

# Chester Elton

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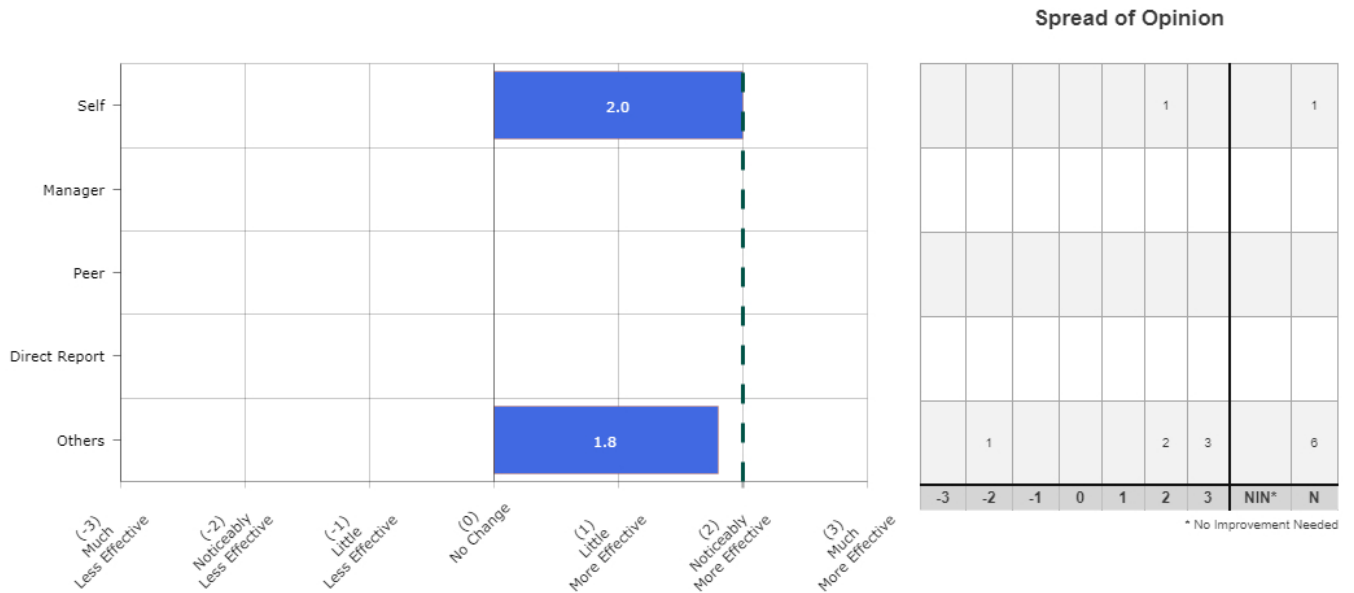
## Leadership Growth Progress Review

