

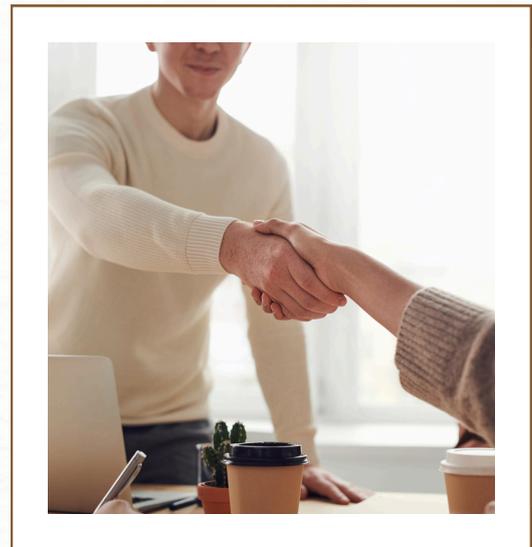
MORE MEATY 121 SESSIONS



What do we mean by more meaty 121 sessions?

The content of these sessions dives deeper into the topics you cover in the regular 121 catch ups. They also should contain one or two more topics that allow a retrospection and future outlook.

These sessions will also be a bit longer than your regular ones.



The frequency.

These sessions are advised to be held every 3 or 6 months.

The duration.

Allow good 60-90 mins for them.

MORE MEATY 121 SESSIONS

A suggested agenda

Divide the session into 3 parts:

a) Focus on the team member – how are their assignments going? What is going well and not so well? Is there anything they are struggling with? Are there any aspects that they are flying through and are proud of?

This is also where you provide your observations and suggestions about their performance and work in the last months.

b) Go a bit deeper and focus on the future – is there anything they would like to explore more, or learn about in the next months? Is there anything they would like to see change?

c) Lastly, the broadest level – is there anything in the company they would like to see happen? Do they have any suggestions for improvements? And is there anything they would like you to change or do differently?

Be prepared

This kind of a deeper 121 session may turn into a difficult or emotional conversation.

It is therefore absolutely crucial that you get prepared as much as possible.

If you feel that this session may end up being a difficult one – for either or both of you – it may be a good option to ask a trust-worthy person to ask for advice how to run such a session.



Find out more at

www.diaryofalearningleader.com