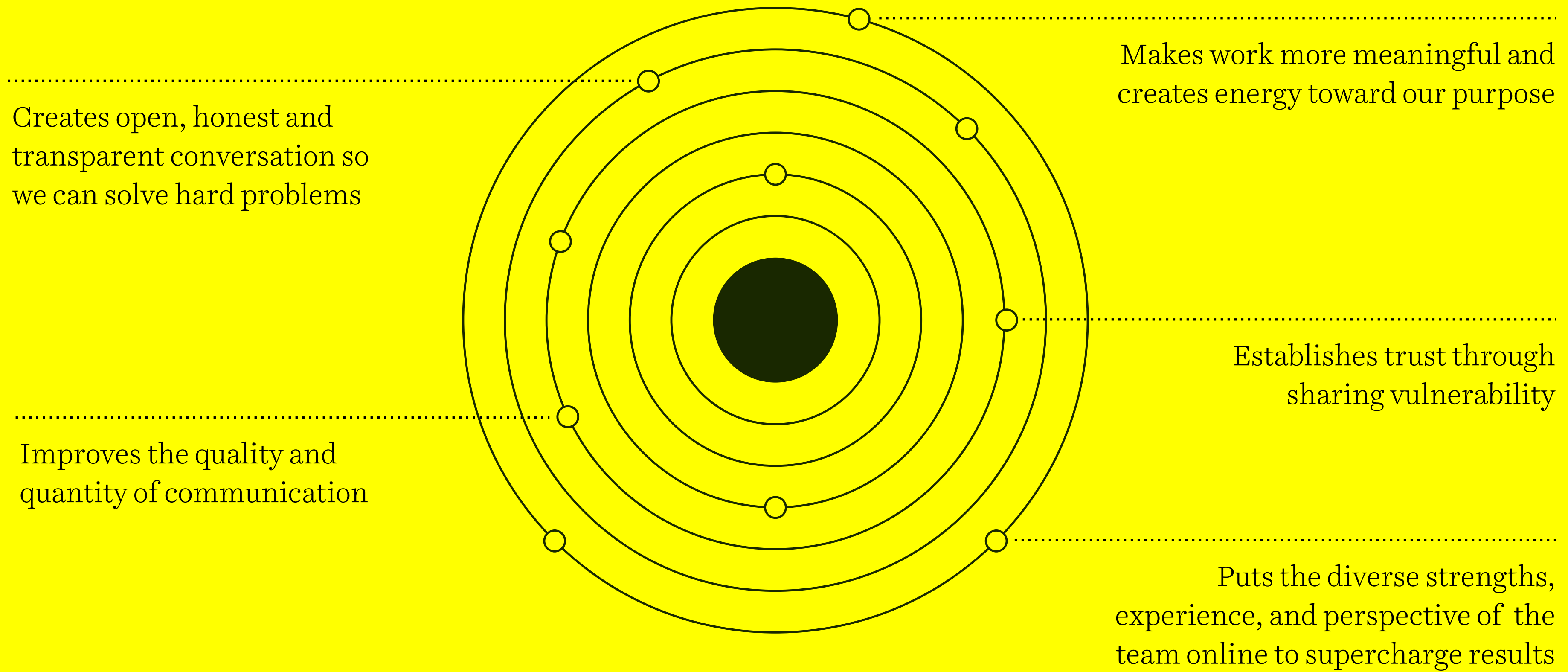




POWER OF CONNECTION



