

SALT
& ROE

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1909



One of the most important factors in overall business success is whether leaders have the skills to develop other people.



Roadmap

3 Plateaus of Adult Mental Development

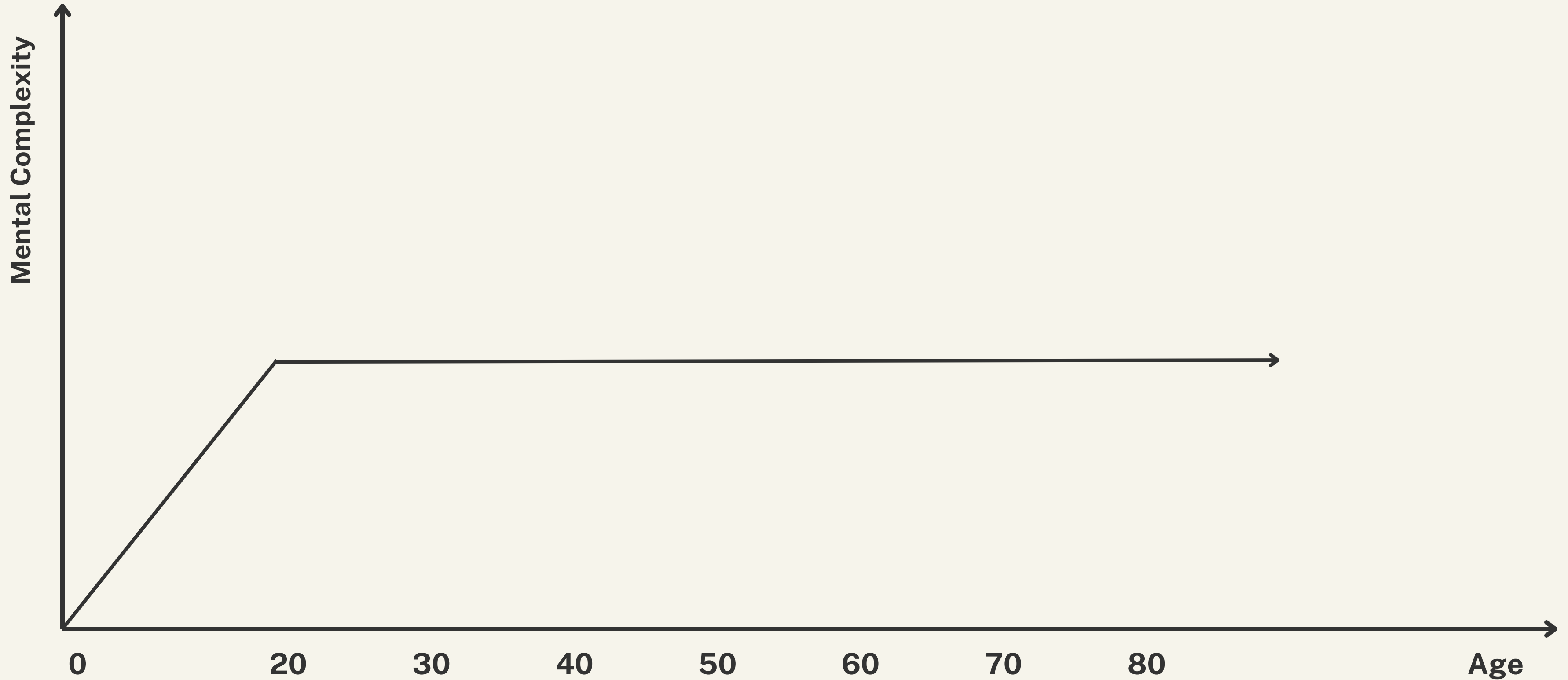
Understand how we grow as leaders through the lens of a roadtrip.

