

Metro North Health CULTURE & ENGAGEMENT



Ask Me Anything with Leaders

Time: Approximately 40-60 minutes.

Materials needed: None.

Participants: Teams or department.

Values in Action: Respect, Integrity, Teamwork.

Outcomes: Builds trust, improves leadership visibility, encourages engagement, and knowledge sharing.

Purpose

This activity creates an open space for team members to connect directly with senior leaders. It encourages open dialogue, transparency, and stronger relationships between leadership and staff.

How to run the activity

Step 1: Invite a Leader (5–10 mins prep)

- Choose a leader who is open, approachable, and ready to engage with staff.
- Brief them on the purpose: to listen, answer openly, and build connection — not to deliver a presentation.

Step 2: Collect questions (10 mins prep + ongoing)

- Ask staff to submit questions in advance (anonymously or openly — digital or paper).
- Also allow time during the session for live questions to keep the conversation dynamic.
- Encourage questions about leadership, vision, team challenges, or anything else people are curious about.

Step 3: Run the session (40–60 mins)

- Welcome everyone and introduce the leader and format.
- Start with 2–3 pre-submitted questions to warm up the conversation.
- Open the floor to live questions. A facilitator can help moderate if needed.
- Encourage leaders to:
 - Be honest and human
 - Share personal insights or stories
 - Invite follow-up questions
 - Thank people for their input

V1 Effective: February 2026 Review: February 2027

Tips for success

- Create a psychologically safe environment by reminding everyone that all questions are welcome and respected.
- Keep it conversational, not formal.
- If time runs out, capture unanswered questions and follow up later via email or a shared platform.
- Rotate leaders for future sessions to give different perspectives.