

Group Exercise



Individual Thinking

Consider two things over the next 5 minutes:

- What's one way your company or organization could improve process in order to create clarity or alignment around performance and promotion? (An area of improvement)
- What's something your company or org does that you believe has been very successful? (A Super Power!)

It's important you take notes here, as we'll be sharing the answers you write in the round-robin right after,

Round Robin

For the next 15, go around your group and individually share:

- Your area for improvement and what sparked this thought as you listened to the three talks today.
- Your company or org Super Power and a quick example

Make sure each person in your group gets between 3 to 5 min of uninterrupted talking time.

Group Discussion

As a group, discuss the following options based on the different job roles and levels of experience you each represent:

- If your roles are similar, did you have the same views on what a top performer is or how best to manage the promotion process?
 - Where are you clearly aligned?
 - What items require compromise?
- If you work in different roles, what differences do you notice in the approach to supporting other roles?
 - What approaches can you borrow?