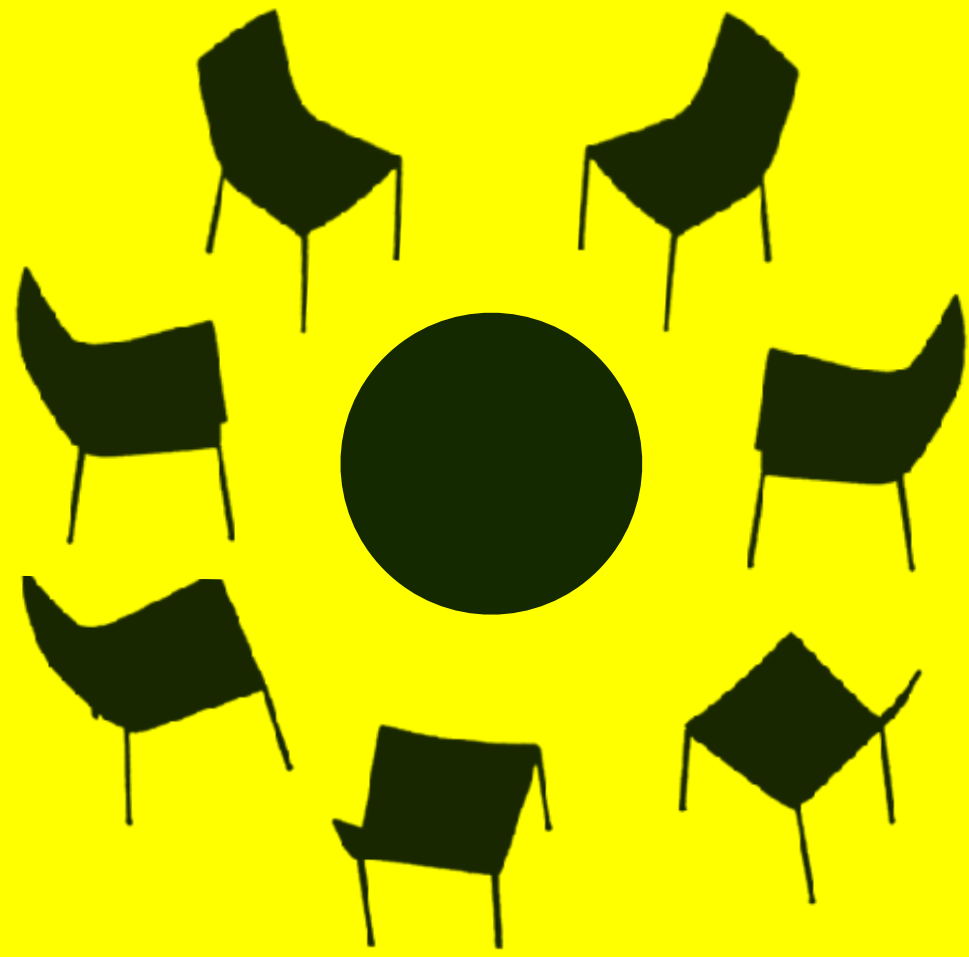
Why connection matters.



The what.

