



LEADERSHIP CATALYST

Hello!

This guide is designed to lead Leadership Catalyst check-in conversations with your employees.

It is meant to provide a framework by which you and your team can:

- Discuss your take-aways from the Leadership Catalyst class.
- Ask for your team's insights and ideas for evolving your team culture.

LEADERSHIP CATALYST TEAM DISCUSSION

- WHEN:** Within 90-days after attending Leadership Catalyst.
- SHARE:**
- Clarify the team's understanding of *culture* (*the way we do things*) and provide some examples (e.g. *The way we approach safety, The way we respond to mistakes, etc.*).
 - Share your understanding of comprehensive safety and what it includes.
 - Introduce the behaviors and actions on the Leadership Catalyst cards and share the ones you plan to focus on to support the team.
- DISCUSS:**
- Ask your team to share how they view the current culture. Be open to their insights and feedback.
 - Invite your team to share their suggestions for evolving the team to increase comprehensive safety and strengthen performance culture.
- AGREE:**
- Identify an aspirational team culture goal to reach, and the steps the team can take to reach it together.
 - Identify and agree on steps the team can take together to think and act comprehensively about safety.

NOTES & FOLLOW-UP

