

Tool #1: Design the Space

Create a brave space for team discussion and alignment with these guiding questions:

- What behaviours will we invite into the room?
- How engaged do you plan to be?
- How committed are you to the experience of others?

Tool #2: Tell People Who You Are

Create a User Manual with specific notes on your feedback style, likes, dislikes and quirks.

Share your work and communication preferences so direct reports, peers and managers don't need to guess.

User Manual Template
[Downloadable Here](#)

Your Leadership Brand

Branding Tactic #1

Validate your brand by asking 10 people the question: What 3 words describe me best?

Branding Tactic #2

Take advantage of daily branding opportunities:

- Customize your Out of Office message, voicemail and/or email signature
- Write a catchy LinkedIn summary
- Engage online by liking an industry article or congratulating someone on a promotion.

Levels of Listening

Level 1: Internal Listening

Listening to your inner voice.

Level 2: Focused Listening

Listening intently to another person.

Level 3: Global Listening

Listening to others in the context of their entire surroundings.

Leadership Visioning

Level 1: What's one leadership trait you want to scale from good to great?

Level 2: What's the impact on your team & Walmart Customers if you live this leadership trait more fully?

Level 3: As a collective of Walmart Connect leaders, what do you want to be known for?

Desa Global Leadership - Your leadership & belonging partners