



MY APPROACH TO 1:1's

We All Want to Be Our Best

FRANCINE LERICHE FOR APOLITICAL – JUNE 24, 2025



ARE YOU MANAGING OR LEADING?

I believe:

- management in the public sector has begun an evolution
- mental health is health
- allowing every person to be their authentic selves is not optional
- the words manager and leader are not synonymous
- leadership doesn't need a title

What guides my approach?



AGENDA

- Obligation or investment?
- My #1 requirement for effective 1:1's
- Mentor, Cheerleader, Beekeeper
- Best practices



OBLIGATION OR INVESTMENT?

OBLIGATION OR INVESTMENT?

Obligation	Investment
• uses a “manager” lens	• uses a “leader” lens
• focuses on checking boxes and fulfilling the obligations	• focuses on relationship development and open communication
• difficult subjects can create anxiety and apprehension on both sides	• regular, open communication makes difficult subjects less daunting
• manager-led, focusing mainly on the employee	• collaborative conversation, addressing both sides



MY #1 REQUIREMENT FOR EFFECTIVE 1:1'S

PROMOTING PSYCHOLOGICAL SAFETY



Psychological Danger	Psychological Safety
Fear of disclosing mistakes	Feel comfortable disclosing mistakes
Blaming your team members	Learning from mistakes
Hesitant to share ideas	Team members share ideas openly
Speak negatively about colleagues	Positive encouragement
Embarrassment	Assertiveness
Silence	Speak up
Business as usual	Innovation
9 to 5 mentality	Go the extra mile
Individualism	Engagement



MENTOR, CHEERLEADER, BEEKEEPER

MY APPROACH TO 1:1's



MENTOR



CHEERLEADER



BEEKEEPER



BEST PRACTICES

BEST PRACTICES

- Be consistent with regular scheduling
- Make the meetings a priority
- Work with communication styles
- Prepare a few talking points
- Expect deviations

Thank
you