Production Date: 2018-11-09

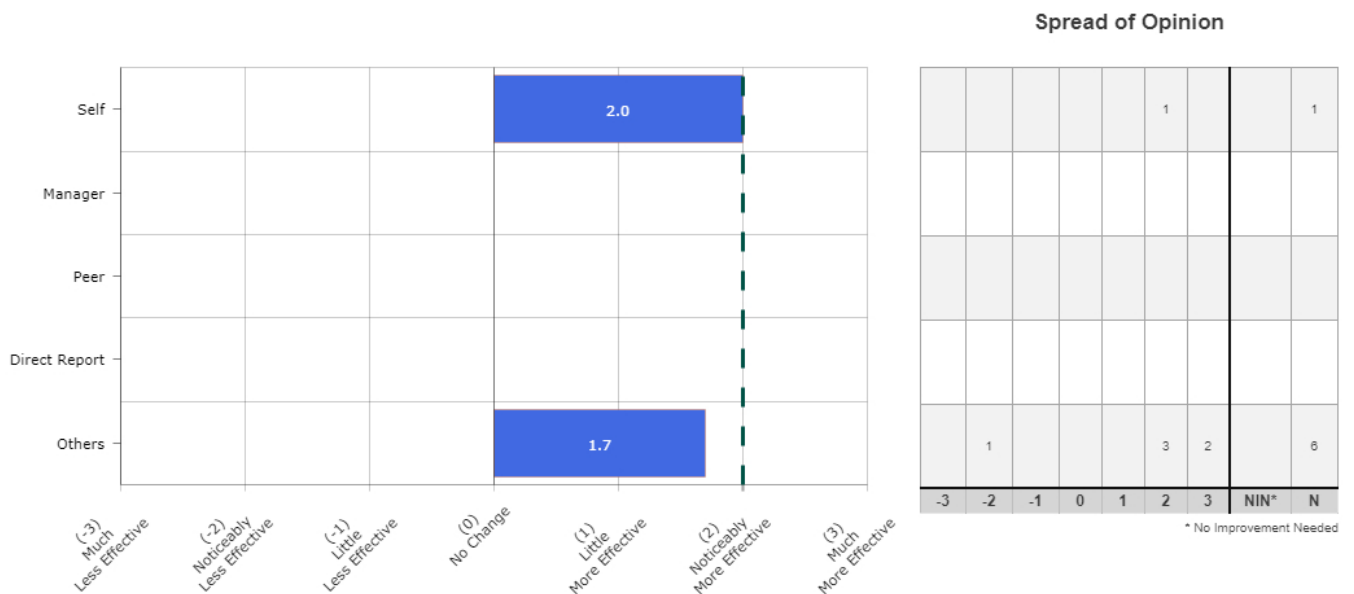
Report generated by: Andy Taylor


1. Over the last 3-4 months do you believe Chester has become more (or less) effective in demonstrating the following leadership behaviors (do not consider environmental factors beyond their control)?

