

1. **In one paragraph summarize the project you completed for the Leadership Alliance Program.**
Created and facilitated the employee focus group, PERKS Committee, Plaza Employee Retention Kudos Services. This committee is made up of employees who represent their departmental areas. The Committee meets monthly and provides a range of services and fun activities to staff members including planning and promoting staff events and activities and facilitating staff interaction to enhance and sustain employee morale.
2. **What benefits, both tangible and intangible, has the completion of your project brought to the organization you serve?**
 - Tangible: improve the turnover rate and satisfaction shown by the employee survey.
 - Intangible: improve employee morale.
3. **Who were the people you need of your team to complete this project?**
Senior management, leadership team and at least one employee from each department.
4. **How did you communicate with your stakeholders during the duration of this project?**
Every 2 weeks face to face meeting with senior management and at bi-monthly leadership team meetings ; bi-monthly all staff meetings, monthly employee newsletters, on-going paycheck attachments, bulletin boards.
5. **What were the very real challenges you faced in the completion of this project over the course of the year?**
 - People buy in
 - Financial to support the activities
 - Time investment
 - Participation from everyone
6. **How did you overcome these challenges?**
 - Clear Communication
 - Determination
 - Trial and error
 - Feedback from staff
7. **Identify 4-6 of the 30 leadership behaviors listed in LPI that were critical for you to learn for the successful completion of this project?**
 - Model the way: Builds consensus around organization's values
 - Inspire a shared vision: Speaks with conviction about the meaning of work and Paints "big picture of group aspirations.
 - Challenge the process: challenges people to try new approaches
8. **How have you learned to implement these 4-6 leadership behaviors more effectively over the past year?**
 - Seek for understand when the team didn't see eye to eye
 - Holding people accountable
 - Failure is always an option
 - Encouragement

9. What are your plans for continued leadership development in the years ahead?

-Continue to ask for feedback in order to gain valuable insights into how my leadership style affects the performance of others.

-Continue to serve as leader because only leader who serves earn commitment.

-Continue to express my appreciation and encouragement to staff.