

BRAINSTORM YOUR VISION FOR MANAGERS



**To get where you want to go, you have to know where you're starting from.
Grab a writing device (and your favorite beverage) to get started.**

FIRST, LET'S REFLECT.

Rate how consistently the following actions show up at your organization (1 being almost never and 5 being almost always).

My managers seek growth opportunities for themselves.

1 2 3 4 5

My managers articulate their team's value.

1 2 3 4 5

My managers actively develop their employees.

1 2 3 4 5

My managers diffuse drama through daily interactions.

1 2 3 4 5

Ask yourself...

If you circled 1 or 2 for any of these, what are some barriers getting in the way?

If you circled 4 or 5, what are some contributing factors?
How might this success be replicated to other areas?

NOW, LET'S IDEATE.

How might I make space for managers to embrace development for themselves and their teams?

How might I help managers create meaning for their teams?

How might I model productive conversations and interactions?

How might I demonstrate my support for managers developing as people leaders?

Measuring the impact of people leadership

Your managers are never done growing as people leaders—which means leadership development efforts should never be stagnant. It's critical to measure manager success at your organization and use those metrics to drive continual improvement. Here are some metrics to consider:

- Self-assessments
- Qualitative and quantitative feedback from peers and mentors
- Pre- and post-training surveys
- Personalized dashboards for individual performance over time
- Leaderboards for group progress and competition
- Individual development plans

