

Valhalla Business Solutions

One on One

Who:

All direct reports

What:

10 Minutes about them

What do you wanna talk about in your 1:1?

Recognize specifics

10 Minutes for you

Scorecard

Specific projects

etc.

10 Minutes development

Work on specific skill development

Career progression

Where:

Private place on-site! (never off-site)

When:

Weekly (same time if possible)

30 minutes

Why:

Removes lack of communication as a reason for failure

Prevent reactionary management

Solving crisis after the fact

Communication forum to keep goals at the forefront

Give employees the time they deserve

Anticipate unscheduled time off from your employees

Acknowledge what motivates your employees

Develop strong relationships with your direct reports

How:

What is your primary motivation for getting up in the morning?

Spiral for each employee

Talk about what you have been working on?

Talk about your scorecard?

What updates do you have....?

What insights do you have on the recent changes implemented?

What challenges are you facing?

“We aim above the mark to hit the mark.”-Ralph Waldo Emerson



NOTE: The one on one is the primary coaching protocol in Valhalla's process. Without this fundamental coaching expectation the rest of the coaching expectations are not nearly as effective.