**A. Communication**



**B. Collaboration**

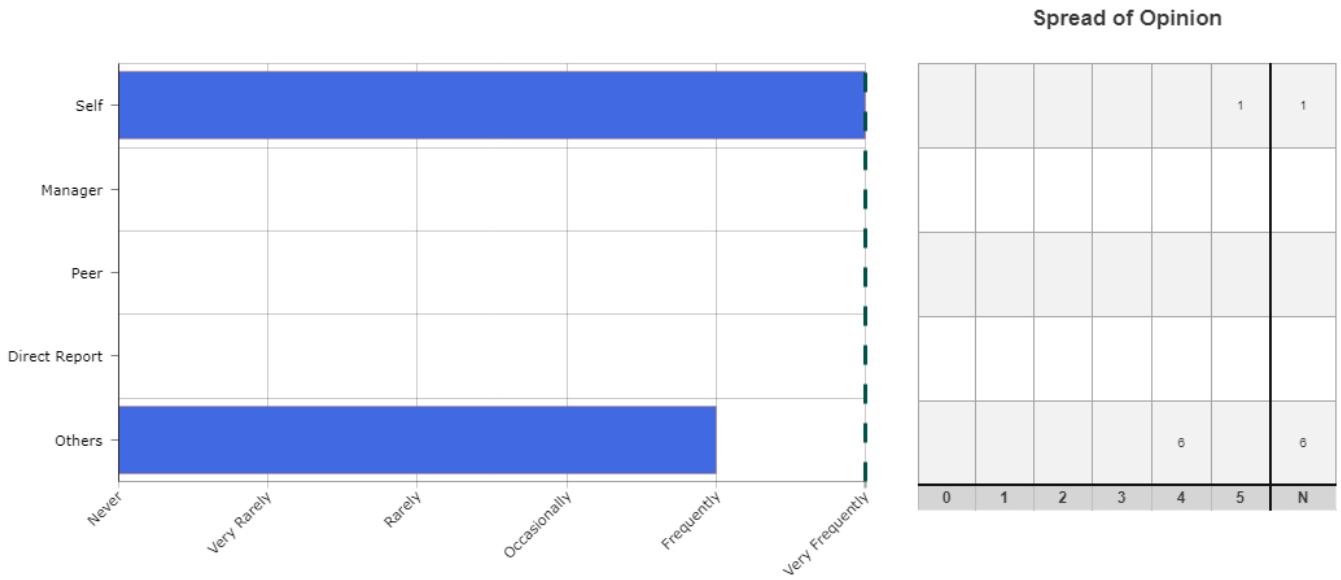


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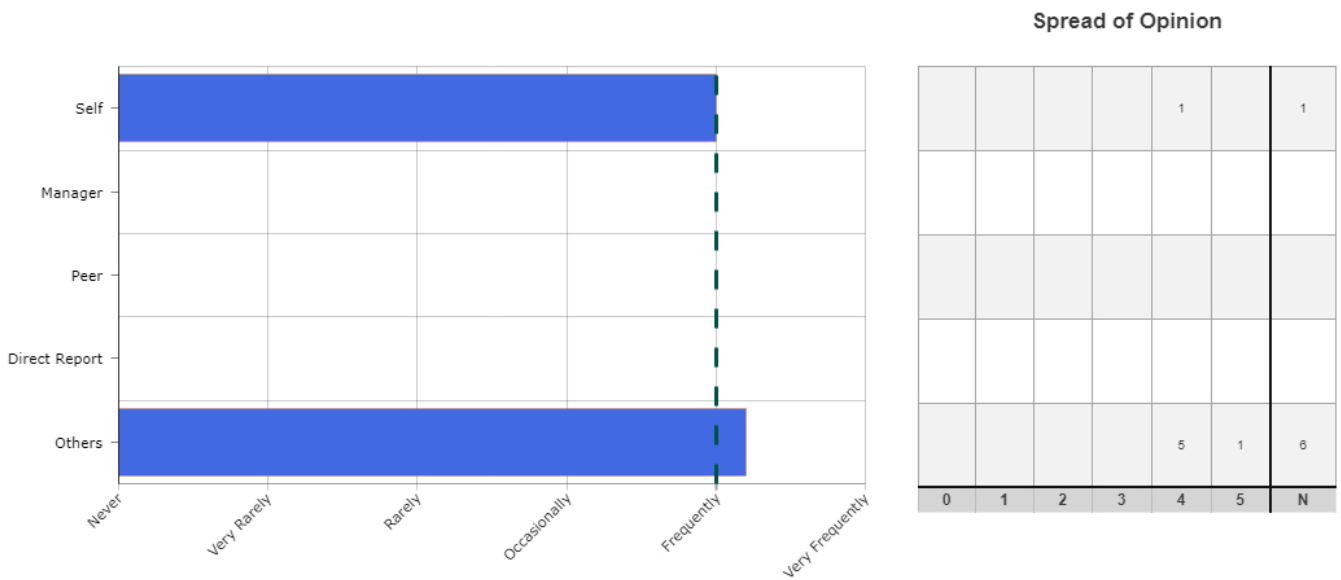
--- Self Score Line  
(Based on most recent LGPR data)

