

Shared-view Review for

Date:

Please place an X where your team is now (Good, Great or Remarkable) and a ✓ where you believe you need to move to

<p align="center">Keys to being an Appreciative Leader i.e. fully appreciating and getting the best out of yourself and other people</p> <p align="center">Sustaining shared-view with team members in these seven areas of significance is foundational to achieving better business results at less personal cost</p>	<p align="center">Good i.e. basic standards of performance are being achieved</p>	<p align="center">Great i.e. above average; better than basic</p>	<p align="center">Remarkable i.e. "conspicuously extraordinary"</p>
1. Where we are now (reality) (what is) (non biased appreciation of the remarkable, the great, the good, the bad, and the ugly)			
2. Where we're going (possibility) (what can be) (Idealistic yet pragmatic articulation of our Dreams Goals Ambitions)			
3. Why we're going there (purpose) (our reason for being in business, how we're creating more leaders, and fulfilling #1. role of leadership i.e. unleashing and enhancing people's gifts)			
4. How we'll get there (strategy) (ability to describe our strategy in a single sentence, and everyone's buy-in to it)			
5. Who will do what and when (execution) (roles, plans, communication and conversations, 70:20:10 framework adaption, quality of coaching and mentoring, meaningful meetings)			
6. How we'll know we're on track (milestones, lead measures, processes*) (how well we determine and use the metrics that really matter to us)			
7. How we'll behave along the way (culture and values) (buy-in to the behaviours of our values, and the quality of our appreciation and accountability conversations)			
<p>The top 3 actions we must take in the next 90 days in priority order</p> <p>1.</p> <p>2.</p> <p>3.</p>			

*Processes include policies, procedures, practices, and systems. Management is ensuring all of these mean it's simple for people to deliver value. Leadership is ensuring people feel valued. **Employees Feeling Valued, Living Values, and Delivering Value is the heart beat of success in the new world of work. These are an outcome of sustaining shared-view in the seven areas of significance.**

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