

Leaders As Teachers

A Catalyst for Accelerating Growth Leadership

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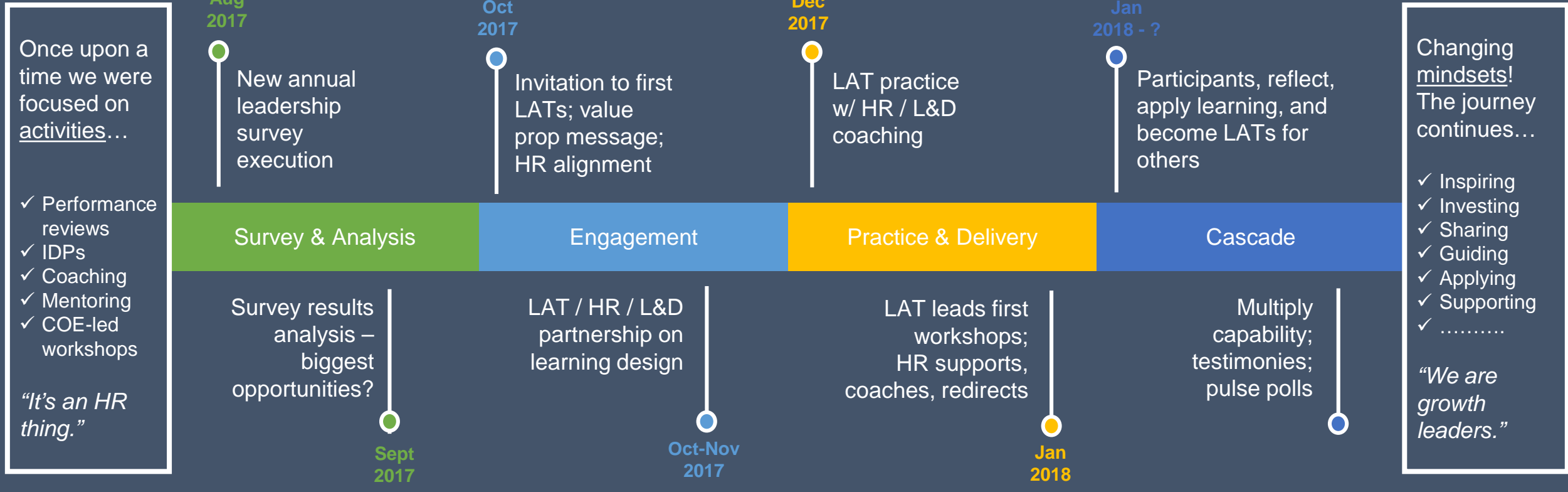
OC's LAT Story: *Started with new expectations for leadership*



OC's LAT Story: Key milestones in our journey



“When one teaches, two learn.” ~ Robert Heinlein



OC's LAT Story: Measuring Our Progress



Leadership Capabilities Scoring Key

0 - 73	74 - 82	83 - 100
At Risk	Developing	Strong

Capability	Items	2016	2017	2018
Ideation	LISTENS TO DIVERSE OPINIONS	80	81	83
Action	COMMUNICATES RESOURCE ALLOCATION	72	75	78
Action	COORDINATES PEOPLE RESOURCES	73	79	81
Evaluation	REFLECT ON MY WORK	72	73	74
Evaluation	COMMUNICATES RATIONALE FOR COMPLEX DECISIONS	76	78	81
Connection	MAKES CONNECTIONS ACROSS TEAMS	78	79	81
Connection	ENGAGING AND INSPIRING	79	81	83

Let's Explore Together!



How Might We (L&D).....

1. Create a burning platform for LAT development in our organizations?
2. Equip and enable our leaders to be the benchmark of teachers?
3. Ensure LAT has cultural staying power for years to come?
4. Shift our focus with higher impact in an LAT organization?