Consider using this format for 1-1's. Ask subordinate to complete in advance and use it to focus on meaningful topics for as well as a means for encouraging accountability

1-1 Agenda

	Date:
1.	What have I accomplished since our last One-to-One?
2.	What I didn't get done and intended to:
3.	What are the <i>issues/opportunities</i> I am working on which I would like to discuss in the One-to-On
4.	I want to use [my boss] in this One-to-One to:
5.	What I commit to do before the next One-to-One:

