


# The Leadership Essentials Playbook™

## Process for Individuals




**Month 1:  
Self-Discovery**

Leader and direct reports complete multi-science assessments. Create development plan.



**Month 2:  
Empowerment**

Begin learning 8 Practices. Learn proven delegation techniques to empower direct reports



**Month 3:  
Feedback**

Learn how to give feedback that is frequent, timely, and specific. Tailor feedback to direct report's behavior style. Discuss Team Report.



**Month 4:  
Development  
& One-on-Ones**

Ensure direct reports have measurable, time-based goals to avoid development gap. Build relationships through one-on-ones.



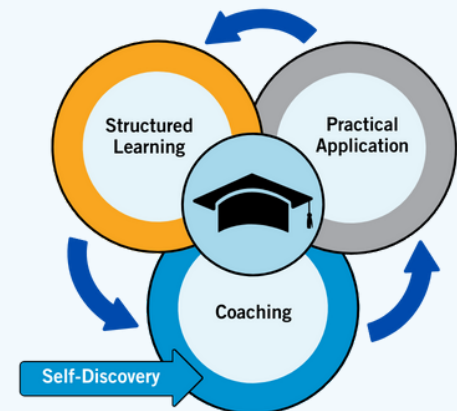
**Month 5:  
Job Scorecard  
& Performance  
Evaluations**

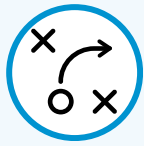
Create clear expectations for success in The Job Scorecard™ and structure timely performance reviews



**Month 6:  
Goal Alignment  
& Team  
Succession**

Create direct line of sight between personal goals and company goals. Find ways for employees to cover for one another in a crisis.





# The Leadership Essentials Playbook™

## Process for Groups

