

ONE-TO-ONE PROCESS

Practice consistent two-way communication between employee and supervisor



WHAT IS A ONE-TO-ONE PROCESS?

A One-to-One Process provides a regular feedback loop between supervisor and employee that promotes proactive inquiry, creates personal accountability, and builds a bond of trust. It is one of the foundational structures needed to create a high functioning company. Structured and consistent communication between supervisors and employees fosters trust and provides opportunity to grow and nurture the staff. The One-to-One Process is helpful in stabilizing the chaos felt in early Stages of Growth. In later Stages of Growth, it is an important element in keeping employees aligned with key company values and developing the valuable human resources.

Does my organization need this element?

If you are facing challenges with core values being unclear, employee turnover, a lack of staff buy-in, a gap between leadership and staff, an organization uninformed about company growth, or staff satisfaction not linked to company success, your organization will benefit from the infusion of a One-to-One Process.

What does the process look like?

A One-to-One Process engagement is facilitated by a Certified Organizational ReWilding Adviser and consists of 3 meetings (2 hours each), typically over a 3-month period. All individuals who hold supervisory positions, from Team Lead all the way up to the CEO, participate in engagement meetings.

By involving all supervisory levels, the key principles of the One-to-One are distributed among all levels of the organization. Participants learn key principles, methods, and tools via videos watched prior to the meetings. The in-person meetings include hands-on activities and working sessions to apply the key principles and the One-to-One Process to your business.

By the end of the engagement, the building block of a formal One-to-One Process is infused into the organization, creating an enduring structure for the company.



Why is having a One-to-One Process important?

A repeatable One-to-One Process used at all levels of the organization creates an enduring structure that increases staff engagement, identifies business improvements, and keeps the staff aligned. This engagement addresses business challenges of employee turnover, lack of staff buy-in, and employee alignment with company goals.

HOW DOES IT BENEFIT A BUSINESS?

Companies that complete a One-to-One Process engagement routinely experience these benefits:

- Shared language and principles amongst all supervisory levels
- A One-to-One Process configured to the organization
- Reduced employee turnover
- Increased staff buy-in
- Alignment to company goals and vision
- Ongoing ideas on how to improve the company
- Strong rapport between supervisors and direct reports