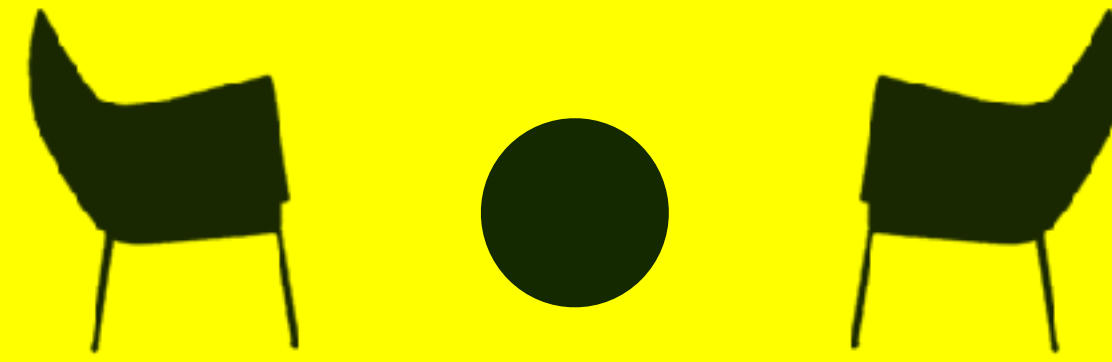
01

Team Compass



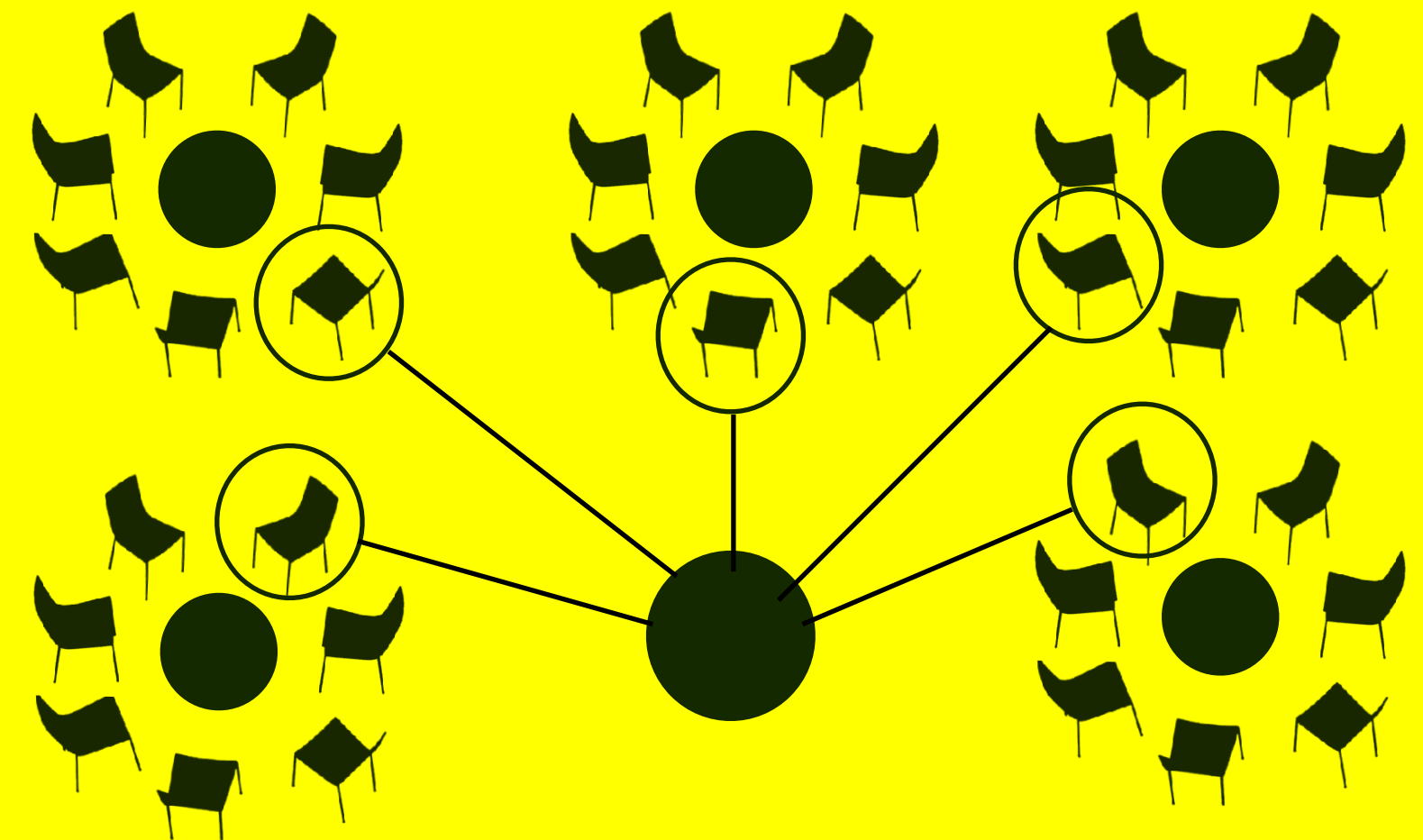
02

The Compass Conversation



03

Cross Functional Compass



The how.

Questions that create open, transparent and vulnerable dialogue.

CONNECT

Create a vision of what we want in terms of people and performance.

CONNECT & EXPLORE

Surface what is holding us back.

EXPLORE

Design and commit to the way forward.

