


Effective 1-1s

 2 hours

When managers don't understand how to facilitate a one-on-one with their reports, their sessions turn into status updates or they simply get cancelled (or infinitely rescheduled). As a result, employees feel they aren't learning and growing or that their manager simply doesn't care about them. Top managers use their one-on-one time very differently. They treat it as sacred management time to build trust, remove obstacles, and develop their direct reports. This workshop shares easy methods and techniques to do it.

Membership:

- Skill Up
- Level Up
- Lead Up

Private Programs:

- Manager CORE 1
- Manager CORE 2
- Individual Contributor CORE
- Senior Leader CORE 1
- Senior Leader CORE 2
- Company Wide Initiatives

- Add on
- Add on
- Add on
- Add on
- Add on

During this workshop, participants will:

- Learn how the 1-1 can be used to increase employee engagement and decrease 'managerial debt' each week.
- Learn how to identify opportunities to coach, share feedback, and align on priorities during the 1-1.
- Learn the 5 psychological drivers of motivation (the desire for certainty, autonomy, meaning, progress, and social inclusion - CAMPS).
- Practice using the 1-1 to diagnose each driver. Rate each direct reports' levels of engagement and generate ideas for increasing these scores.
- Practice using 1-1 time to increase vision, connect work to the larger picture, and do developmental coaching.
- Review a sample 1-1 agenda.
- Discuss how to put what they learned in this workshop into action in the week ahead.
- Learn how to do 'adaptive 1-1s,' optimizing dynamics in times of uncertainty and when working remotely.

After this workshop, participants will:

- Explain the purpose of the one-on-one to their direct reports.
- Structure a one-on-one in a way that increases engagement and puts direct reports in the driver's seat of the conversation.
- Diagnose and address key drivers of motivation and engagement (CAMPS).
- Shift into an adaptive leadership mindset during one-on-one conversations - focusing on their direct reports' thinking rather than just the task at hand.

