Creating Partnership:
Essential Conversations

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Your Stories
My Story
Why Essential Conversations?
Conditions for Success: Safety & Trust
WYN: What You Need
Answer these questions:

If you are a **manager**:  
“Which of your behaviors do you believe are most important to your teams?”

If you are a **team member**:  
“What behaviors do you need most from your manager to be successful as a team?”
Three facilitated meetings:

Data Gathering

Feedback & Action Items

Check-in
Meeting 1: Data Gathering

- Behavior not personality (neutral)
- Characteristics are emergent
- Co-created relationship
# Meeting 1: Data Gathering

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Assessment</th>
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<tbody>
<tr>
<td>Available</td>
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<tr>
<td>Approachable</td>
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<tr>
<td>Concerned for your job satisfaction</td>
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<td>Supports your ideas</td>
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<td>Follow through commitments</td>
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<td>Provides info</td>
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# Meeting 2: Sharing Feedback

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Meeting 2: Choosing Actions

<table>
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<th>Team</th>
<th>How we'll notice</th>
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Meeting 3: Check-in

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Characteristics

**Manager**
- Let ppl know when plans are ready
- Lead on implementation

**Team**
- Create a parking lot
- Team changes
- Impacting the team

**How we'll notice**
- System and hearing timely updates

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Relationships

**Manager**
- Call out time to ask person a question
- When it's someone's birthday

**Team**
- Send info alt.
- Thank recognition

**How we'll notice**
- Team members will come back from meetings w/ boss feelings excited

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Why Use a Facilitator?

- Attend to safety
- Help shift the up/down dynamic of hierarchy
- Provide a structure
- Enable full participation
Lessons We’ve Learned

• Not everyone is ready for this process

• Mandating may defeat the purpose—or it may not

• Past patterns of behavior influence openness in WYN sessions

• Choices about sharing results
Patterns of Success