



**CHOOSING TO LEAD | 2022/23**  
**SESSION 1 POST PROGRAM EXERCISE**



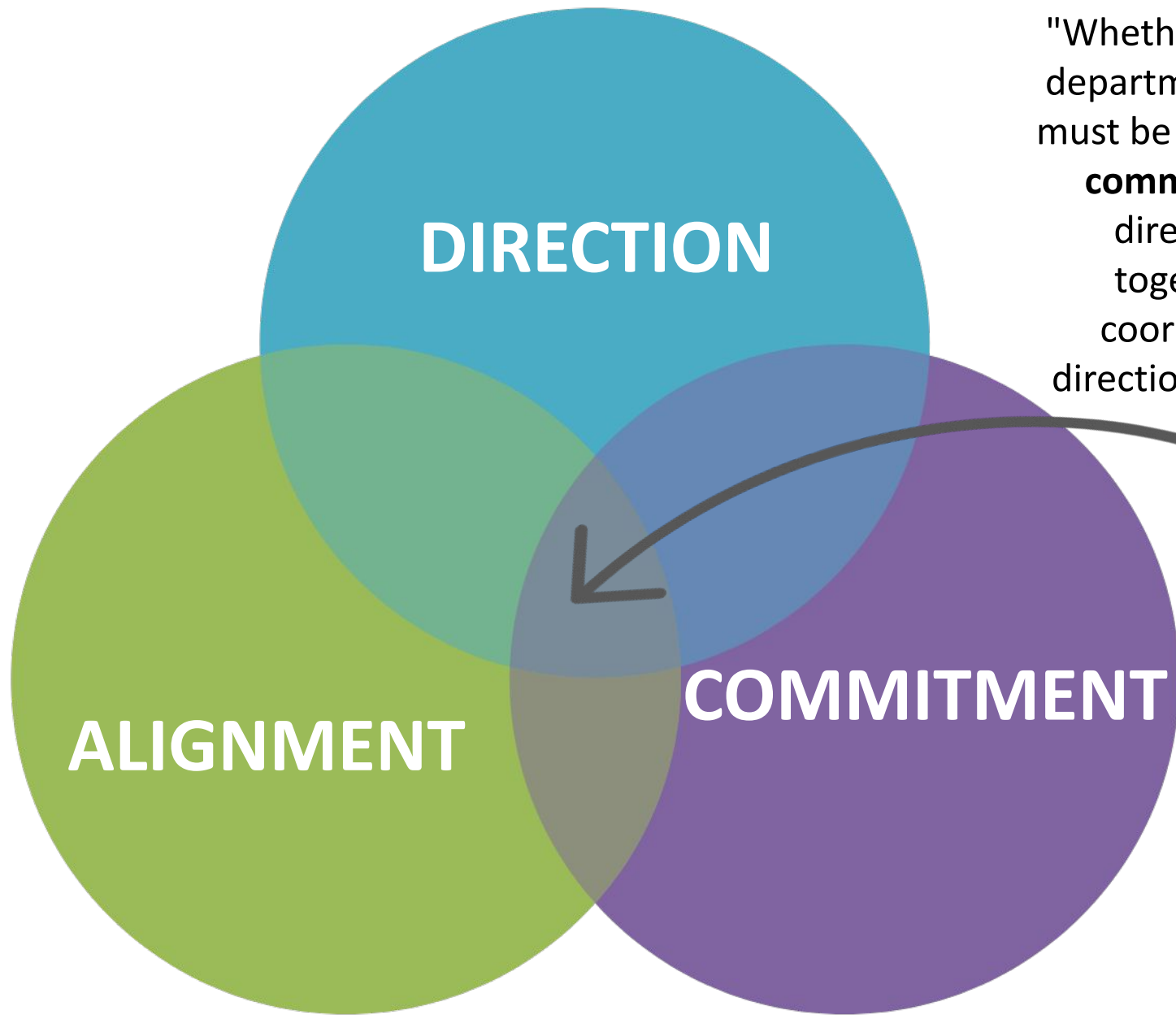
# Communicate as a Leader with *your* leader: ACTIVITY

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Have an initial **Clarity & Expectations** conversation with your manager prior to the December 13 session.

Use the following slides to help guide the conversation.





"Whether within a team, workgroup, task force, division, department, community, or an entire organization, there must be a clear sense of shared **direction, alignment, and commitment**. The group needs agreement about its direction and what they are trying to accomplish together; they must have alignment for effective coordination of the work in service of their shared direction; and members with commitment prioritize the success of the collective."

**LEADERSHIP**

# Communicate as a Leader with *your* leader

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What's the point?

- Clearly state what you're talking about and why it matters.

What do you want them to do?

- Name the action you want them to take in participating in this conversation.

What's the benefit to them?

- Yes, **them**. Share how this conversation will support them as well as you.



# Clarity & Expectations

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Vision

WHY: The meaning

Role

WHAT: The basic job essentials

Behaviours

HOW: action, approach, attitude

Goals

Results: measurable impact,  
striving towards end result



# Clarity & Expectations

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## Vision

- What organizational values matter to you most and why?
- How do you see yourself contributing to the bigger picture of the work?

## Role

- What are the priorities as you see them?
- What is your next big step? On an existing project? Or a new project?

## Behaviours

- What are the characteristics of a high performer in this position?
- What behavioural habits or tendencies are you working on developing?

## Goals

- What is the ultimate end result, desired outcome or impact?
- Where are you now in relation to what you need to achieve?

