

Leadership Linkage Grid

February 3, 2012

To help us incorporate what we have learned today into our everyday business practices, a “linkage” grid has been provided below. The linkage grid provides a clear, consistent message on the items that need to be communicated to staff and the expectations for our implementation work over the next 60 days.

Assignment	Activity	Tools and Validation	Complete By	Completed Yes/No
Communicate Information	<ul style="list-style-type: none"> • Share with your team the content of the LDI • Discuss strengths and opportunities for improvement with team • Discuss EXCEL next steps with team • Review with your one-up leader best practices or tools learned 	Presentation from presenter Staff Meeting Minutes Monthly Meeting Model	2/17/2012	
Reinforce Strengths	<ul style="list-style-type: none"> • Ensure the strengths presented are hardwired into your work flow: <ul style="list-style-type: none"> <input type="checkbox"/> LEM is updated and complete <input type="checkbox"/> Reinforce Standards of Behavior <input type="checkbox"/> Bus Stop Conversations <input type="checkbox"/> 30-90 day sessions are completed on all new hires <input type="checkbox"/> Leader Rounding 	LEM audit review at EXCEL Steering Evidence Based Leadership Model Leader Rounding on direct reports log	3/2/2012	
Use ADLI with Team	<ul style="list-style-type: none"> • Use ADLI exercise on one existing process or new process being implemented. Review the exercise with your one-up leader during your monthly meeting using the attached ADLI worksheet. 	ADLI Worksheet Monthly Meeting Model	4/6/2012	
Complete Online Evaluation/Survey	<ul style="list-style-type: none"> • After attending this LDI, you will be emailed a link to the evaluation/survey. Complete evaluation/survey to provide feedback for future Leadership Development Institutes and to receive CME & CEU credit (where applicable). 	Online Evaluation/Survey	2/10/2012	

ADLI Work Sheet

Approach - How do you do it? What are the steps in the process? When and how often is it used? Who owns the process?	Deployment – Who uses/applies the approach?	Learning – How do you evaluate whether the process is effective and how it can be improved? By whom, when and how is it evaluated? Give an example of how it's been improved.	Integration – How does the approach support what is important to your organization? How is it linked or support other approaches/processes in your organization? How is it hard-wired into the organization (policies, standard forms, training curriculum)?