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

EXECUTING STRATEGIC AND OPERATIONAL EXCELLENCE

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.
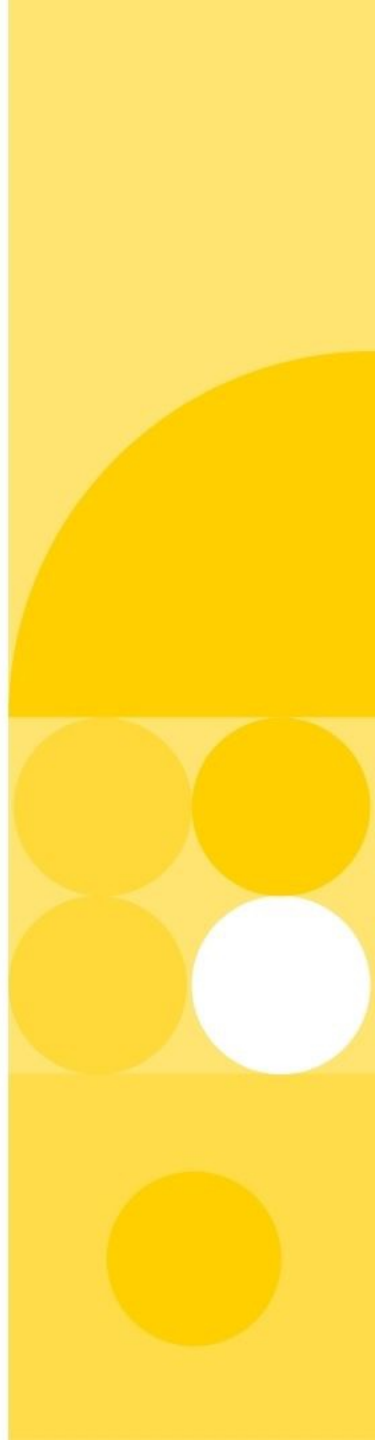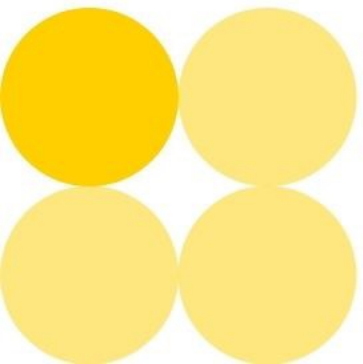
Action Learning

- **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