2. Did Chester communicate to you these leadership growth areas over the last 3-4 months?


A. Communication



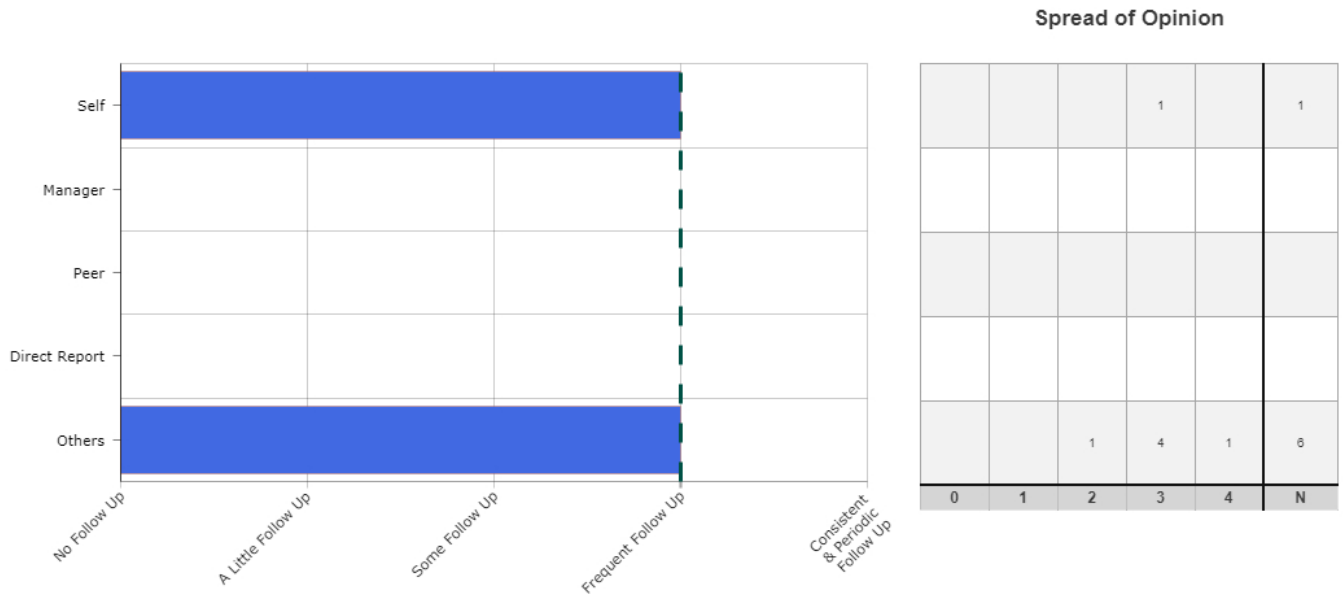
B. Collaboration



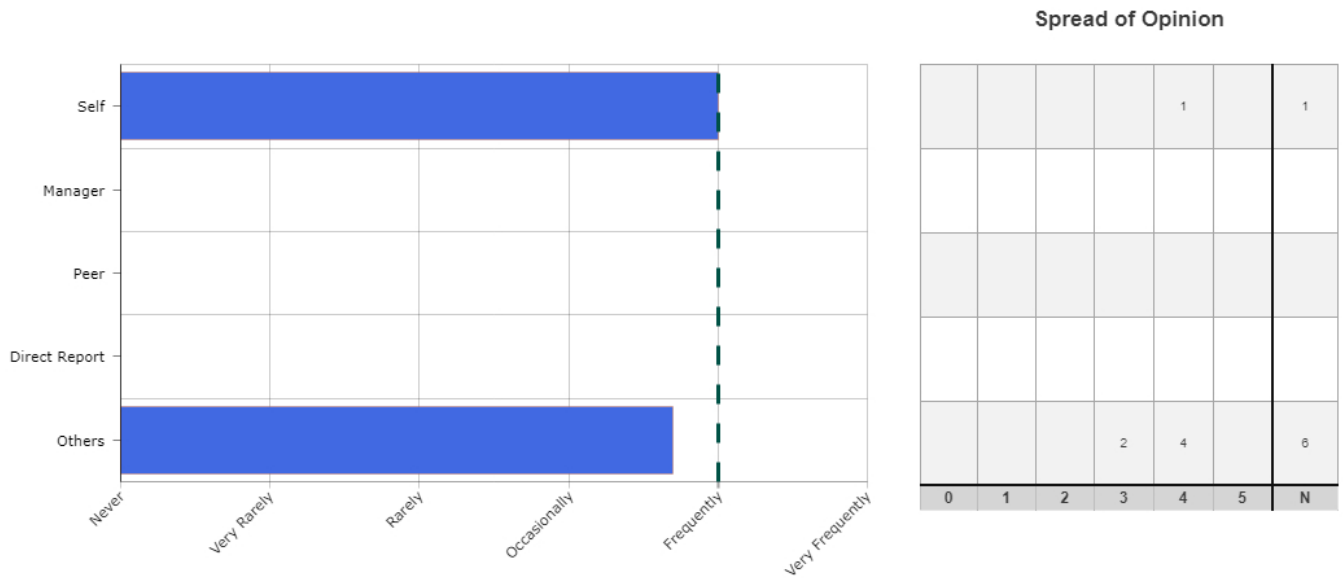
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3. Did they follow up with you and ask you for feedback and/or feedforward suggestions in these leadership growth areas over the last 3-4 months?



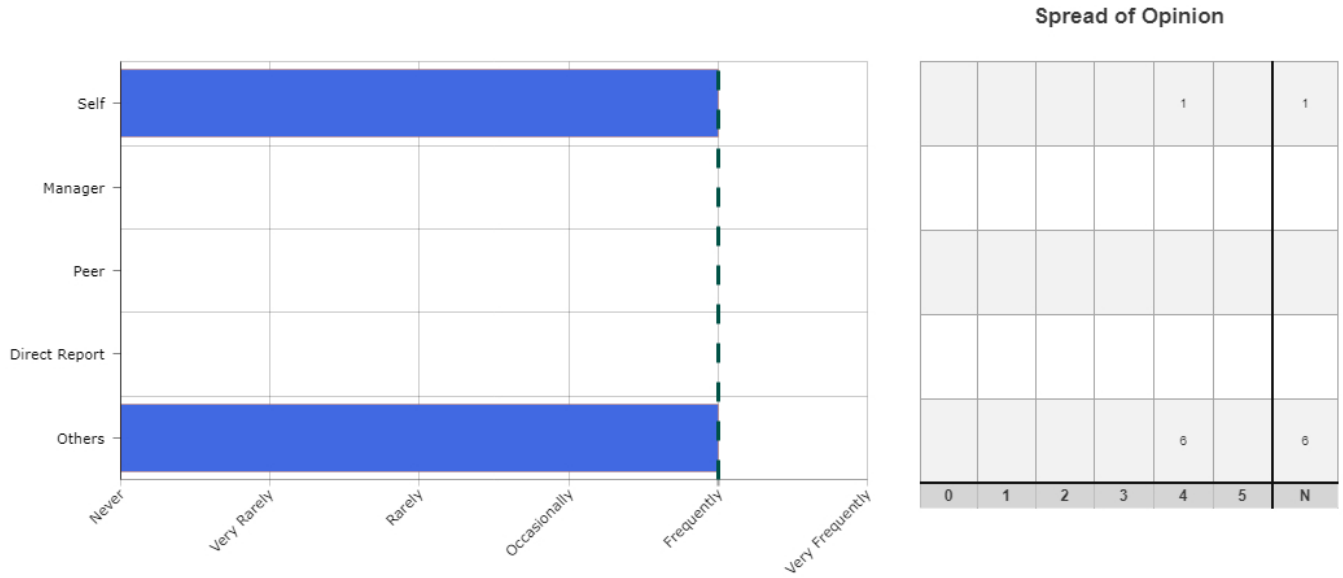
4. Did they share their action plan with you over the last 3-4 months?