IMPROVE & LEARN

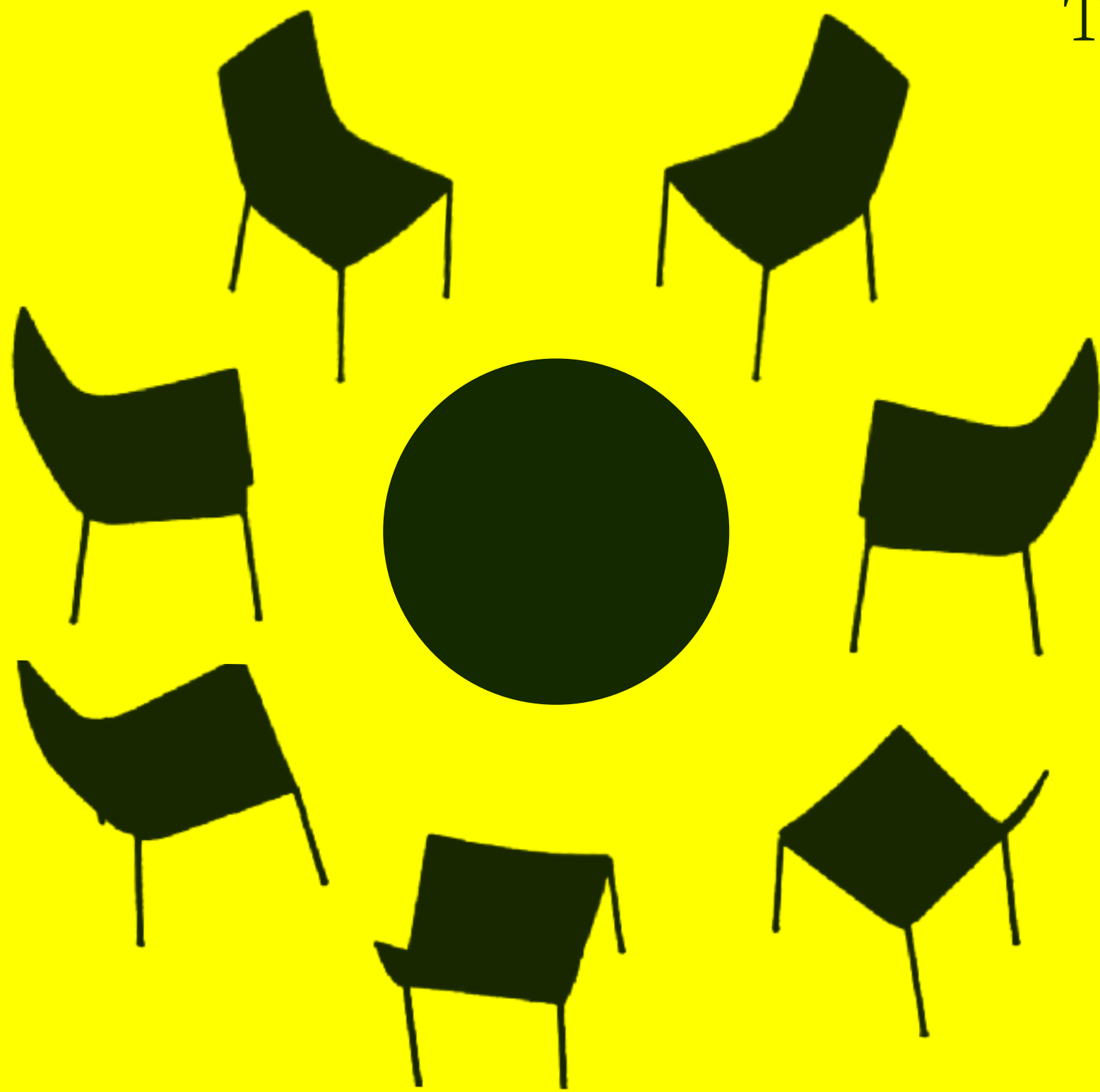
CONNECT TO EACH OTHER

CONNECT TO OUR PURPOSE

CONNECT TO OUR RESULTS

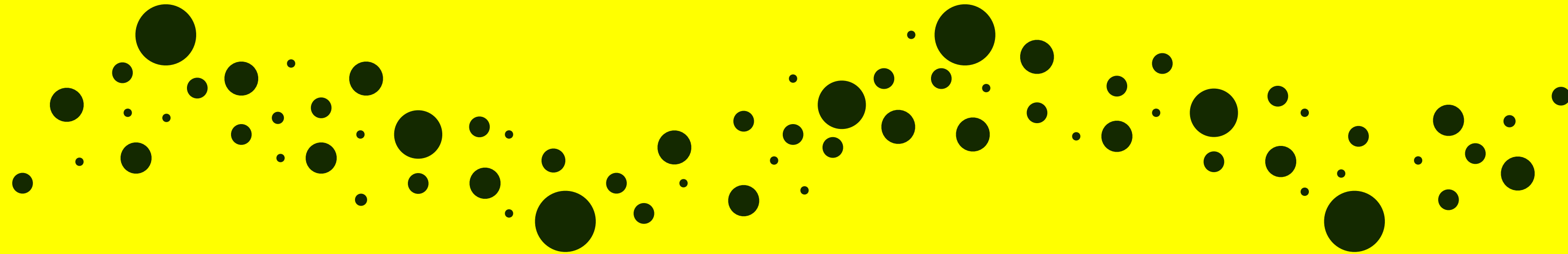


The how.



01

The leader sets the tone.



02

We go one-by-one.

03

We answer chronologically around the circle.

