***Teamwork Talks – Performance Discussions that Embody a Coaching Culture***

***Moving Toward A Desired Workplace Culture – Black Oak Casino Resort***

**January 31, 2019**

***Heart of the Matter:***

***First, Reliable Dialogue on What Matters Most:*** *Hospitality, Community, Teamwork and You*

***Second, Performance Discussions that Embody a Coaching Culture:*** *High development; Clear vision/goals; Fun; Empowerment-Based Leadership; Ownership; High Feedback*

***Clarifying Intent: A discussion on goals, results, development, and getting results the right way.*** *Connection, acknowledgement, feedback, alignment on goals. A Leader-to leader exchange.*

***The Invitation: Discussion Guide****;* ***Teamwork Talk Template****;* ***Tip Sheet 1****: Asking Powerful Question;* ***Tip Sheet 2****: Delivering Feedback that Motivates. Pre-coaching sessions.*

***Setting Context:*** *Prepare questions that start the conversation, to set a positive and collaborative tone.*

***Creating the Container:*** *Meet face to face in a place of comfort. Use protocols.*

***Hearing All the Voices:*** *“String the beads” as discussion opens.*

***Essential Conversation:*** *Follow the* ***Teamwork Talk Template*** *to its natural conclusion.*

***Creation:*** *Stronger connection, more acknowledgement, more feedback, more alignment.*

***Commitment to Action****: Complete the discussion with mutual commitments. What’s next? Send Template to Development Manager. Opening, mid, and closing annual discussions at a minimum.*



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