What is the objective we need to move forward?

What mindsets and behaviors need to be further developed to deliver this objective?

What Verus Global® tools will create this behavior and how will I employ them?
3 MIND FACTORS

1. The mind can only focus on one thought at a time.
2. The mind cannot avoid a “don’t”.
3. You go toward your focus.
ENERGY MAP

BACK SIDE
Problem
Blame
What’s not working
What I don’t like
Why it won’t work

FRONT SIDE
Solution
Learn
What’s working
What I like
Objective & Execution Plan
ON-THE-PATH GUIDELINES

No Path         Off-the-Path       On-the-Path

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HIGH PERFORMANCE STRATEGY: COMMUNICATION & BEYOND

- **MODEL**
  - a) What am I thinking, and
  - b) What am I doing?

- **MESSAGE**
  - a) What’s important to me?
  - b) Why?

- **CO-DISCOVER** by asking questions that address:
  - a) Vision/Objective
  - b) Motivation
  - c) Execution
  - d) Accountability

- **LISTEN** for understanding

- **FOCUS** on when they’re on-the-path
  - a) Close the loop
  - b) On-the-path feedback
  - c) Elevate results
3 S's of Feedback

- Sincere
- Specific
- Selective
10:90 RATIO

10% Share what’s important and why, and ask well-crafted, Forward Focus Questions.

90% Listen for understanding.
HIGH ROAD - LOW ROAD

Builds and Develops People, Partnerships and Performance

Hurts People, Partnerships and Performance
**Degrees of Strength**

It is impossible to have less than zero of any quality.

**The Doofus Principle**

To use evidence, based on our current belief system, that hurts people, partnerships and/or performance.

I will always find evidence to support my current belief system.
Questions Trigger the Mind

Use Meeting Enhancers and Forward Focus Questions to build the Big 5 of Upstream Leadership:

- Meeting Openers
- In-progress Meeting Enhancers
- Meeting Closers

Support with a Platform Statement

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Team Activation Checklist

- Build Big R’s
- Build Our Culture
- Build Full, Free, Two-way Information Flow
- Build Clear, Achievable, Stretch Objectives and Execution Plan
- Build a Healthy Team Identity
3 CONDITIONS THAT ACCELERATE CHANGE

1. People feel good about themselves.

2. The process involves their ideas.

3. The process involves their motivations.

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**Homeward Bound Framework**

1. What did I learn today that is valuable?
2. What did I do well today?
3. What are the three greatest blessings in my life?
4. How can I be the best mom, dad, spouse, friend I’ve ever been tonight?
Best Ever Principle

The ability to realize and activate potential in every interaction, every day.

Best ever is how you build and develop your leadership, culture and talent.