

OVERVIEW OF PROGRAMME **Personalized Development 5 Discoveries** Introduction to the **Programme Team Celebration Peer Pair Off-Line Conversations 2 Personal Assessments** 3x5 Discoveries **Facilitated Conversations** Individual-Feedback Middle Leader Cohesion Individual Achievements Conversation **Optional 1 to 1 Coaching** Ahead Conversations Conversation Summary The Way Peer & **Group Co-consultation** Individual Coach **Development** Plan Support Individual Peer Support, Co-coaching, Leadership **Facilitated & Coached Development Conversations & Consultation Optional Review** Month Three Month One Month Two