

HRD Learning & Performance Conversation Guide for LEAD 1 Participant-Manager 1:1 Discussion

(To be used after each session and before the next one.)

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 & Developing Your Leadership Mindset

Key Takeaways from the Session

Participants should leave this session with greater ability to:

- Set the stage. Understand the role of a leader-manager and what behaviors lead to your success.
- Review and leverage your strengths and identify strategies to mitigate your trouble spots based on your DiSC profile.
- Take personal ownership for your success as a manager by staying above the line.
- Begin to craft your Leadership Mission (work throughout the program).

Participant Reflection Prompts

- What are your take-aways from Above the Line?
- What are your values? Why did you choose them, and how will you **live** them?
- What are your strengths/opportunities from your DiSC report?

Manager Reflection & Support Prompts

Use the questions below to explore how the session insights show up in real work and how you can actively support your employee's leadership development.

- As you think about “staying above the line,” where do you already see your employee taking ownership effectively? Where might there be opportunities to pause, reframe, or choose a more intentional response?
- Which of the values your employee identified feel most important to how they show up as a leader? Where do you see opportunities for those values to be more visible in day-to-day decisions or interactions?
- Based on your employee's DiSC insights, what strengths do you already see them leveraging well? Where might certain tendencies become challenges, and how can you support them in managing those moments more intentionally?

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.