

POIS MEETING AGENDA 9

Verus Global® Tool: On-the-Path, Off-the-Path Approach to Creating Guidelines Focus Point: Moving Up the Performance Spectrum

Note: Text in gray indicates optional discussion points.

- A. Meeting Opener:** Meeting leader creates a powerful and effective Meeting Opener.
Options:
1. Who is a person who had a significant impact on your life, and what type of feedback did (or do) they generally provide you? How did this feedback develop you even more?
 2. When you provide on-the-path feedback, what qualities are you developing in others that mean the most to you as a leader and/or parent?
- 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. In-Progress Meeting Enhancer Questions regarding the weekly tool: On-the-Path, Off-the-Path.**
1. Overwhelmingly, research shows that leaders and parents tend to focus off-the-path. What are some of the greatest costs of this approach? How is this approach related to the Performance Spectrum – disengagement, engagement and best ever?
 2. The most common approach people take to changing someone else's behavior is pointing out when they're wrong (off-the-path). Given we go towards our focus, how is that approach destructive?
 3. Some people mistakenly think that the on-the-path approach means a person should ignore poor behavior. Effective leaders know this is not the case. The tool, the 3 S's of Feedback, allows a leader to address off-the-path behavior and results in a healthy way. Even with the 3 S's of Feedback, why is it essential that leaders and parents start by focusing mostly on-the-path?

D. In-Progress Meeting Enhancer Questions regarding the focus point: Moving Up the Performance Spectrum

1. The most effective way to focus on-the-path is using the 3 S's of Feedback. What are some examples of where you have recently used the 3 S's of Feedback, and what are the results that you created?
 - In what ways does this develop best ever outcomes?
 - What is the relationship between the 3 S's of Feedback and the 3 Mind Factors?
 - For more on this tool, the ultimate feedback tool, take a look at this VGTV video, [Giving Feedback That is Not Manipulative](#) (2:55).

(Have participants write their answers to the next question before sharing verbally.)

2. Who is a person, or what is a situation, where you know you have been focusing off-the-path? Focusing on-the-path in such situations can be difficult! Identify a person or current event where you will intentionally focus more on-the-path. What is one Forward Focus Question you will ask yourself in these situations so that you can be more effective at focusing on-the-path?

(Group shares targets)

Now, as you consider this person or event, what are 3-5 things that are taking place right now where you can provide on-the-path feedback throughout the upcoming week? 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.

E. 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?

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: Focusing on-the-path with someone you're challenged by is not always easy, but extremely rewarding. What will you give yourself simply by being on-the-path with the person you identified?

POIS DAILY PLANNER – ON-THE-PATH, OFF-THE-PATH GUIDELINES

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

Monday

Sometimes, when a leader alters their leadership approach it can confuse others. If we have been mostly off-the-path with a person, suddenly providing on-the-path feedback can make them suspicious. As you consider the person you identified for Question D2 in your POIS Team Agenda, does the person in question require an explanation from you? If so, what Message (High Performance Strategy) will you provide to them so as to ensure that your on-the-path feedback builds the relationship?

Tuesday

Many people have shared that often an off-the-path focus is related to a person's little r. How does focusing on-the-path demonstrate your Big R to others?

Wednesday

What are the top 3-5 reasons you want to be a person who focuses on-the-path?

Thursday

How is focusing on-the-path with the person you identified in Question D2 impacting your ability to be your best ever? And how is it showing up in other areas of your life, in other relationships?

Friday

Regarding your ability to focus on-the-path with one individual or event, what successes are you most pleased with? What did you learn? As you move forward, what is your plan to utilize an on-the-path approach more consistently?