

## POIS MEETING AGENDA 8

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Verus Global® Tool: High Road / Low Road  
Focus Point: Ethical Behavior

Note: Text in gray indicates optional discussion points.

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

Options:

1. What are 2-3 things you especially appreciate about the members of your POIS Team?  
What is something you've learned from your teammates?
2. Who are some people in your organization who you believe are strong in their ability to take the High Road? And how does their actions set the tone for behavior throughout the team/organization?

**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 to share random/pre-assigned/volunteer) share the most important progress they made in the last week. Consider referring back to last week's agenda. 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 in this area?
2. Have select participants share their responses to one of the Monday-Friday POIS Daily Planner questions from last week, then collectively discuss.

**C. ACTION-You Get What You Measure:** Email the following to A) the senior leader responsible for this Pathways to Leadership® team, B) your Pathways to Leadership facilitator, C) the other POIS coordinators; and D) Your Win Wizard(s):

1. When you consider how people approach the organization's business, how has that evolved in important ways over the past 8 weeks?
2. What important differences does that create for the team and organization?
3. With your POIS team, on a scale of 1-5 (5=excellent) assess your POIS team's progress against your POIS Team Mission and Objectives that you defined during your Pathways Launch session.
4. How has this progress against your POIS Team Mission and Objective impacted your ability to work towards the team's behavior and/or business objectives?
5. What is a challenge or piece of advice you'd like to extend to the other POIS teams?

**D. In-Progress Meeting Enhancer Questions regarding the weekly tool: High Road / Low Road.**

1. High Road leaders get greater results in two areas, NOW and in the FUTURE (vs. the Low Road leader who may only get great results now, but terrible results in the future). When you think of your personal integrity, your values, why is it important to you to lead from the High Road?
2. Sometimes leaders slip and believe that the only way to move through a tough situation is to take the Low Road. We know there are significant costs to the Low Road approach. Recall a tough situation where you either took the Low Road or would have felt justified in taking the Low Road. Now role play taking the High Road in that situation while being direct about what behavior is needed to move forward and/or what behaviors must change. Coach each other to ensure, 1) that you are building the person/people, partnership and performance and, 2) no wimpy leadership here! - be direct about what needs to change. (Tip! You might consider using a Message – what's important and why – from the High Performance Strategy.)

Want a little inspiration? Take a look at this VGTV video, [How Taking the High Road Won a Son Back \(4:44\)](#).

**E. In-Progress Meeting Enhancer Questions regarding the focus point: Ethical Behavior.**

1. The vast majority of leaders and parents wait until the unethical behavior takes place before they act. Then, because people go towards their focus, even by punishing the unethical behavior, they are reinforcing it and doing little to develop alternative behaviors. What ethical behaviors currently exist on your team or in your family that you want to begin reinforcing? And how might doing so lead to stronger results in behaviors that an individual might not be as grounded in?
2. The High Road leader, when confronted with a Choice Point, consistently asks, "How can I develop the people in this situation? How can I build stronger partnerships and relationships? And how do I ensure great performance now and in the future?" Identify a person or team where you know you can do a better job of asking – and answering – those questions when Choice Points arise.

*(Group shares their targets.)*

Now, what is your plan to effectively take the High Road with this person or team? What Verus Global® tools will you employ to achieve this? (Use the 3 S's of Feedback, use the High Performance Strategy, ask Meeting Enhancers, etc.) Please write your plan in a place where you will refer to it during the week, and share with the POIS team. Discuss how you will support one another through the week in these measures/actions.

**F. My Performance Propeller:**

1. From your Performance Propeller, what is important to move forward by your Mastery Program?
2. What action steps have you taken to move this forward?
3. What action steps will you take to ensure this progress takes place by the Mastery Program?

**THE *Pathways to Leadership*® MASTERY PROGRAM IS COMING SOON.**

**100% attendance the entire time is the only way to fully maximize this portion of the Pathways to Leadership® process and successfully launch into the final 12 weeks of the process.**

**As this is your only opportunity to complete the *Pathways to Leadership*® process, ensure that your calendar is reserved for these two days. This will determine this team's success far into the future.**

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

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

**Meeting Closer:** What evidence do you have that you are capable of being a High Road leader and driving greater ethical behavior within your team, organization and family?

## POIS DAILY PLANNER - HIGH ROAD / LOW ROAD

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

### **Monday**

What values do you hold most dear? How will those values influence your ability to take the High Road and create greater results today?

### **Tuesday**

Commonly, when someone takes the Low Road, people will often respond by taking the Low Road in return. Where and/or with whom are you ready to respond even more in a High Road way and demonstrate your Big R?

### **Wednesday**

Less effective leaders miss Choice Points as they are thinking short-term. These are the classic micro-managers. Where will you demonstrate High Road leadership today by trusting (the *people*), thinking long-term (developing *partnerships*), and building greater *performance* far into the future?

### **Thursday**

A challenge: be cognizant today of all the results and interactions with others that you get to enjoy... because you took the High Road in previous situations. What will you discover?

### **Friday**

Regarding your ability to take the High Road with an individual or team, 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 taking the High Road with others? And what is your plan to achieve those objectives?