

# Getting set for 2024

How often do you do the following with your team?

The best leaders...

**Express Gratitude:**

Say 'thank you' to acknowledge their team members' efforts, including sharing significant team or individual accomplishments on Workplace to celebrate their impact.

**Align Work to Global Mission and Strategy:**

Regularly articulate the team's mission and demonstrate its alignment with Global's strategy. Clearly explain how the team's technical work contributes to the broader business objectives.

**Hold Meaningful 121s:**

Hold regular 121s with open and honest two-way communication, providing useful direction, constructive feedback and supportive coaching.

**Provide Regular, Direct Feedback:**

Offer direct feedback so team members have a realistic understanding of their performance and areas for growth.

**Support Innovation Initiatives:**

Make time through team meetings, retrospectives, hackathons and workshops to seek new and innovative ways of doing things, and suggestions to simplify the business using technology.

**Maintain Technical Relevance:**

Keep up to date with the latest technologies, trends, books, and podcasts and share this knowledge with the team.

**Create an inclusive team environment:**

Understand D&I initiatives across Global and integrate into the way their team works so they foster an inclusive culture.

**Foster Cross-Team Collaboration:**

Invite other teams within Global to meetings and co-host joint events to encourage collaboration.

**Promote Learning and Development**

Encourage their team to take ownership of their own learning and development activities, providing them with guidance on what's on offer from P&C and useful sources of external help. Assign work tasks and projects to give opportunities for to on-the-job learning.

**Provide Clarity on Progression**

Understand Game Plan and the Career Development Framework, and explain to your team how progression works at Global. Build mastery and patience into the way your team works with realistic goals.

**Get the best out of Smart Working**

Make the most of planned and ad hoc time in the office, encourage collaboration and not tolerating resistance or ignorance of the policy.

Never  
0 points

Occasionally  
1 point

Most of the  
time 3 points