

# Interview Questions

## Leading the Partnership

Roles with responsibility for leadership at an organisational level



Absolute Clarity	Tell me about a time when you have had to align departments behind a certain vision, including how you made expectations clear and the message inspirational.	Tell me about a time you have successfully overcome a high degree of opposition or resistance when communicating to a group of stakeholders about an important business case.
Owning It	When have you brought a vision to life, ensuring the ownership and accountability sat with the appropriate person or team?	When have you shown you can create a culture of ownership and accountability for everyone's best interests?
In this Together	Tell me about a time when you played a key role in enabling or enhancing collective success for a group of leaders or teams.	Tell me about a time when you had to create and drive a change in organisational culture.
Brilliant Retailers	When have you ensured that customer needs and expectations are the main inspiration in any new product or service offering?	When have you ensured that a culture of excellent service was at the heart of a recent strategic business decision that you made?
Continuous Improvement	Can you give me an example of how you have supported your organisation to implement a new way of working, guiding everyone through ambiguity and change?	Tell me about a time when you identified a strategic opportunity, and then steered the whole organisation (with its many teams) in a new direction.
Distinctly Partnership	<p><b>External Candidates</b> Can you tell me what you think the Partnership means when we say working in a co-owned business?</p>	<p><b>Internal Candidates</b> 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.