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5. Did they implement their action plan and make change visible to you over the last 3-4 months?



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6. What has Chester done in their leadership growth areas over the past 3-4 months to become a more effective leader and what did you find particularly effective? You can add comments in your preferred language:

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**Self - Nov 2018**

"The weekly report was the thing that really drove the relationships on the team to a higher level. It gave me the chance to interact with Briana and Chris Kendrick more and kept us all connected. Of all the things we did this was thing that drove the biggest change in perception."

**Others - Nov 2018**

"Weekly update emails and calls. "

"Chester has communicated weekly with the team to share where he has been and what he has been working on. This has brought visibility to the team as a whole. In addition, he has regularly reached out on a 1:1 basis to collaborate and learn what I am working on in our organization. Further, he has also been thoughtful in his responses to group emails and correspondence."

"more communication and collaboration with the team. Weekly reports on what he's doing have been a tremendous asset and the whole team loves them."

"Chester has shared what he's done, who he's met and where he's been almost every week which has been really enlightening as well as engaging for everyone. Even though he's in NJ where the rest (or most of the rest) of the company is in Utah, it helps everyone to know what he's doing and have visibility into that. Effort is never in questions, but this helps with visualization. "

"More engaged. Greater and more thoughtful communication. More transparent. "

"Remember that you were already an effective leader and truly beloved by the team. With that said, you have already improved considerably in these two areas. You are having more touch points with direct reports. The weekly update is very effective. And you have become more careful with language in communication messages. Thanks for your great work it is much appreciated!"

7. What can they do in their leadership growth areas to become more effective as a leader in the next 3-4 months? You can add comments in your preferred language:

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**Self - Nov 2018**

"I think I should keep doing the weekly report. I also think using Zoom more for our partner meetings has been very helpful. Seeing people is so much better than just hearing them. I need to keep watching my communications and re-read my emails and texts before I send them off. The spelling errors I know are annoying."

**Others - Nov 2018**

"Stay the course! :) He's doing great!"

"Continue doing what you have been doing. "

"continue to develop the rich relationships with the team and strengthen communication."

"Collaboration has been awesome. I love collaborating with Chester and we come up with some fantastic ideas together! It's one of the things I look forward to doing the most as part of my role here at TCW. There's probably room for some added focus in what we're doing but so far so good."

"Keep connecting with employees in the organization. Set some goals around helping drive TCW business. "

"Collaboration: The transparency of the weekly reports has led to a few questions (not many, just a couple). Some members of the team have expressed that they aren't sure how various aspects of the connecting could help TCW. Perhaps a next step might be to help the team understand how some of the connections with other partners might lead to TCW business ... or just letting them know why they are important to you. Communication: LinkedIn posts do have some typos and misspelled names that Christy goes in and fixes after they are live. Perhaps a quick read-through and a double-check of names before posting. Also, on the posts, since they are a communication vehicle, I've noticed they are starting to feel a little repetitive. Many are on the theme \"Culture is the differentiator.\" While that's an important message, I think you will get many more views and likes if you always have a very specific leadership tip (maybe something new you learned at the conference) that your viewers can do with their teams."

