

#3: We Support Our Leaders' Growth

We are aware that today's leaders were often successful technicians who later moved into management. We recognize that although they are experts in their field, they may have missed out on leadership skills as part of their development. We provide them with the support they need to grow as people-leaders and to learn more about human behavior.

Questions for Discussion:

- What components of this declaration do you strongly agree or disagree with?
- What are the most important aspects of the declaration?
- What stories come to mind, in terms of wins or challenges, relating to this?
- What aspects of your organisation/team are you most proud of in relation to this topic?
- What initiatives related to this topic have your team/organisation implemented?
- What leadership development / mentoring /coaching programs do you have in place?
- How often do you receive/give 360 feedback?
- Who was your best people leader and what were their key traits?
- Where have you seen a leadership framework successfully embedded in a workplace? What were their key elements?



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