

# HOPES



## WELLNESS & ADAPATABILITY

- Continue mindful practice.
- Learn how to cope with the pace of change.



## TRANSPARENCY & TRUST

- Build relationships and trust with the group.



## ENHANCED LEADERSHIP SKILLS

- Enhance my leadership skillset to better support those who work with me.
- Learn from others.
- Gain new tools to help enhance my leadership.
- New perspective.
- Learn from others' experience and 'teachable' moments.
- Apply leadership strategies with intent.
- Gain insight into what is working for me and what is not.
- Improve as a leader.
- Simplify references for daily leadership.

# FEARS



## SELF-AWARENESS/INDIVIDUAL

- Maintain a balance with workload to stay available and engaged with the course.
- Forget what I learned from sessions.
- Not being able to keep up.
- Too much information without clarifying my direction.
- Don't want to get stuck: Adapt and apply.



## PEOPLE/GROUP

- Impact not as intended.
- Making mistakes I can't fix.
- I may learn that I've been doing some of it wrong over the years.
- Accidentally hurting someone.



## ORGANIZATION

- The progress and positive outcomes will be stifled by culture.
- Lack of trust/respect by followers.
- Status quo.



# SUCCESS



## INTERNAL/PSYCHOLOGICAL

- Fulfillment or sense of accomplishment.
- Improved level of confidence and lessened anxiety.
- Insight and strategies to effectively deal with leadership challenges on basic personnel and operational issues.



## CULTURE

- Common ground with other teams, learn together.
- Team culture is a by-product of excellent leadership.
- Buy-in.
- Leave area/organization better.



## BUILD SKILLSET (TOOLS)

- One new tool for my leadership tool belt.
- Some tools to help manage the complexities of our organization.
- Practical and useful ideas/skills to use.
- Implementing new leadership practices from day to day.
- Developed skills to help improve leadership behaviors to motivate people.