8. Are there any additional comments you would you like to share with Chester? You can add comments in your preferred language:

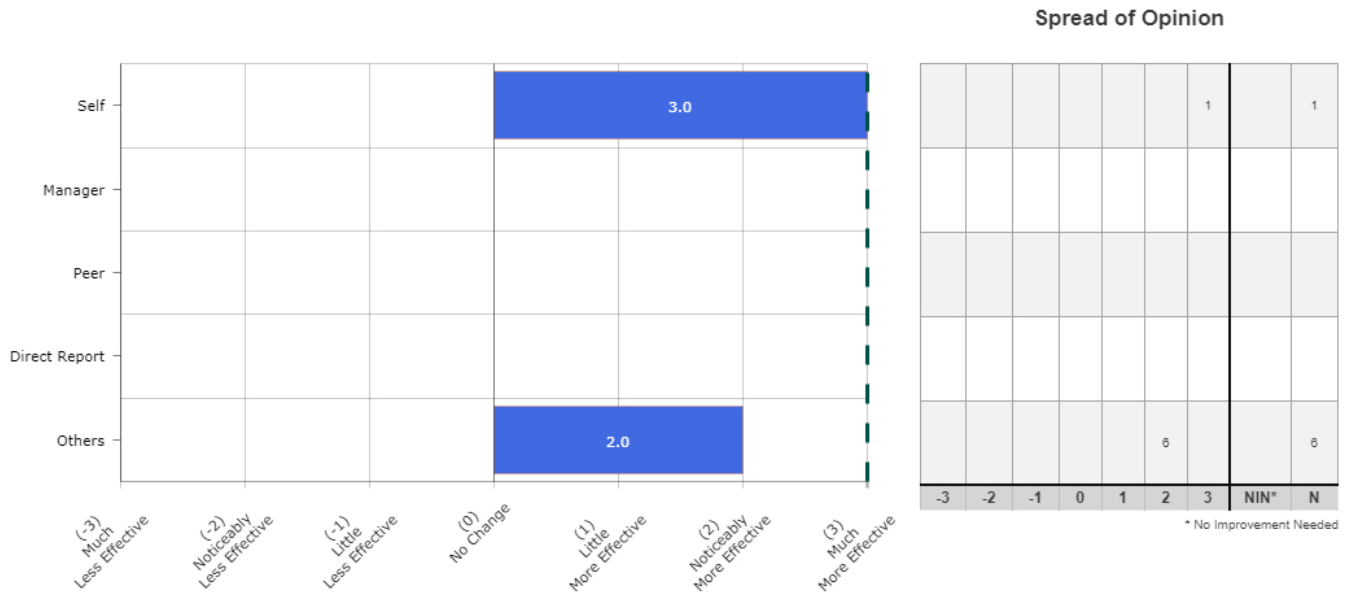
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**Self - Nov 2018**

"I have really enjoyed the whole process. I stopped doing the weekly reports and i should have kept that up. I tracked them through my daily written journal and that was helpful, i should have been better at reporting to my coach."



9. Did they change their overall leadership effectiveness over the last 3-4 months (Do not consider environmental factors beyond their control)?

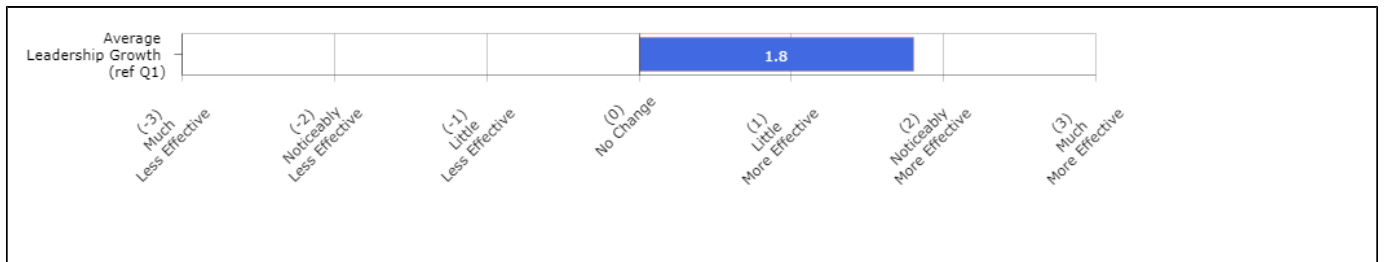


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Stakeholder Overview

	Self	Others
	#1	#1
Chester Elton	✓	-
Chris Kendrick	-	✓
Briana Bateman	-	✓
Christy Lawrence	-	✓
Lance Garvin	-	✓
Paul Yoachum	-	✓
Adrian Gostick	-	✓
Valid Responses	1	6



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