Q & A

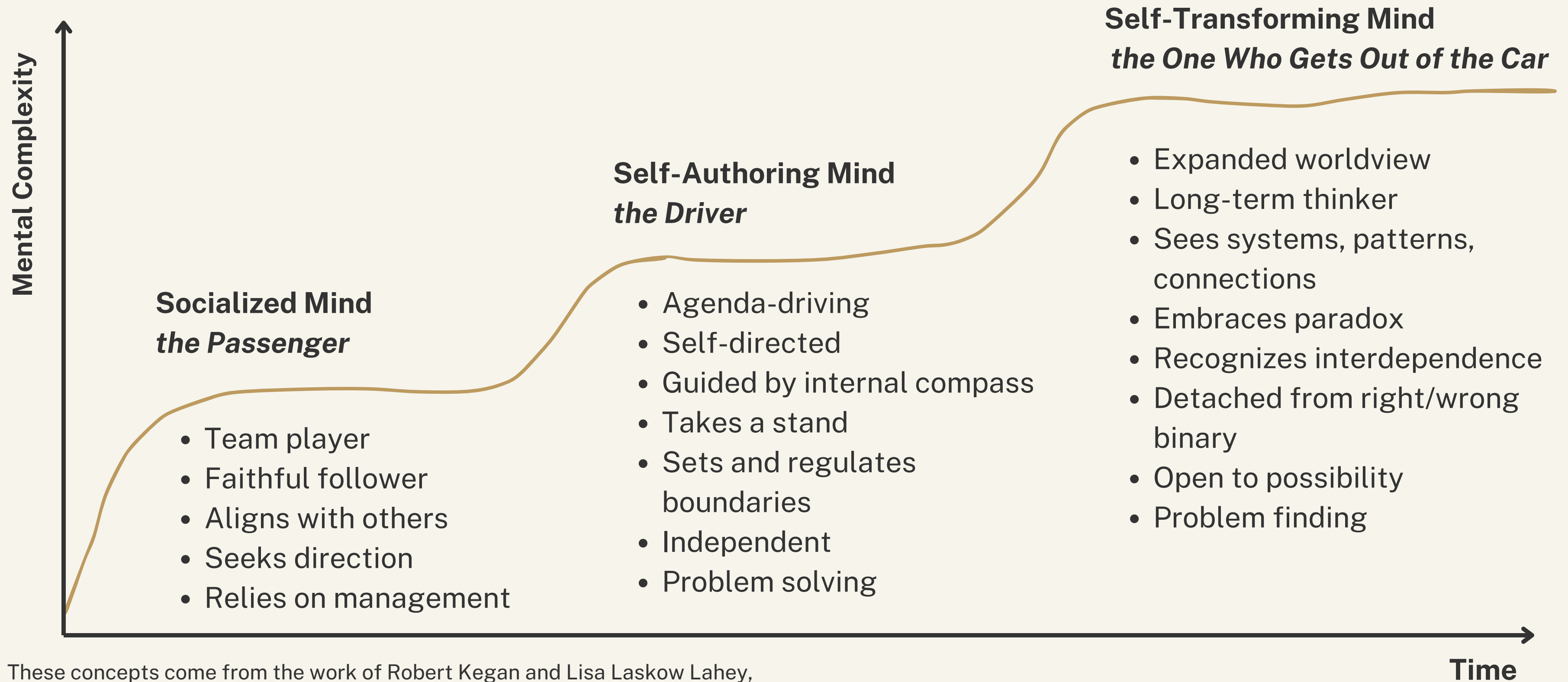
What's on your mind?

ICC F&B
Symposium
April 15, 2024

Adult Mental Development...?

