



High Performing Environment

- 01 Supporting and trusting others to achieve their highest potential
- 02 Working tenaciously to meet or exceed expectations
- 03 Balancing competing priorities and managing workloads



How You Learn

Reflecting on the definition of High Performing Environment, consider suggested activities on the next page to build this leadership capability. Create a personalized plan that provides you with the right blend of formal, social, and action learning.

● Formal Learning

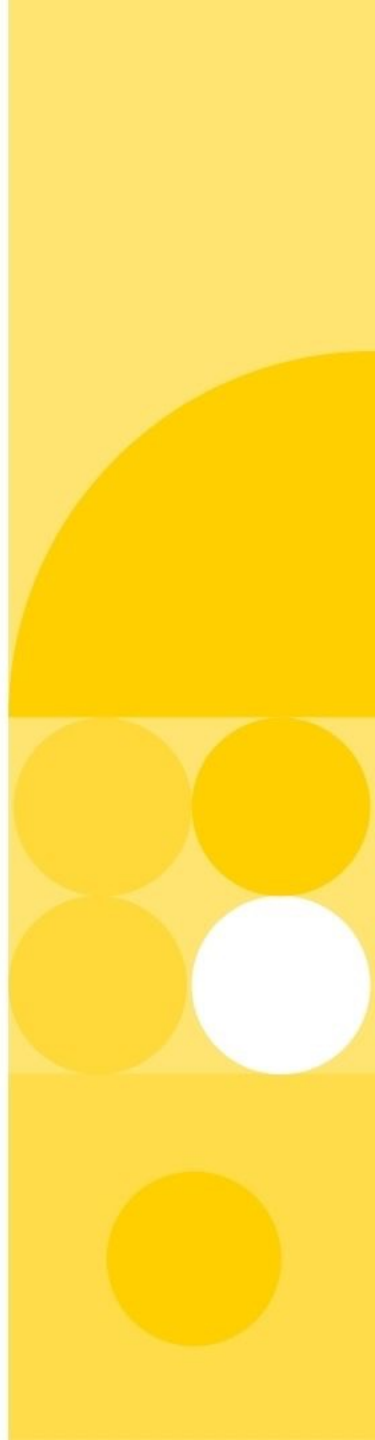
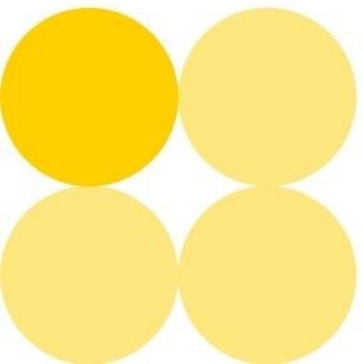
10% of learning is structured. This may include classroom training, eLearning, courses, articles, books, podcasts, and self-reflection surveys.

● Social Learning

20% of an individual's skill development comes through social learning opportunities like mentorship, coaching, collaborative opportunities with peers.

● Action Learning

70% comes through on-the-job experience. Experiential learning allows an individual to immerse themselves in the nuances of their role, refine skills, and work their way through real challenges.



Action Learning

- **Make a list of tasks or projects**
 - Identify what's important and if it's aligned to your priorities or objectives
 - Consider the impact and effort required for success
 - Anticipate barriers and approaches to overcome them
 - Create a plan to ensure dates and times are on track
 - Identify items you will work on and those that you delegate to others
- **Collaborate with others to identify what's important, share best practices and work towards achieving objectives and key results**
 - Review progress and celebrate milestones
 - Reflect on lessons learned and adjust the approach to improve future outcomes
- **Create an environment that promotes collaborative candour**

Social Learning

- **Identify a leader who is a role model and ask about strategies they use to get strong results**
 - Select a strategy that applies best to your role/function, and plan to implement it
- **Be a mentor to strengthen your own skills and help others develop**
 - Encourage others to take ownership and accountability of an initiative
 - Set objectives and define how results will be measured
- **Acknowledge team members who demonstrate desired and exceptional behaviours**

Formal Learning

Click on the links below

Setting Smart Goals

eLearning

Optimizing Your Time

Classroom

Creating Your Individual Development Plan

eLearning

Leading, Learning and Working in a Virtual Environment

Workspace

Building Your Individual Development Plan

Classroom

Leading Virtual Teams

eLearning

Effectively Using Time

eLearning