

POIS MEETING AGENDA 12

Verus Global® Tool: Questions Trigger the Mind and Forward Focus Questions Focus Point: Alignment

Note: Text in gray indicates optional discussion points.

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

1. Since your initial Pathways Launch session, what are some examples of how you've altered the focus of a conversation by asking a question?
2. As a leader what do you think is the importance of understanding that Questions Trigger the Mind? (Provide examples if possible.)

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: Questions Trigger the Mind and Forward Focus Questions.

1. Focus determines perspective and attitude, and attitude influences energy. Snap Assessment: on a scale of 1-5 (5 = very effective), how effective are you as a leader at using questions to lead a stronger, more productive focus? What difference would it make if you moved up 1 point on your assessment?

For examples of how to use questions to foster trust and move others toward the front side of the Energy Map, view this VGTV video: [Questions Trigger the Mind](#) (2:05) on www.verusglobal.com in the knowledge center.

2. Occasionally, someone says that asking Forward Focus Questions is manipulative. If not used properly, this is true. What things are necessary to ensure that Forward Focus Questions are truly engaging and effective for both parties? What else will you add to these necessary elements from the **6 Ingredients of Grand Slam Meeting Enhancers** resource document?
3. Some mistakenly think the front side of the Energy Map and this forward focus approach is just about being positive. What else is the front side approach about? What Neutral Questions can you ask to honor the people and the emotions in a difficult situation? Then, what Forward Focus Questions can you ask to move the focus forward?

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

Important Mastery Program Preparation: You will be receiving an email from Verus Global a few weeks before your Mastery Program with important preparation. Please complete the actions in this email to co-create a Best Ever Mastery Program.

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

1. In your opinion why is it that “telling” others anything is one of the least effective ways to achieve greater alignment? How does asking questions, primarily Forward Focus Questions, ensure greater alignment?
2. The most effective leaders are consistently building and developing people, partnerships and performance - achieving greater focus, building energy and developing stronger alignment. Identity an area (project, vision, initiative, etc.) within your team or family where you’d like to achieve greater alignment.

(Group shares their targets.)

Now, what questions do you want to begin asking more of to ensure that stronger focus, energy and alignment are achieved? And when will you ask those questions? (For example: What does this objective look like to you when we achieve it? What role do you see yourself playing? What benchmarks do you think we should set, and why do you feel those are important? What is your perspective of this conversation, and where do you feel we should go next?) 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.

- If you have met with your direct manager to complete your Performance Propeller, what went particularly well with this conversation? What are you proud of? What is one Verus Global® tool or concept that you demonstrated mastery with in this conversation?
- From your Performance Propeller, what is important to move forward by your Mastery Program? What action steps have you taken to move this forward? 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 you most inspired by as you think about creating greater alignment within your team and/or family?

POIS DAILY PLANNER - QUESTIONS TRIGGER THE MIND AND FORWARD FOCUS QUESTIONS

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

Monday

A challenge for you: to date, what have you been focused on the most, the moments when your team is not aligned, or when they are aligned? How has this focus hurt or served you and the team? And why is this an important place to deliver your best ever as a team?

Tuesday

How's your attitude and energy right now? And how does that relate to what you are focusing on? Now, what 2-3 Forward Focus Questions will you ask yourself throughout the day to create a healthier, more productive focus?

Wednesday

There's a temptation for leaders to only tell people what they think, what they see, what's important, and what should be done...and they stop there. Of course, this approach does little to ensure alignment and creates more work later. When you are discussing something that's important to you with another person today, what will you do to remember to ask them questions so that there is greater alignment around the subject?

Thursday

Where are you ready for a new start? What piece of your history are you still carrying with you that has begun to slow your progress? Now, what Forward Focus Questions will you begin to consistently ask yourself so that this history is something that serves you rather than harms you?

Friday

Regarding your ability to create greater alignment by asking questions, what successes are you most pleased with? What are your most important objectives when it comes to achieving greater alignment? What is your plan to achieve those objectives?