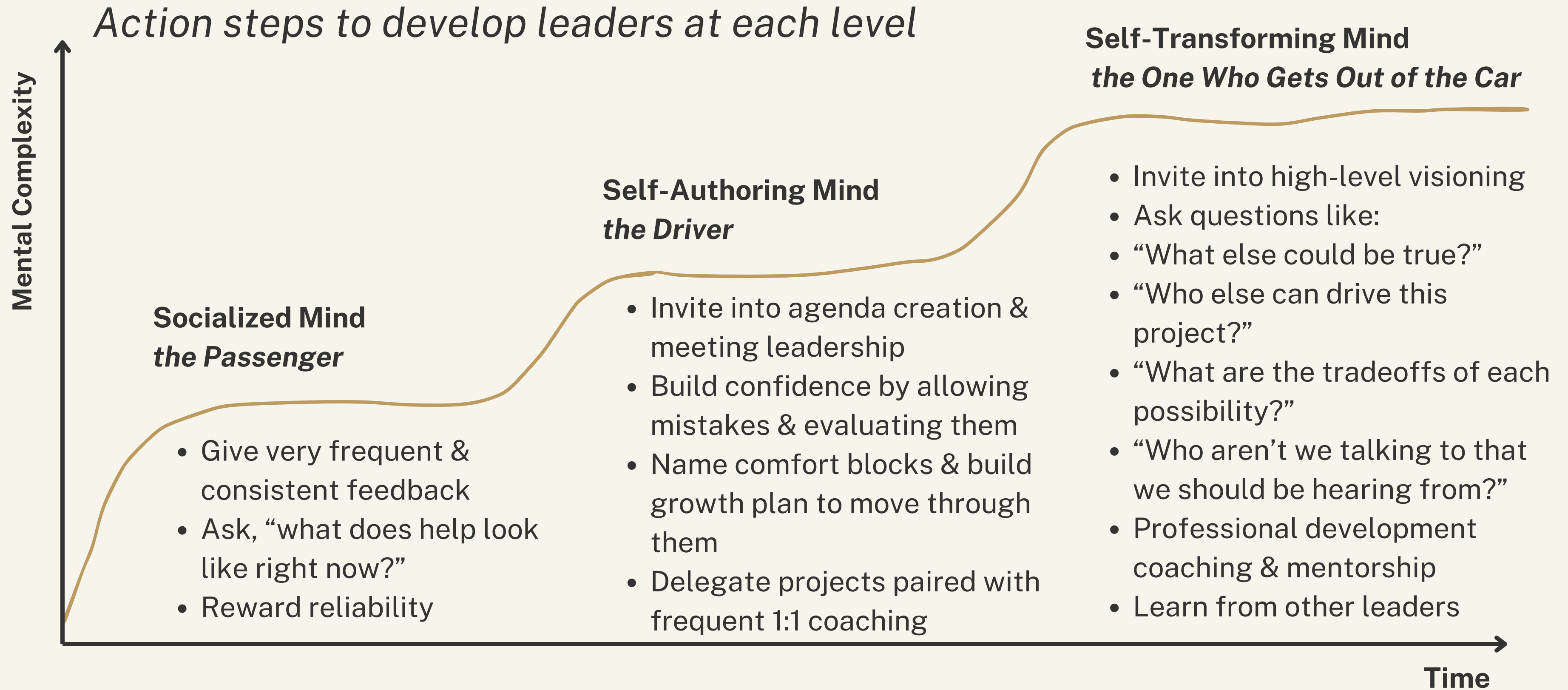


3 Plateaus of Adult Mental Development



These concepts come from the work of Robert Kegan and Lisa Laskow Lahey, authors of *An Everyone Culture: Becoming a Deliberately Developmental Organization*

3 Plateaus of Adult Mental Development



Active Reflection: Adult Mental Development

Think about 1 person who reports to you...

LOCATE

1. Where are they
on this
development
scale?

EVALUATE

2. What might
support them in
reaching for their
next rung of
development?

ACT

3. What specific
action step do you
want to assign
yourself to support
their growth?



Active Reflection: Adult Mental Development

Reflect on your own development...

LOCATE

1. Where do you see yourself on this development scale?

EVALUATE

2. What might support you in reaching for your next rung of development?

ACT

3. What specific action step do you want to commit to in support of your own growth?



4 Takeaways: Adult Mental Development

- 1** There is no “best” level of development. We can and should be moving in and out of these levels many times a day.
- 2** Make intentional choices about how you show up, and make explicit invitations to your team in support of their growth.
- 3** Learn to tolerate the emotional discomfort of being a passenger and getting out of the car to effectively develop drivers.
- 4** Develop drivers to gain more access to higher level thinking and experience the satisfaction of continued growth.

Key Takeaways

1 Thing You'll **START** Doing

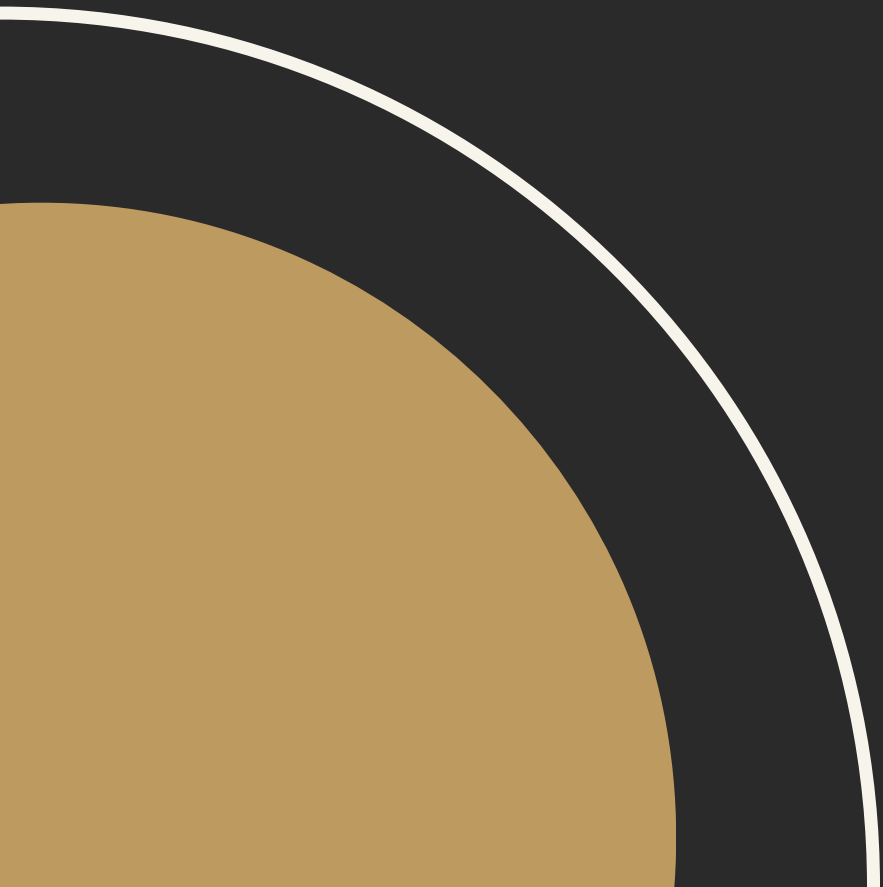
1 Thing You'll **STOP** Doing

1 Thing You'll **KEEP** Doing



Q & A

What's on your mind?

A decorative graphic in the bottom left corner consisting of a white curved line and a solid gold circular shape.



Thank you

For your trust & attention

 @saltandroe

 www.saltandroe.com

 alison@saltandroe.com



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A top-down photograph of ingredients for salt and roe. It shows a small bowl of black caviar, a scallop shell filled with white salt, and a wooden spoon with more salt. The background is a light, neutral color.

SALT & ROE

Making the world a more connected place,
one hospitality leader at a time.