

## POIS MEETING AGENDA 10

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### Verus Global® Tool: High Performance Strategy (Model and Message Elements) Focus Point: Realizing and Activating Potential in Others

Note: Text in gray indicates optional discussion points.

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

1. Who are some leaders within our organization who you feel are great communicators? And what do they do that allows them to communicate effectively?
2. When leaders develop their communication skills, how does that impact the results they create? Operationally, what specific aspects of the business are enhanced as communication becomes more effective?

#### 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: High Performance Strategy (Model and Message Elements).

1. There are five elements of the High Performance Strategy (Model, Message, Co-Discover, Listen, Focus) that are synergistic in nature. What elements of this tool do you feel proficient in? Why?
2. Many people think that Modeling simply refers to what others see us do (i.e. What am I doing?). Of course, the other part of the Model element is – "What am I thinking?" What does that mean to you? And why is it so vital to effective communication? What relationship does this have to the Pathways Truths?
3. The Message element of the High Performance Strategy is essential; it allows a leader to clearly articulate *what* is important and *why* (i.e. say what's important and say why). The words to express this can vary in countless ways. In situations where you need to delegate, set guidelines, or communicate expectations, what percentage of the time are you effectively using the Message element – including both what is important and why? Can you become more effective with this element?

If you work in a virtual or remote working situation, check out these two VGTV videos about the High Performance Strategy in that context: [Getting Results While Leading Remotely](#) (2:51) and [Building Trust with Remote Teams](#) (2:29).

**D. In-Progress Meeting Enhancer Questions regarding the focus point: Realizing and Activating Potential in Others**

1. Many participants have said that Modeling is an essential component to activate the potential in others. Why might that be true? Specifically, what are some ways you are activating potential in others through your modeling?
2. What Messages (i.e. say what's important and say why) – overtly or embedded – are you communicating that build and develop partnerships? That destroy partnerships? That build and develop performance? That destroy performance?
3. Leaders that are part of teams who consistently perform at high levels are also consistently building and developing the performance of the team and individuals. Rather than seeing performance as an outcome, they see it as an ongoing process. Identify a situation, a person or team in which you want to build and develop performance.

To review these elements of the High Performance Strategy, watch the VGTV video [Say What's Important, Say Why, Ask a Question](#) (2:32).

*(Group shares targets)*

Now, how will you specifically use the Model element – both “What am I thinking?” and “What am I doing?” – to achieve your target? And, what are the Messages you want to deliver clearer than you've ever communicated before? Please choose a place to write your plan 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:** What are some of your most important reasons for improving your communication skills?

## POIS DAILY PLANNER – HIGH PERFORMANCE STRATEGY (MODEL/MESSAGE)

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

### Monday

Believing that someone ‘wants to be great’ is a major component of successful modeling, particularly in regard to “What am I thinking.” As you begin your week, how does this understanding, this way of operating as a leader, enhance your own ability to deliver your best ever? And how does being your best ever parlay into your effectiveness in communicating?

For more about this, watch the video, [Inclusion – Creating Inspiration with Your Team](#) (2:20).

### Tuesday

It is easy to believe that we are modeling external behaviors that are of a high standard. Outstanding leaders consistently self-assess what, through their actions, they are communicating to others. Where can you become more effective in Modeling behaviors to others? What specifically will you do today better than you’ve ever done – your best ever - that will provide a foundation for more effective communication?

### Wednesday

In all situations, especially tough or challenging situations, the Pathways approach is not about avoiding what’s not working. It is about placing data and information in the middle of the Energy Map and moving the focus to the front side to move the issue forward. Today, when dealing with results that are less than desirable, what will you Model (both externally and internally) that will communicate trust, understanding and respect? What Messages will you deliver that build and develop the people, partnerships and performance today and for the future?

### Thursday

Think about individuals you are in relationship – in partnership - with now where you experience effective, outstanding communication. What are the things you’ve done to create this sort of communication? How will you apply these same steps with a person you want to improve communication with?

### Friday

Regarding your ability to create more effective communication and beyond, 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 developing greater communication? And what is your plan to achieve those objectives?