ROLE CLARITY WORKSHOP

CC Pace's Role Clarity Workshop is designed to bring alignment to key roles within your department or business unit, connecting them seamlessly with the broader organizational culture. This workshop goes beyond defining responsibilities; it empowers role groups to collaborate in identifying key functions and strategic engagement points that add value across the entire organizational operating model.

By tapping into the diverse experience levels of your employees, we'll foster dynamic knowledge sharing and generate a well-rounded, holistic view for each role group. This is also a chance to deepen collaboration, unlock synergies with related roles, eliminate redundancies, and reassign functions for maximum efficiency. *The result? Fully optimized, high-performing teams ready to drive real impact.*

WHO SHOULD ATTEND:

This workshop can be applied to almost any department, group or organization that is struggling with role clarity.

WORKSHOP OBJECTIVES:

01 | **IMPROVED COMMUNICATION:** Clear roles reduce ambiguity and promote effective communication channels.

02 | **ENHANCED EFFICIENCY:** Understanding each other's roles helps streamline workflows and processes.

03 | **INCREASED COLLABORATION:** Clear role definitions foster better teamwork and collaboration among team members.

04 | **PROFESSIONAL DEVELOPMENT:** Clarifying roles allows individuals to focus on their strengths and development areas.

WORKSHOP OUTCOMES:

- **Critical Inputs for Sustainable Job Descriptions:** Job descriptions are more than just a formality for HR—they're a roadmap for employees. Role Clarity informs a well-written job description that not only outlines the core duties but also sets expectations for performance, goals, and outcomes. The clearer the job description, the less room there is for confusion.

- **Contextualization of Roles to Organizational Goals:** Role clarity doesn't stop with a job description. It's important to have open conversations during onboarding and throughout an employee's time with the organization. This workshop ensures attendees understand how their role fits into the larger goals of the team and company.

- **Promotes Meaningful Leadership Interactions:** While clear roles help employees feel confident in their work, it's still important for managers to be available for guidance and support. After taking this workshop, management should feel confident in striking a balance between providing direction and micromanaging to ensure their direct reports are empowered and take ownership of their tasks.

- **Build Reliable Social Structures:** Regular feedback—both from peers and managers—helps employees understand how they're performing within their role. When roles are clearly understood, it enables individuals to leverage their peers for growth-oriented feedback and support.