

## POIS - 2 MEETING AGENDA 23

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### Verus Global® Tool: Wanting to be Great

#### A. Meeting Opener Options:

1. Many people have said that the moment they shift to the understanding that people want to be great, conversations, relationships, etc., improve. Why is that?
2. How does functioning with the belief that people want to be great align you with your personal values?

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

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

1. Why is it that each of the Verus Global tools becomes noticeably more effective when we function with the belief that people want to be great?
2. Operating with the understanding that people want to be great is not easy – especially when other people are making decisions we wouldn't. What's your key to stay grounded in this understanding – to take a Choice Point – even during challenging periods?
3. Consider the Verus Global tools you have applied over the past 24 weeks. Is there a tool that wasn't quite as effective as you had hoped? Are the results you got in any way tied to your success (at the time) in being able to see the other person as wanting to be great? With an even greater understanding of the Pathways Truth that people want to be great, how would you apply that same tool now?
4. People want to be around those individuals, those leaders who make them feel good. To what extent do people like to be around you? As you see others as wanting to be great, how does this influence people, partnerships and performance?

Ready to take the next step? Watch this video with insights about [How to Inspire Others](#).

#### C. Application to Deliver My Best Ever

Typically, the majority of this meeting will be spent on Option 1 below, in anticipation of your Strategic Leadership Meeting. Even if your Strategic Leadership Meeting has not yet been scheduled or is scheduled for many weeks from now, is it time for your POIS Team to renew and use the Recipe questions in Option 1?

## 1. ***Our POIS Team Vision and Renewal***

**Your Strategic Leadership Meeting** is a few weeks away. You can read more about it on the Graduate Webpage in the document: Strategic Leadership Meeting.

As a POIS Team, consider exploring the following customized Recipe for Partnership questions to create a vision for your team following the Strategic Leadership Meeting.

1. Regarding our ability to live and lead best ever, what were our successes through POIS-1 and the POIS-2 process?
2. How did we create those successes?
3. Regarding living and leading our best ever, what do we want to accomplish over the next six months?
4. When we accomplish these objectives, what will it mean to us individually... to our team... to the company?
5. What specific action steps will we take to make sure these objectives are accomplished? How will we assess our progress?

Note: Your Strategic Leadership Coordinator/Committee may choose to use similar questions at this large team meeting.

Email your POIS Team's vision 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).

What impact will this make on your POIS Team and the larger Pathways team?

Most Strategic Leadership Meetings include each POIS Team sharing and celebrating their progress on their Sustainability Project. What would you like to share that will inspire the large Pathways Team?

If you have additional time, consider one of the following applications.

## 2. ***Live Action Coaching***

1. Have one POIS Team Member identify a situation they want to move forward.
2. Briefly share the context of the situation. 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.

3. Wrap up this application by discussing what the POIS Team Member did particularly well – get specific (i.e. their focus, words they used, tone of voice). Also ask the POIS Team Member to share how this felt to them – what worked well, what would they do more of or different?

**3. Building Our Awareness Muscles**

Consider that how we respond to a person often becomes a habit over time. For example, if you have an in-law with whom you slip to Degrees of Weakness, over time, our focus goes to Degrees of Weakness and we experience more weakness. The reverse is also true. If you think of your closest friend or family member, you might have a response habit that is in Degrees of Strength and you therefore experience more strength with that person.

1. Create a grid on a piece of paper with 3 columns and 3 rows. Write the names of two people you want to build a stronger relationship with at the top of each column. Title the rows as below. It should look like this but with plenty of room to write:

	<i>Name</i>	<i>Name</i>
Do more of		
Do less of		

2. Thinking of the first person you listed in your grid. What could you do more of to build and develop that person? That partnership? And/or their performance?
3. Now, what could you do less of? This isn't the opposite of what you wrote to do more of, this is truly behaviors you know hinder this person, your relationship with them, and/or their performance.
4. Repeat for the second name you wrote.
5. Now share your responses with your POIS Team or pair off to discuss in more depth.
6. To wrap this up, thinking of one of the people you included in this exercise, why is it so important to you to build your Awareness Muscle and more actively build and develop this person, partnership or performance?

**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:**

What do you believe are some of the “unspoken” things we communicate to people when we function with the belief that they want to be great? Who will receive these “unspoken” messages from you today?