

# December Excellence

December marks our second month discussing Excellence. This conversation should serve as a debrief from last month and set-up for the ongoing efforts in December and beyond. Remember that we discussed the following concepts: Blue Chips, Validate & Verify, and Know Why & Comply. Below you can find an approach to the conversation.

## *Setting the Stage*

The conversation should be focused on how the team used the concepts to support Excellence. Set the stage by reminding the team about the concepts we focused on over the past month and any tools you used.

## *Debriefing November*

Ask your staff about how they used the concepts over the past month, and what was the impact of their behavior on Excellence. Allow for examples to be shared from the team.

## *Setting up December*

Ask the team what they would like to do to start, stop, or continue with their behaviors or actions to continue their support for Excellence.

## *Supporting Blue Chips*

This conversation is a great way to re-engage and provide clarity to the team around their Blue Chips (both work and personal). Don't forget to celebrate the focused work and outcomes from the Blue Chips.

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Below you will find a coaching tool built from the Results Cone. This tool can be used to help better understand the behaviors and underlying thinking that is contributing to current results and any needed changes to achieve our desired results. This tool can be used individually, or in a coaching session, to examine our professional and personal goals. Your Culture Champions and Culture Partners have been trained to use this tool if you need additional support. Answer the following question in order, keeping the Results Cone in mind:

