

## POIS MEETING AGENDA 2

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### Verus Global® Tool: Big R Focus Point: Upward Leadership

Note: Text in gray indicates optional discussion points.

- A. Meeting Opener:** Meeting leader creates a powerful and effective Meeting Opener. Ensure that the Opener is relevant in that it addresses both the tool and topic above, and launches a productive POIS meeting. Consider using one (or a variation) of these meeting openers:
1. Last week we covered the effects of operating at our best ever. The Weekly Tool is the Big R. What are some of the differences between operating at our best ever and the Big R?
  2. How do you demonstrate a Big R throughout the course of a day?
- B. Personal and POIS Team Accountability:** It's critical that we hold ourselves accountable to the progress and results we've committed to achieving. Please discuss the following:
1. Have select participants (the group decides: random / pre-assigned / volunteer) share the most important progress they made in the last week. Encourage the team to ask questions, such as:
    - How did you create that success?
    - What difference does that result make?
    - What did you learn as a result of your efforts to apply the tools this past week?
    - Where else can you apply what you learned?
  2. Have select participants share their responses to one of the Monday-Friday POIS Daily Planner questions from last week, then collectively discuss.
- C. In-Progress Meeting Enhancer Questions regarding the weekly tool:** the Big R.
1. What are some of the reasons you believe that building Big R's should be a leader's priority?
  2. Thinking back to your launch session, what evidence indicates you had a Big R during the activities and conversations during the session? What difference did your Big R make to you, the team and your experience and results?
- (Have participants write their answers to the next question before sharing verbally.)
3. Using the 3 S's of Feedback builds the Big R. But top leaders know that there are a number of other things that build the Big R even more. What 2-4 things can leaders and organizations do to build Big R's?
  4. Snap assessment: on a scale of 1-5 (5 = best score), provide the rest of the team two scores:
    - A) Currently, how strong are the R's on your team?
    - B) To date, what sort of a priority has been building the Big R's of those people around you?

**D. In-Progress Meeting Enhancer Questions regarding the focus point: upward leadership**  
(i.e. leading your leaders).

1. Some people are extremely effective at upward leadership. They know that not only their actions, but also every communication they make to supervisors influences a certain response. We are either leading backward or forward. What role does having a Big R play in your ability to lead upwards?
2. If a person chooses not to lead upwards, what are the alternatives?
3. How can answers to the above question serve as a barometer or measure for the size of a person's Big R?
4. Top leaders take responsibility for all the relationships they are in, including with their upline leader. Identify the two ways you want to move your relationship with your upline leader forward. (For example: even better communication, less judgment, greater trust, etc.)

(Group shares their targets.)

Now, what is your plan to move this key relationship forward using the Verus Global® tools? How will you use your meeting about your Performance Propeller to move this relationship forward? (Refer to [Performance Propeller Meeting Tips for Participants and Upline Leaders](#) in the resources section for ideas.) Please write your target and plan in a place where you will refer to it during the week and share with the POIS team. The POIS team should discuss how they will support one another through the week in these measures/actions.

**E. My Performance Propeller**

1. What are 1-2 ways you have propelled your performance since you completed your Pathways to Leadership® launch session? What has created your results?
2. Who has met with their upline leader about their Performance Propeller? What went particularly well with that meeting? What did you do specifically to make this meeting productive and valuable? (If you have not yet scheduled this meeting, what deadline will give yourself to do so?)
3. What abilities are still important to you to move forward from your Performance Propeller? What is your plan to do so? (You will find a blank copy of the Propeller in the resources section.)

**Support the entire team:** Determine which POIS team member will write their weekly Result Report for this week's submission to the Win Wizard.

**Determine meeting time and location for next POIS meeting.**

**Meeting Closer:** What are the most important reasons you want to become more effective in upward leadership?

## POIS DAILY PLANNER – BIG R

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A personal vehicle to powerfully integrate the Verus Global® tools into daily lives.

### **Monday**

Upward leadership is only for those who wish to have more control in their lives. Yet, as discussed in your POISSM meeting, it takes a Big R to be effective in upward leadership. When you consider your action plan for moving the relationship with your upline leader forward, what is your plan to sustain, model, and build your Big R throughout the entire effort?

### **Tuesday**

A person with a Big R is like a rock during chaotic or stressful moments. Where have you demonstrated your Big R in similar moments? What is your key to demonstrating your Big R when you and/or your team are under duress?

### **Wednesday**

Communication is often the key to effective and productive relationships. What are the most important ways a Big R impacts communication? Why? And how will your communications with others today reveal your Big R?

### **Thursday**

Most people state that at the end of the day they are responsible for their own Big R. What are your top 2-3 strategies for building your own Big R? How will you employ one or more of those strategies today?

### **Friday**

In regard to your ability to more effectively lead upwards this past week, how did you do? What successes are you most pleased with? What did you learn? As you move forward, what are your most important objectives when it comes to upward leadership? And what is your plan to achieve those objectives?