FROM ALIGNMENT TO

Ownership

How HR helps managers turn strategy into action.

Ownership: the decision to care like it's yours, even when it's shared.

Partnership: how that care shows up in action between people.

THE 3 P'S OF OWNERSHIP

PURPOSE. PERMISSION. PURSUE.

1. **PURPOSE**
   Know the finish line & your leg.
   Coach's move: *guide managers to make the "why" their own.*

2. **PERMISSION**
   Agree on how the baton gets passed.
   Coach's move: *ask what each manager needs.*

3. **PURSUE**
   Run it and hand off clean.
   Coach's move: *build the signal that keeps it moving.*

MY USER MANUAL

BUILD BETTER PARTNERSHIPS

Two things can destroy any relationship: **unrealistic expectations and poor communication.**

A user manual can help you share preferences and collaborate better.

Click here to create your user manual and share it with your team.

GREEN LIGHT CHECK-IN

A SIMPLE CONVERSATION. A BIG IMPACT.

AT RISK
"I can't move this without a decision on __"

NEEDS ALIGNMENT
"I'm not sure this is still the priority, can we align?"

OWNED
"I've got a clear path"

Use between: function ↔ function, coach ↔ leader, manager ↔ employee.

HR AS COACH

LISTEN. GUIDE. EMPOWER.

Change is a relay. HR coaches the handoffs.

1. **ASK what they need.**
   Don't make assumptions.

2. **GIVE them that.**
   Listen without fixing. Do one small thing, visibly.

Ask: *"What do you need right now: **a decision, a thought partner, or space?"***

DESA GLOBAL LEADERSHIP
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