

with Kevin tomorrow - ins: just to give you a heads up of what I am thinking

ideas for [redacted] action plan

~~W/ Kevin~~  
~~10/24/14~~

Do we do 360°? how? should institute this?

meet 1:1 with each [redacted] Kymn, ADMs + OSs to solicit feedback

- ① What works about me as a leader?
- ② What doesn't?
- ③ How can I be more effective

Same questions

as: [redacted]

to small groups

as a senior leadership team member

of: stewards

NCO/NCOs

CRSs

Champion / Sponsor improvement initiatives in ops

ops + performance plans

① what is your view of Salem Ops  
What are our strengths? What concerns do you have about Salem Ops?

② what's your view of ~~new~~ OSs + ADMs  
How can they be better leaders?

[redacted] meet with [redacted] to share perspectives, learnings, ways to really be one Ops. dept. (very candid feedback) (Kymn facilitates)

[redacted] engage Kymn as personal coach, as coach to OS/ADM team  
Routine performance review mtgs - where are we, what impacts, what next, individual plans (not OS)

[redacted] engage [redacted] as full partner in Salem's INPB readiness

→ HH 28

Use all this "input" to create  
a "leadership breakthrough" for himself  
and his team within 30 days (like [redacted]  
did at HC  
while [redacted]  
been away)

agreed - ~~the [redacted]~~

[redacted] I think you should consider taking  
[redacted] setting up the next 2 weeks for  
[redacted] to do nothing else but focus on  
this. Take him out of running dept  
(as if he was on a 2 week trip) so he  
can focus undivided attention on this  
platform for a step-change. Otherwise, I  
fear progress will be slow + only  
incremental.

I think we to put the emphasis on foundations and what [redacted] is 15  
going to do. I think it would be hard for him to be successful if I  
Take him out for even 2 weeks. This needs to be his #1 job.