

POIS MEETING AGENDA 6

This is the agenda for the Grand POIS Meeting. If your Pathways to Leadership® team is NOT going to have a Grand POIS Meeting, use this agenda with your POIS team (*references to 'team' will be in regard to your POIS Team*). If your Pathways to Leadership® team is holding its Grand POIS Meeting next week, your POIS team should move ahead and use the Week 7 agenda this week, and reserve the week 6 agenda for the Grand POIS meeting.

The Grand POIS Meeting is designed to build upon the synergies of the entire Pathways team. This is the half-way point of the POIS-1 process.

Tips:

- Often, the Grand POIS Meeting is longer than one hour as there are more voices to be heard.
- Make your Grand POIS Meeting unique; allow it to reflect the spirit and passion of your Pathways team, your best ever.
- For most sections, there are several options. A best practice for preparation is to choose the preferred option and a second option ahead of time. This supports the facilitator being prepared and able to adjust based on group needs and focus, time, and other factors that occur in the moment.
- The agenda below offers moments to include an “Activity.” For suggested activities refer to the Grand POIS Meeting Ideas resource. You can also search the internet for “[Ice Breakers](#)”, “[Energizer Ideas](#)”, “[Team Building Activities](#)” or ask past Pathways Teams what they did to find additional activity ideas. The best activities are usually those where everyone can participate (vs. a skit or presentation by a subset of the team), is high energy, and is relevant in some way to your team, the Pathways Process and/or your organization.

Verus Global® Tool: The Energy Map Focus Point: Team Identity

A. Meeting Opener: Meeting leader creates a powerful and effective Meeting Opener.

(Facilitation Suggestion: Form small groups to discuss this question and invite each group to share their top insight.)

1. What is the most important progress you feel you have made in delivering your best ever – the ability to realize and activate potential in every interaction of every day - since we were all together last?

Suggestion: Insert ACTIVITY

B. Personal and POIS Team Accountability: It’s critical that we hold ourselves accountable to the progress and results we’ve committed to achieving. Utilize the following 5 step Forward Focus Question sequence to assess progress and build even greater momentum to individually and collectively deliver your Best Ever in every interaction every day. (This is a version of the tool, Recipe for Partnership. Most teams explore this tool in their Mastery Program. You can learn more about this tool in your Pathways Revisited Booklet.)

(Facilitation Suggestion: Choose one question for each of the 5 steps. Form into POIS Teams. Have participants write their answer and/or have participant's flip chart responses in POIS Teams. Have each group share their responses to each step.)

Step 1. When you reflect on our Pathways to Leadership® large team target, what progress are you most pleased with? (If your large team did not identify a target, discuss your POIS Team Objective and Mission.)

Alternatives for Step 1:

- 1A. What is the identity of your POIS team? What are the accomplishments for which you are most proud?
- 1B. What are some of the important or useful things we've learned as individuals that we'd like to share with each other?

Step 2. What is everyone doing to create the successes and momentum we are experiencing?

Alternative for Step 2:

- 2A. What are the implications of the progress you are making both collectively as a Pathways to Leadership® team, but also the results you are generating in your POIS teams?

Step 3. We're half way through the POIS-1 process. When you consider our Pathways to Leadership® large team target, in what specific way do you want to get even better? Stronger? Be our best ever?

Alternative for Step 3:

- 3A. If you could make the POIS teams even stronger, what would you like to ensure they achieve in the next 6 weeks?

Step 4. Why is delivering our best ever so important to you?

Step 5. What are the action steps we want to take to achieve the objectives we determined in answering #3?

Alternative for Step 5:

- 5A. What actions can we take to make our POIS team even stronger and more effective?

(Note: move efficiently and with an economy of words through the following Meeting Enhancers to ensure there is enough time for team activities.)

C. In-Progress Meeting Enhancer Questions regarding the weekly tool: The Energy Map.

(Facilitation Suggestion: Consider doing a mingle where participants find someone they haven't partnered with today to respond to these questions. Invite 4-5 responses from the large team.)

1. What is some of the evidence you have that you personally, as well as this team, are operating more frequently on the front side of the Energy Map?
2. What are the greatest ramifications of this time spent on the front side of the Energy Map?

D. In-Progress Meeting Enhancer Questions regarding the focus point: Team Identity.

(Facilitation Suggestion: Form small groups with others that are NOT in the same POIS Team. Choose 1-2 questions to hear from each small group such as Questions 1 and 3. Choose a few questions that only the small group discusses and does not share with the large team such as Questions 2, 4 and 5.)

1. A Healthy Team Identity is so important; it's an element of the Team Activation Checklist. Currently, when you look at this Pathways to Leadership® large team, what is our Team Identity? How do we see ourselves? How do others see us? Where, if at all, does being our best ever fit in our identity?
2. How can the application of the Energy Map help us build a stronger Team Identity?
3. Where do you think we can build an even stronger Team Identity? (How is your answer related to the answer to Step 3 of the Recipe for Partnership/Section B above?)
4. Team Identity is directly linked to what the critical mass within the team focuses on. Identify an element of your work team's (or family) identity that you want to make even stronger. (For example: trust, effective communicators, efficient decision makers, etc.) *(Have several individuals share.)*
5. Now, what is your plan to build this element of Team Identity using the Verus Global® tools? (Suggestions: what On-the-Path behaviors will you focus on even more? Will you use the 3 S's of Feedback in these situations? How can you utilize the High Performance Strategy to grow these behaviors?) Please write your plan in a place where you will refer to it during the week, and share with the POIS team.

E. My Performance Propeller:

(Facilitation Suggestion: Ask participants to find their Pathways Buddy to respond to this section. No large group sharing. OR invite participants to brag on their buddy – in other words, share something their buddy is doing that is best ever with the large team. Inviting 3 – 8 participants to brag is usually a good amount. This is a top strategy to build Big Rs, learn from each other and build an even stronger Team Identity.)

1. What are 1-2 areas where you have made progress on your Performance Propeller since your launch session? What has created your results?
2. What areas are still important for you to move forward? What is your plan to do so?

Suggestion: Insert ACTIVITY

Determine meeting time and location for next POIS meeting.

Meeting Closer: What element of our organizational team identity are you most proud of?

POISSM DAILY PLANNER – ENERGY MAP

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

Monday

What is the identity you've created for yourself? How do people see you? Do you focus on the backside of the Energy Map in a destructive way and slow things down? Or do you use the backside productively to quickly move forward? Are you known for being forward focused? Today, challenge yourself to spend at least 10% more time on the front side of the Energy Map and inventory the results you create by doing so.

Tuesday

Some people think they can “outsmart” a problem by endlessly focusing on it. Of course, because we go towards our focus, outsmarting a problem by focusing on it is impossible. What is a challenge or problem in your life that you are ready to move past by focusing on solutions and other elements of the front side of the Energy Map?

Wednesday

As a leader what becomes possible when we refuse to allow the circumstances to determine whether our team/family delivers our best ever? Today, when something “bad” happens, practice responding with a front-side-of-the-Energy-Map focus (but not necessarily “positive”), and observe your results.

Thursday

Your team and family identity is the outcome of beliefs and repeated behaviors. What reoccurring event/situation will you respond to in a different way to move forward on the Energy Map?

Friday

Regarding your ability to create an even healthier team/family identity, 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 operating on the front side of the Energy Map? And what is your plan to achieve those objectives?