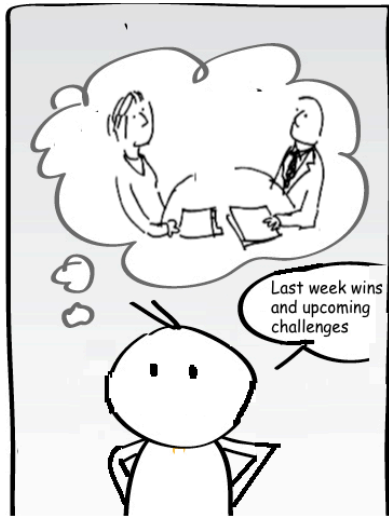


The Ol' way

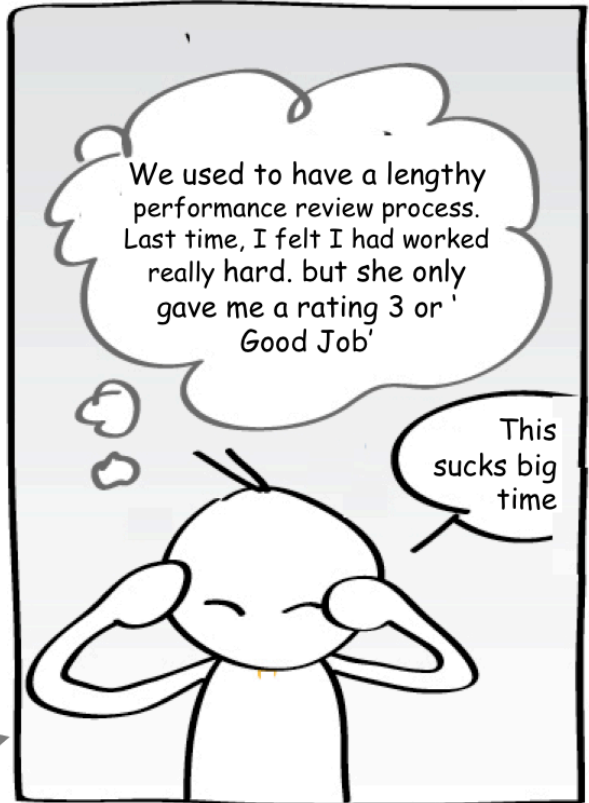


I was used to having weekly meetings with my manager. During these 1:1s we mainly discussed operational stuff,

I've got a great manager, but I wondered if she was aware what really gets me up every day. We rarely discussed things that applied to me personally.



During performance reviews we elaborated on my motivations and aspirations a bit further. But I hated the lengthy review process and the ratings.



The New way



The great thing is that now, my manager and I know what I actually love and loathe about my job. I've started to focus more of my time on things that I really like doing.

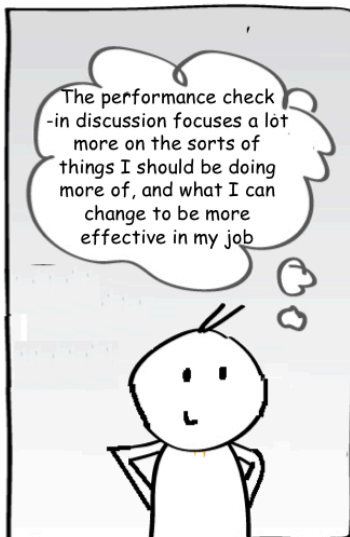


Every month there is a different coaching topic. Our HR department set up some templates and discussed the new approach in info sessions in the first few months. We generally use these templates to help guide our conversation, although we sometimes drift off a bit

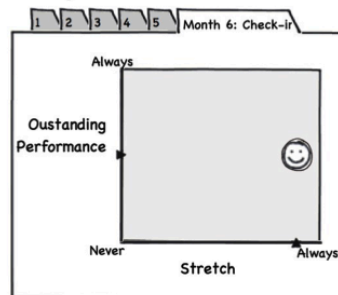
Discussion pointers: Love & Loathe

Discuss what current works activities you love or loathe doing. We'd like you to find focus areas that will enable you to reduce time spent on things that you loathe (-2hours p/w) and give you some extra time for activities you love (+2 hours p/w). This may be a gradual process.

- In the last month, what activities did you love doing in your job? How much of a typical week is filled with these activities?
- In the last month, what activities in your job did you loathe? (They can be include things you're good at.) How much of your week was filled with these activities?
- Which love/loathe areas you feel do you feel strongest about?
- Are there any new activities you can do - besides my normal work activities - that allow you to incorporate things you are motivated by?
- Are there any current work activities that you can change or shape so it leverages more areas you love?
- Would there be any activities that you should be doing less off?
- How would that be possible (without jeopardizing the team effectiveness)?
- What can I, as your manager, do to enable you to strengthen your capacity further through focusing on this area?
- What are the next action steps?



Coaching sessions and Performance Check-in:



The bi-annual reviews don't seem like such a drag this year. It's a lot quicker and the application we used was a lot more lightweight then the old-fashioned HR systems. It was great to have a visual way to explain how I've been going in the last 6 months



New Coaching style - Performance Reviews turned upside down