

# Group Exercise



**Spend the first 5 minutes doing an alphabetical round-robin 60 seconds for each person to share:**  
**Which of these three areas will be most impactful for your organization to focus on right now?**

- Improving your organization's career framework
- Expectation setting and preparing your reports for promotion decisions
- More thoughtful compensation adjustments

Make sure you take note of which area gets the most votes, it will be used for your group discussion right after.

**Once the round-robin is over, you'll move on to your group discussion.**

**The area that had the most votes will be the topic of the rest of your group discussion.**

- Spend 15 mins to discuss the current state of this area at your organisation.
- What has been done so far in this area? What works well and what shows areas of improvement?

Once the 15 mins are over, focus on getting alignment in your group on how success for the topic you have chosen could look like in your organization.

**Think about the ideal state. Spend 20 mins discussing:**

- What would it look like for you, your reports, and the processes you have to reach that ideal state?
- What are the major milestones to bring you to the ideal state?
- Whose support from the organization do you need to make it happen?

For example, if your group picked "compensation adjustments". The ideal state could be a formalized process to tie the compensation with a performance framework. Everyone in the organization understands how compensation is being decided. And then you work backwards on how to get to this state.

Make sure everyone in your group get a chance to speak during this time.

