

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

Purpose of This Conversation

Reflect on your growth across LEAD 2, connect your feedback to the commitments you made, and agree on how your manager can support your continued development.

Session: Post-Assessment Results & Making Commitments

As you reflect, consider what has changed in how you lead—and what will help that growth continue.

Key Takeaways from the Session

- Use LPI feedback and other evidence to recognize growth and choose a next development focus.
- Turn a growth goal into a specific commitment with a first visible action and a clear idea of “done.”
- Use LEAD 2 concepts and support from others to follow through on your Individual Development Plan (IDP).

Participant Reflection Prompts

- What is one way you lead differently now? What evidence—from the LPI, feedback, or your work—suggests that change is visible?
- Which feedback pattern or leadership behavior feels most important for your continued growth? Which LEAD 2 concept will help?
- What commitment did you make? What is the first visible action, and by when will you take it?
- What could get in the way of following through? What will you do if that happens, and who will help you stay accountable?
- If you did not complete the reassessment: What got in the way, and what part of that was within your control? What would you do differently next time to ensure you have the outside perspective needed to assess your growth?

Manager Reflection & Support Prompts

- What growth have you observed in the participant? What specific example comes to mind?
- Which commitment or behavior would make the greatest difference in their work or team?
- How can you help make the first action specific and manageable, and address likely obstacles?
- What will “done” look like? How and when will you check in on progress?
- If the reassessment was not completed, how can you help the participant get the outside perspective they need next time?

Conversation Guidelines

- **Timing:** Use in a manager 1:1 over the next few weeks.
- **Goal:** Reflection, application, and support—not performance evaluation.
- **Mindset:** Be candid and curious. Treat accountability as shared follow-through on a growth commitment.
- **Close:** Agree on one next action, what “done” means, and a date to check progress.