

Sample Metrics

LEADERS
inspire

Organizational Objectives:

- **Intentional talent development-** many are too busy/do not know how to develop their talent
- **Accountability/performance management-** consistent issues about tolerating/avoiding underperformers, need to focus on managing performance, accountability, delta feedback and having hard conversations
- **Adapting to leadership transitions-** members of their executive team are transitioning out of the business which will bring challenges in role transitions for coaches
- **Culture Management** – Identifying and addressing the key issues throughout the company to create a culture of highly motivated and productive employees
- **Spreading mission, vision, values-** Clarifying messages about mission, vision, values and helping them implement

Drivers for growth:

1. Develop from a manager to a leader
2. Create a more health work/life balance

Development Goals and Metrics:

- 1. Develop Leadership thinking and behaviors**
 - a. Focus on SAM behaviors with intentional actions toward staff (SLM model using SAM)
 - b. Intentional effort to bring praise to and for his staff (observe and magnify potential)
 - c. Strategic plan to have exposure and involvement with other business areas (coordinate with his supervisor); include sharing information and intelligence from his business with other managers
 - d. Create a leadership profile to benchmark and assess his leadership (does not have a good feel for how he benchmarks against others—send company profile to start our discussion-DONE)

- 2. Develop an internally driven focus-on-others mindset**
 - a. Meets with employees he does not know well for casual, non work related conversations twice per month
 - b. Takes interest in peer managers at quarterly management meetings to get to know them better
 - c. Conveys genuine interest in others when they approach him or enter his office; able to quickly put his work aside to focus on their need and/or interest
 - d. Developing empathy as an internal heart response followed by an external verbal response-managers and staff feel cared for by him
 - e. Initiate with his supervisor to build a more empathic work relationship