

Hopes:

Using intel to be a better team

- Better cohesion
- Tools to help me in day to day work
- That we become a more united team – not working in silo's
- This team can operationalize collectively the teachings offered
- That SIL can be viewed more favourably by staff
- To be able to work more effectively as a team
- To get ideas that will help guide me and the teams that I belong to in order to achieve our goals
- To be a better leader
- That the knowledge provides insight in my strengths and weaknesses and how I can blend them to create better strategies

Self-awareness

- An opportunity for self- reflection

Learning about each other and from each other

- We all learn from each other
- That we get to know one another better, and how we can work together more effectively.
- Learn more about one another.

Fears:

Judgement/vulnerability

- Judgement
- Being vulnerable or over-sharing

Oversharing/uncomfortable conversations

- Nothing will change.
- Uncomfortable conversations

Not appreciating the value of this work (today)

- My peers won't appreciate the importance of this work.
- It all gets forgotten b/c of the "thing" that happens.

Failure/not utilizing the skills

- Unable to utilize the skills due to time constraints
- We are one part of an equation. We can learn all the skills for success but how do we get the other side to buy-in? Will this work?
- Implementation is temporary – falls off the bandwagon.
- To be working from a place of fear
- Failure

Expectations:

Hearing

- See everyone has a different perspective
- Listen
- Open to change
- Understand my co-workers better and how I can work with them more effectively.

Wisdom

- (of facilitator) – Imparting your wisdom
- That facilitation can create an environment for reflection.

Participation/engagement

- That I remain engaged with intent to eliminate distractions
- Participation (2X) and engagement
- To be engaged in this work
- To share and be honest

Growth/self-improvement

- Learn to self -improve
- That everyone embraces the opportunity to learn
- Me/self – to learn at least one skills or strategy that I can adapt in my leadership role; Teach me something new;
- Group - cohesion increased; to build the skills needed to help lead the organization
- We grow as individuals and as a team
- Facilitator - find new ways to motivate people

What Would Success Look Like?

Positive impact for SLT and all employees

- SLT becomes stronger, more effective, and members feel the benefits and cared for by the SLT
- Positively impact an employee that will lead to further success and growth
- Positive organization outcomes
- Lead the organization and land in a positive place
- Positive change for everyone on the team

Respect going all ways throughout the organization

- Respectful workplace

Consistency for whole team

- Consistency across the team
- To come out of this time as a cohesive group

Learning from each other

- That we have learned from each other.