3
<p>How we give feedback peer to peer, and what places we do that. Feedback in reviews. Consistent. 360 degree feedback when asked. Can we give SLT feedback monthly? Feedback 1:1 - how do we get this team, regular check-in, Paul - my request: 360 feedback & give it. Don't give just good stuff. Carolynn- training around feedback, appraisal process. Action - how to facilitate 1:1 feedback peer to peer + completion loop People take a courageous approach. The person receives it, leans into it and share PoV in return.</p>	<p>Make feedback known to people - reviews. Feedback & discussion Empowering teams - through kindness and accountability – “freedom to fail” and to learn from it. Actions: speaking up more, allow people to have space to feedback.</p>	<p>1:1's filter process to team PS cascades down to teams Difficult conversations - should be kept private Being vulnerable with teams Open/frank conversations More time with Pat (why is he a 5) Stand up for PoV and realise we won't always get what we want. Goal setting - more structure & transparent Key words cheat list / Call out BS... not just accepting things that come their way Stop ignoring feedback. There is this perception. Stop top down global to local teams</p>



Strategy Review



Room 1	Room 2	Room 3
<p>New hires / mobility / increased employer branding. On track.</p> <p>DEI - shortlist % target is well below. Absence of global vision/deprioritised.</p> <p>Yen - new biz & growth. on track with most objectives. Team in place. Full steam ahead lead gen events. All locked in for rest of year. We have a growing pipeline.</p> <p>Organic growth, growth sessions.</p> <p>Training - slowly, how to cascade sales training to teams/account leads. Only had credential sessions. Unilever spotlight. Can this be refined.</p> <p>Internship - happening but slower than anticipated.</p> <p>Agree - growth to prioritise. Everyone on the same page.</p>	<p>Progress is being made but not communicated.</p> <p>How do we get more time for ourselves to be able to deliver on objectives. Unsure of progress?</p> <p>Do we need to audit our meetings (too many of them?). Streamline meetings.</p> <p>Paul - some items have not yet moved/started? We are behind on org/new biz growth.</p> <p>Are we prioritising the right meetings?</p> <p>Take action - what is realistic/practical.</p> <p>Need time to review objectives</p>	<p>Four areas of focus</p> <p>New biz. Seeing results? Seeing work happening, but not conversions. “By when do we need to start seeing results?”</p> <p>Org. Growth. “Are we driving growth beyond SLT?”</p> <p>People & creative. Aligned that talent development is important, but Q2 - yet to see critical movements. Continuous learning & development. Huge improvement on all year. Getting training demands. Need to zero in on needs to feed into bigger picture</p> <p>Creative: How will we meet objectives? We will see uptick in world class campaigns.</p> <p>Actions:</p> <p>Assess where we need to start / revisit action plans from Boracay</p> <p>Midyear review</p>

