

Learning & Performance Conversation Guide for LEAD 2 Participant–Manager 1:1 Discussion

Purpose of This Conversation

To reflect on key insights from the session, explore how they apply to current work, and identify how the manager can support ongoing practice and reinforcement.

Session #1: Kickoff & LPI 360 Prep

As you reflect, consider not just what your team is doing—but how your leadership is shaping it.

Our Agenda for the Session

- Review our development process and clarify roles
- Clarify your core values to build credibility
- Set the example for others by aligning your actions with shared values
- Share a personal best leadership experience
- Prepare for the administration of the LPI (Leadership Practices Inventory – 360 assessment)

Participant Reflection Prompts

- What are your values? Why did you choose them?
- As you've taken your values, "for a test drive," what are you noticing? Are the values you chose in the Kickoff still those you would choose today?
- How are you feeling about the LPI 360 assessment?
- What are you hoping to get out of LEAD 2? How can I (Manager) support you in your growth?

Manager Reflection & Support Prompts

- What are your values? Why did you choose them?
- What are some examples of your values in action (credibility)?
- What was the time when you felt your personal leadership best? Why did you feel it was your best?
- How are you feeling about the LPI 360 assessment?
- What are you hoping to get out of LEAD 2? How can I (Manager) support you in your growth?

Conversation Guidelines

- **Timing:** Hold this conversation after the session and before the next one
- **Goal:** Reflection, application, and support—not performance evaluation
- **Mindset:** Approach the discussion as partners in learning, focused on growth and progress