

# LMA FEEDBACK AND DEVELOPMENT PLAN

*Scott Patchin*

Name: \_\_\_\_\_ Date: \_\_\_\_\_

	Answers: Y or N						
Item	Self	Reporting Team Members					Feedback (Keep Doing, Start Doing, Stop Doing to move to Yes/Maintain a Yes)
<b>L1 – I am giving clear direction</b> <ul style="list-style-type: none"> <li>• Creating the opening</li> <li>• A compelling vision</li> <li>• V/TO</li> </ul>							
<b>L2 – I am providing necessary tools</b> <ul style="list-style-type: none"> <li>• Resources</li> <li>• Training</li> <li>• Technology</li> <li>• People</li> <li>• Time and Attention</li> </ul>							
<b>L3 – I am letting go of the vine</b> <ul style="list-style-type: none"> <li>• Delegate and Elevate</li> <li>• GWC™</li> </ul>							
<b>L4 – I act with the greater good in mind</b> <ul style="list-style-type: none"> <li>• Company vision (V/TO)</li> <li>• My actions</li> <li>• My decisions</li> <li>• Walk the talk</li> <li>• Company needs first</li> </ul>							
<b>L5 – I am taking clarity breaks</b> <ul style="list-style-type: none"> <li>• “On” the business</li> <li>• Creating clarity</li> <li>• Protecting my confidence</li> <li>• Daily, weekly or monthly</li> </ul>							

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		Answers: Y or N					
Item	Self	Reporting Team Members					Feedback (Keep Doing, Start Doing, Stop Doing to move to Yes/Maintain a Yes)
<b>M1 – I keep expectations clear</b> <ul style="list-style-type: none"> <li>• Sharing mine/hearing theirs</li> <li>• Roles, values, rocks, measures</li> </ul>							
<b>M2 – I am communicating well</b> <ul style="list-style-type: none"> <li>• Me and them</li> <li>• Know what is on each other’s minds, highs and lows (no assumptions)</li> <li>• 5 questions to 1 statement</li> </ul>							
<b>M3 – I have the right meeting pulse</b> <ul style="list-style-type: none"> <li>• Even exchange of dialogue</li> <li>• Reporting measurables</li> <li>• Keeping circles connected</li> </ul>							
<b>M4 – I am having quarterly conversations</b> <ul style="list-style-type: none"> <li>• The 5-5-5™</li> <li>• The People Analyzer™/Performance Feedback</li> </ul>							
<b>M5 – I am rewarding and recognizing</b> <ul style="list-style-type: none"> <li>• Positive and negative feedback quickly (within 24 hours)</li> <li>• Criticize in private, praise in public</li> <li>• Be their boss, not their buddy</li> <li>• Use 3 strike rule</li> </ul>							

# LMA CHECKLIST/FEEDBACK

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## Development Plan

1. What were some of my “Aha” moments during this assignment?
2. What were three key themes/common feedback I heard?
3. What is one thing I commit to doing differently for the next 30 days?
4. How can this team support me in making this change stick?

## Directions/Tips for having the conversation with your team:

1. Kick it off by sharing a copy of pages 20 and 21 from your manual with your whole team and walking through the questionnaire with them.
2. Share that getting feedback from them so you can grow and develop as a leader is a key part of EOS.
3. Tell them to give it some thought, and during your next one-on-one you would like to spend 10 minutes talking through it and getting their feedback.
4. Thank them for helping you in your development as a leader.

**Feedback question:** From your perspective, what is one thing I could DO (action) to move me from N to Y or to become a stronger Y? Listen for KEEP Doing, START Doing, STOP Doing messages and be armed with the follow-up question: Could you say a little bit more about that?

## During the feedback session:

- Ask questions, listen and take notes (do not type on a computer).
- Ask one question for clarification, but keep things moving by saying thank you and going to next question.
- NEVER: Make sarcastic remarks about a job being at risk, don't be afraid, etc.
- NEVER: Justify one of your actions or argue with them about their answer.
- NEVER: Wait more than two weeks to talk with an individual after kicking it off with the team.