

## POIS - 2 MEETING AGENDA 22

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### Verus Global® Tool: Pathways Vision Process

#### A. Meeting Opener Options:

1. What are some examples of a great team, family or organization that has or had a common vision? What did they achieve? Why?
2. What are the little – but powerful – things that begin to happen for a team, family, or organization when they have a shared and common vision?

#### Special Notice:

Recall your discussion from your Launch about how important renewal is. Week 24 concludes the “formal” POIS-2 portion of your Pathways to Leadership® Process. All Pathways teams are encouraged to begin planning their Strategic Leadership Meeting – a meeting that includes all members of your large Pathways team. This should take place at or around week 24. Support documents for this meeting are available on the Graduate Webpage and titled, Strategic Leadership Meeting.

What action steps do you want to begin planning at this time? (Suggestion: It might be beneficial to communicate with other POIS teams and your senior leaders regarding this important event.)

#### PATHWAYS TO LEADERSHIP® VISION PROCESS

1. Please write down some qualities you especially appreciate about our team and department. Then add some things that you especially appreciate about our company as a whole. Then ask, “What is the value of this step?”
2. Write down some actions you are personally taking to create and sustain these things. Then add what your peers or the company as a whole are doing.
3. Write down your vision for your area or department. In other words, how will your department look when we reach an even higher level of mastery, deliver even more our best ever, and create an even better culture? *(It’s helpful to mention to the participants that this step is not the “how to”, that will be handled in step 5.)*
4. Write down the value to our customers, your peers, our company... to yourself and your family ... when we achieve this vision *(which we shared in step 3).*
5. Now write down the first three things you are going to personally do to create this vision and culture. Please add three more things that we can do as a team.

#### B. Tool of the Week: Gaining Mastery

Choose 1-2 questions to gain further mastery with this week’s tool.

1. All too often leaders try to plan for the future...when people aren’t feeling good about the past or present! Take a close look at steps one and two of the Pathways Vision Process. Why

do you feel these two steps are vital when attempting to create a vision and greater alignment? What are the “little,” but important, things these two steps do?

2. How does the Pathways Vision Process honor the 3 Conditions that Accelerate Change and build the elements of the Team Activation Checklist? [Making It Safe to Take Risks](#) explores how creating alignment around the vision of a person’s role or job makes it safer to take risks.
3. Some teams use the Pathways Vision Process weekly. Others monthly or quarterly. How aligned is your team? What would be the frequency of use you’d recommend for the application of the Pathways Vision Process and why?
4. People often say the most effective leaders have a great sense of vision. What are some areas of your life where you feel you can begin seeing more of the ‘big picture’? How will you achieve that today?
5. Step number four in the Pathways Vision Process identifies and leverages the motivations people have for working towards the objective. Consider the objectives you are working towards today. How well have motivations been tapped into as it relates to these objectives? What questions will you ask today to move forward in this area?

**C. Application to Deliver My Best Ever:** Choose 1-2 application options from the list below. Spend the majority of your meeting on application.

**1. Propelling My Performance to Deliver My Best Ever**

Is it time to meet with your upline leader to revisit your Performance Propeller? If so, consider using adapting the following Recipe for Partnership to guide the conversation.

1. Of the abilities you identified to improve or grow even stronger, what is one ability you developed last week?
2. What Verus Global® tools did you use – and how did you use them – to create those successes?

For the upcoming week, choose a. or b.

a.	or	b.
<ol style="list-style-type: none"> <li>3. Identify one ability from your Performance Propeller Plan and a situation in which you can build and develop this ability.</li> <li>4. Why is success with developing this ability so important to you?</li> <li>5. Use the Moving It Forward Formula to answer these two questions:                             <ol style="list-style-type: none"> <li>a. What behaviors will deliver results in this situation?</li> <li>b. What Verus Global® tools will you utilize to build those behaviors and deliver results?</li> </ol> </li> </ol>		<ol style="list-style-type: none"> <li>3. Identify a current challenging situation you want to move forward.</li> <li>4. Why is success with this situation so important to you?</li> <li>5. Use the Moving It Forward Formula to answer these two questions:                             <ol style="list-style-type: none"> <li>a. What behaviors will you build that will develop this ability?</li> <li>b. What Verus Global® tools will you utilize to build those behaviors and deliver results?</li> </ol> </li> </ol>

## 2. *Live Action Coaching*

Have one POIS Team Member identify one of the following:

- A situation, project or team that is just beginning.
  - A situation, project or team that seems to be off track, uninspired, deflated or even in chaos.
- a. Briefly share the context of the situation.
  - b. Customize the questions – at least the first three questions. Many POIS Teams will not take the time to write the questions, they’ll just dive right in and apply the tool. Choose the approach that will serve you and your team most for this application.
  - c. What needs to be stated as important to accomplish- and why – prior to using this tool?
  - d. Identify who will play the individual or group of people in the situation. Then use the Live Action Coaching cards from your Mastery Program, if you have them, to role play the situation. Recall that Live Action Coaching should sound and feel like coaching during a sporting event – it is direct, concisely telling the ‘player’ (the POIS Team Member) what you want them to try, and then the ‘player’ applies it to the best of their ability.
  - e. Wrap this application up by discussing the following: What did each of us learn through this experience? What will each of us apply to our leadership and use of this tool?

## 3. *Your Most Important Roles*

1. The Pathways Vision Process is a powerful personal tool as well. Review the most important roles you identified in your life and listed with your Best Ever Promise on your Achievement Certificate. Each team member, answer the following questions: Which of these roles would you like to move forward in? Or is there another role that you would like to move forward now?
2. To truly allow the time and focus this personal process deserves, dividing into smaller groups is highly recommended. Divide your POIS Team into pairs (form one group of three, if needed). Have each team member respond to all the questions, with their partner writing down the highlights of each response. Then switch and repeat.
  - a. What are 2-3 traits I’m demonstrating now that fulfill my vision for this role?
  - b. What am I doing specifically to demonstrate these traits?
  - c. What is your most inspirational vision for this role in your life?
  - d. What will be the value to yourself and those you impact in this role when you fulfill this vision?
  - e. Identify the first three things you will do within the next two weeks to create this vision.

### **Support the entire team:**

1. Determine which POIS team member will write their weekly Result Report for this week’s submission to the Win Wizard.
2. Is it one of your POIS team member’s Tool Captain Report week? How can you support this team member to lead the team by sharing their insights with their chosen tool?
3. How will you individually or collectively acknowledge this week’s Tool Captain?

**Determine meeting time, leader and location for your next POIS-2 meeting.**

**Meeting Closer Options:**

1. What is an area in your life where you feel you have identified a clear vision? And why is the achievement of this vision important to you?
2. A vision process is most powerful when people hold themselves accountable to it. What are some visions steps and commitment you have you set in the past – and how will you build accountability within yourself to those plans and commitments today?