04

Try to limit responses to ~ 3 minutes.



Compass before, during, and after.

BEFORE

DO INITIAL DISCOVERY

DESIGN THE STRUCTURE

HOLD THE KICK OFF CALL

Honest & Transparent

Open & Vulnerable

Come with Positive Intent

DURING

SENIOR LEADER SETS THE TONE

LEVERAGE THE POWER OF A CIRCLE

USE DISCUSSION TIME TO 'GO THERE'

CONNECT TO COMMITMENTS

AFTER

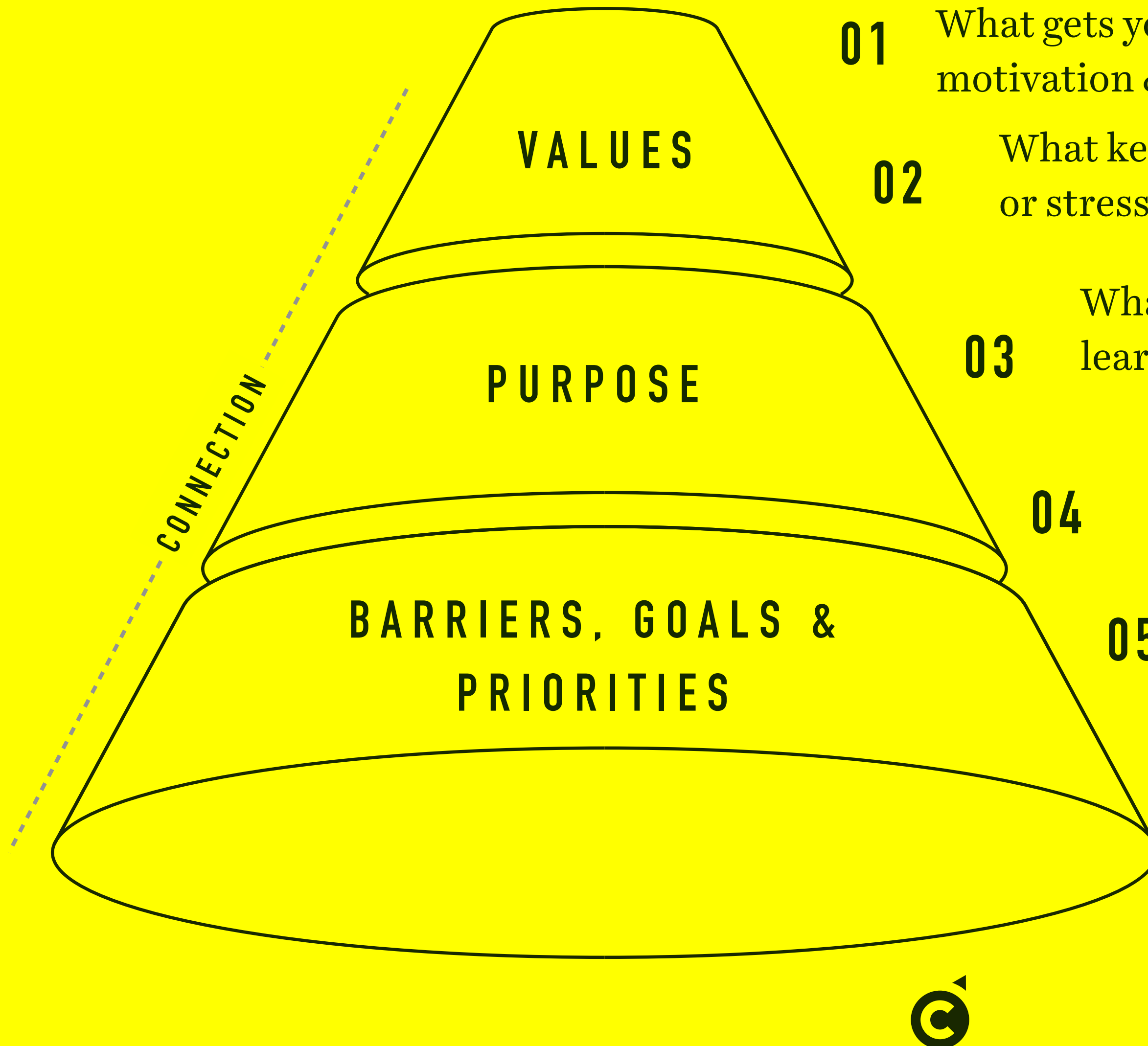
SEND A SUMMARY

SCHEDULE LEARNING COMPASS

SET UP PROGRESS CALL



Compass - The Questions



01 What gets you out of bed in the morning? What is your driving motivation & purpose?

02 What keeps you up at night? What are your fears, anxieties, or stressors?

03 What was your lowest moment of your career? What did you learn in retrospect?

04 What was the proudest moment of your career? What did you learn about what you want in the future?

05 In the flow of work, when are you at your best? When are you at your worst?

06 What are your biggest priorities? Are there barriers or challenges that could get in the way of accomplishing these priorities?

