

A brief summary of our session

Hi Neo,

I enjoyed learning more about you and your organization. Here's what I heard from our time together, please let me know what I missed.

- You're seeking to help your team operate more efficiently and purposefully
- You see some coaching opportunities with some of your direct reports
- There are some gaps to fill in order to more effectively deliver on your targets and strategic goals
- You may be able to tap into some existing strengths on your team as an interim play
- Team morale is low, business goals are at risk without alignment and agreement
- Tensions are high and you estimate the cost to the business is \$5M +

To address these areas, I've highlighted some quick wins in the next slide that you could lean into right away. Additionally, I've outlined a plan forward if you want to go deeper with me.

I've so enjoyed working with you.

Thanks, Neo

SOAR Community Network

Three quick wins to better adapt to your team and the work to be done

ONE: Understand where you need to stretch: Lean on Peter to help you improve employee experience.

You are an exploring leader, and your team has a gap in the areas of cultivating strategy. You are strongest when coming up with new ways of increasing efficiencies and creating systems that increase performance. Peter, your senior supervisor, is great at initiatives that have to do with improving employee morale and everybody already comes to him with their personal issues affecting their performance. You should rely on Peter to lead the initiatives having to do with employee experience.

TWO: Highlight direct reports who may be underappreciated:

Susan on your team is an outlier as a process leader and this is important for your strategy. Make sure your exploring team appreciates their contributions.

THREE: Coach direct reports who are not aligned with the strategy:

Susan on your team is an outlier as a process leader and this is not aligned with your strategy. Make sure this person understands that their natural tendencies are some times not aligned with what the team needs. Appreciate their strengths and coach them toward the needs.