

# A Framework for Effective 1:1s

fluency



## What this is about

As leaders, we need to provide the people we lead with clarity about their roles and priorities, an understanding of their strengths and how they are doing, and how they can improve. This is how we help them grow, thrive and succeed. It's foundational to being a people leader. Effective and regular 1:1 meetings are the pathway to helping team members grow and succeed to their fullest potential. These interactions let us know where the work is, how the human is doing, and what support they need. They are also an opportunity to communicate, connect, build relationships and foster trust.

This learning session examines why 1:1s matter and how they are an opportunity to build relationships, foster trust, and provide feedback. It highlights the mindset and attributes required to run successful 1:1s and enables participants to build a better 1:1 framework together.

## Where we journey

- Why 1:1s matter and how they fuel growth.
- Your 1:1 journey; what works, doesn't work and what gets in the way.
- How human-centric 1:1s build relationships, trust and connection.
- The attributes of effective 1:1s
- The leader's mindset: Empathy, Coach Approach, Vulnerability.
- Building a better framework & checklist together with your team.

# A Framework for Effective 1:1s

## What we learn together

By the end of this session learners will be able to:

- Understand what makes an effective 1:1.
- Appreciate the coaching practices that fuel learning, insight and conversation in your 1:1s.
- Know the attributes and mindset practices that lead to productive and open 1:1s.
- Identify three types of feedback and know how to offer feedback.
- How to build a consistent framework and checklist.

## Who is this for?

- Team leaders who want to have more productive and communicative 1:1s that build relationship, connection and provide clarity.
- Emerging leaders who want to learn the skills needed for productive and human-centric 1:1s.

## How we learn

- Delivered in-person or online.
- Workshop Duration: 2 hours.
- Facilitated by experienced leaders and trainers who are International Coaching Federation (ICF) certified coaches.
- Interactive and participative. We use real-play, not role-play, and lean into inquiry, discussion, demonstration, and practice to integrate and embed the learning.

## What's Next

Take action. To learn more or book this session reach out to us at [hello@fluencyleadership.com](mailto:hello@fluencyleadership.com).