

From Transactional to Transformational:

Unveiling the True Value and Power of 1-on-1s



Polly Stocks
Strategic HR Advisor,
15Five



Nicole Johansen
Performance Coach,
15Five



Lauren Hagerty
SR Director of Marketing
and Community,
PowerToFly



Our Agenda

What are we talking about today?

- Story Time - The Power of 1-on-1s
- Actionable takeaways for transformational 1-on-1s
- Ways to set 1-on-1s agreements with your Managers and/or ICs



Taking Action

- [Best-Self Kick Off Template](#); get to know how your people like to receive and give feedback, how they like to receive praise, working style and signs they need support
- [1:1 Template](#); A framework for how to have impactful and well designed 1:1's with your teams
- [Active Listening Framework](#); Hone your active listening skills to become a better leader (and communicator)
- [Crucial Conversations Framework](#); Tools for talking when stakes are high (like learning to give feedback!)
- [Develop Manager Competencies](#). 15Five's research has show that Manager Effectiveness can be increased with behaviors such as demonstrating Business Acumen, Setting Goals, Enabling Productivity, Giving and Receiving Feedback, Supporting Career Growth and Actions such as Prioritizing work, Meeting 1-on-1, Recognition, Setting and meeting goals, Performance feedback. This is a key area of focus for Strategic HR.



Questions for Connection

- What's your intentional energetic presence ([IEP](#))
- What color are you today?
- What's gone well this week?
- What's on your bucket list?
- What's your go-to kitchen utensil?
- What superpower would you choose?
- What are you most passionate about?
- What are you most proud of?
- What gets you out of bed?



Further Reading & Resources



- [Book] Erin Myer, [The Culture Map](#)
- [Book] Marshall B Rosenberg, [Nonviolent Communication](#)
- [Education] Nonviolent Communication, [Resources](#)
- [Education] Conscious Leadership Group, [Resources](#)
- [Case Study] [WP Engine + 15Five enhance Communication and Performance](#)
- [Blog] Radical Candor; [How to have effective 1-on-1s](#)
- [Blog] BlueBoard, [5 employee appreciation languages in the workplace](#)
- [Article] [Psychological safety and the critical role of leadership development: McKinsey & Co Article](#)
- [YouTube] Four Minute Books Review; [Crucial Conversations](#)



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