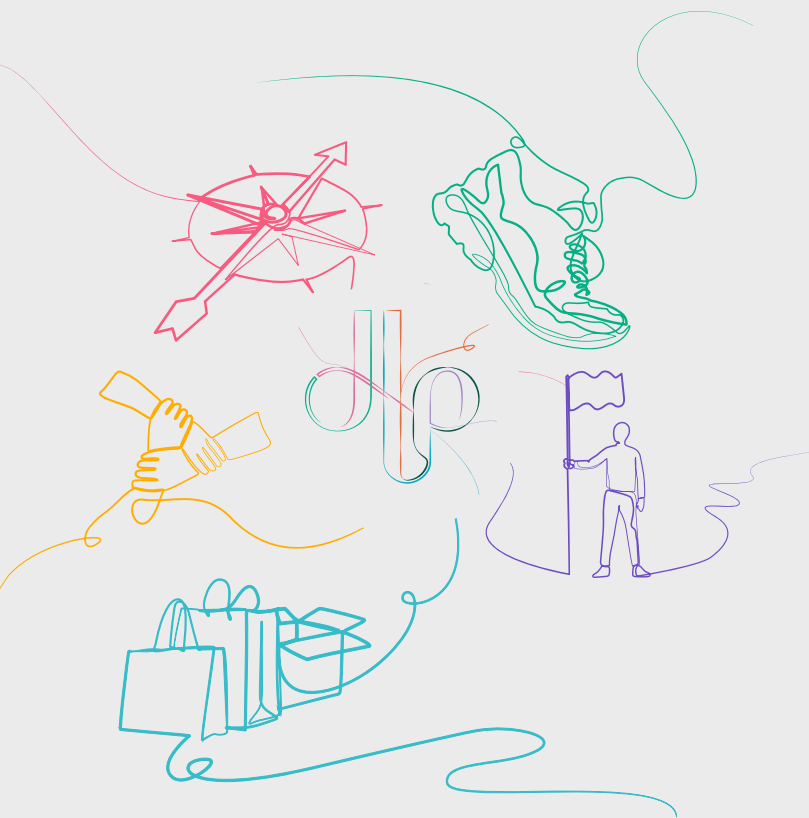


Interview Questions

Leading Leaders

Roles that lead through others, i.e. they directly or indirectly lead other leaders



<p>Absolute Clarity</p>	<p>Tell me about a time when you have had to interpret a certain strategy for your teams, gain commitment, set the direction and align objectives clearly towards that strategy.</p>	<p>Tell me about a time when you had to inspire your teams and leaders towards a strategy that you didn't necessarily buy into yourself.</p>
<p>Owning It</p>	<p>Tell me about a time when you had to quickly reconsider priorities and mobilise the team in order to achieve a goal.</p>	<p>When have you shown that you, as a leader, are a strong role model when it comes to taking ownership and accountability for overall productivity and results?</p>
<p>In this Together</p>	<p>Tell me about a time when you played a key role in enabling or enhancing collective success for a group of leaders or teams.</p>	<p>Tell me about a time when you had to restore harmony within a team who were not working well together and create a culture of respect.</p>
<p>Brilliant Retailers</p>	<p>When have you ensured that customer needs and expectations were adequately reflected in a key product or service offering?</p>	<p>When have you ensured the customer was at the heart of a recent strategic business decision that you made?</p>
<p>Continuous Improvement</p>	<p>Can you give me an example of how you have supported your leaders or teams to implement a new or different way of working, helping everyone involved to embrace the change?</p>	<p>Tell me about a time when you had a particularly innovative, transformational idea or solution, and mobilised your teams to action this.</p>
<p>Distinctly Partnership</p>	<p>External Candidates Can you tell me what you think the Partnership means when we say working in a co-owned business?</p>	<p>Internal Candidates Can you explain to me what being a co-owner at John Lewis/Waitrose means to you?</p>

Good to know...

You don't need to plan responses to all the questions, take the time to review your past experiences and identify a number of different examples in advance that could fit a range of questions and demonstrate your skills, experiences, and potential.