

## ALIGN TO THE HIGH DREAM

# AND THE POLAR BEARS AND PENGUINS

At your next leadership team meeting, create an environment where each functional head can share safely their challenges, struggles and frustrations of daily life in that function/department. This requires people to be fully transparent, open and tolerant where everyone honours and appreciates the current reality without judgement or POOP™ (Preconceived Ideas, Obstacles, Obsessions and Prejudices). Once shared the group is then asked the following questions:

1. What's the most important thing you just heard?

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2. What are the challenges and pressures?

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3. How does this department/role need help and support?

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4. What is needed to be fully aligned?

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5. How do we hold each other accountable to the needs?

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