

## Leadership Activities for Individuals

There are also several leadership activities which involve and engage the individual team members over the course of the year:



We highly recommend all teams initiate the **Annual Professional Growth Planning Session**, **Mid-Year Professional Growth Meeting** and **Annual Compensation Review**, both of which are described in detail in **Pillar 4: Create a Culture of Excellence**.

Sprinkled on top of these professional activities are a couple of enjoyable and highly personalized methods of connecting meaningfully with your team members: **Birthday Acknowledgement** and **Moments of Truth**. You can decide how you would like to acknowledge birthdays on the team: a beautiful birthday card, going to lunch, ordering cake, or providing a gift/gift certificate. Birthdays are predictable and therefore can easily be added to your Exceptional Leadership Calendar Worksheet.

Moments of Truth, unlike Birthdays, are often unpredictable. This means we must practice active listening and pay attention to what is going on in the lives of our team members. This should include both professional and personal things so we can be sure to acknowledge the significant events in their lives.

Lastly, be sure to include **Mentoring & Training** activities for your team, where appropriate, throughout the year. These opportunities may change from year to year but be mindful of them.