More Compass Questions

Describe your lowest moment of the last 12 months, professionally or personally.

What is the biggest goal you have for the year ahead?
What support do you need to get there?

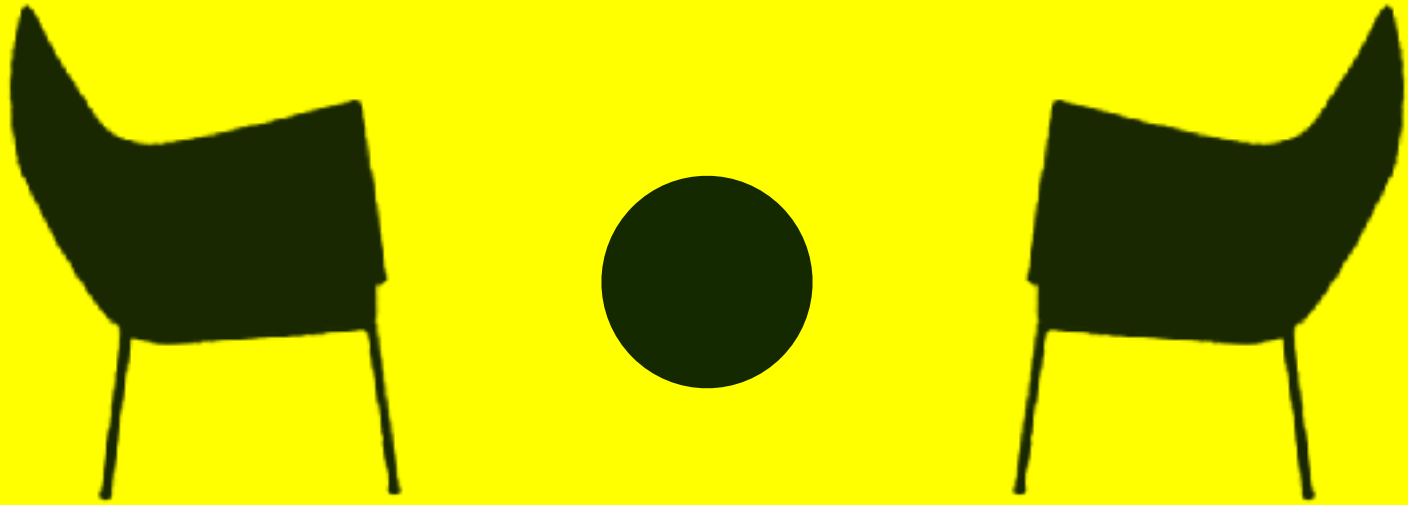
What is the difference between a good team and a great team?
What role do you see yourself playing in creating great?

What is the legacy you want to leave?
What do you want to be known for?

What is great culture to you?
As a team, what is within our control we can commit to?



The Compass Conversation





The Compass Conversation

LEARN

GOAL: Set time to check in on what is working, what is not, and make adjustments. Ask questions like?

How will we track our progress?

What will be our cadence to check -in?

How will we stay on the same page?

IMPROVE

GOAL: Co-author what we will do differently moving forward. Create a plan and make commitments to each other. Define what success looks like and ask questions like:

How do we need to improve?

What changes will we implement?

What actions will we take?

Did we miss anything?

Who will do what by when?

CONNECT

GOAL: Eliminate judgement and learn more about about each other below the surface. Check on how each person is doing personally and professionally. Speak below the surface. Ask questions like:

How are you?

Are you ok?

What is on your mind?

What are you excited about?

What are you struggling with?

EXPLORE

GOAL: Explore what we are in pursuit of together. Create space for each person to share their ideas and be open about how we impact each other. Ask questions like:

Find common ground. What are we in pursuit of together?

What are we each doing that helps or hurts our ability to get results together?

What new ways of doing need to be discussed?

