THE WIN WIZARDS

Who:
You! Congratulations on filling this role as the Win Wizard which is paramount in moving individuals forward.

What:
During POIS-1, on a consistent weekly basis, publish a document that reflects the team identity to the whole team, senior leaders, and your Pathways facilitator. Consider these ideas:

- Results Reports from each POIS Team (every week!)
- Quotes from the famous, your teammates, and the Verus Global website at www.verusglobal.com
- Photos of the team and individuals.
- Stories from the industry.
- Select thought-provoking or insightful segments from the blog.
- People's favorite inspirational music, books and/or current events relevant to the team.
- A video about a relevant topic or for inspiration from VGTV.
- Include anything that you feel would inspire and serve the team.
- Your imagination and creativity.

A few more ideas:

- Occassionally, try a different approach to capture the team's attention in a different way. Consider sending the team just one strong Forward Focus Question to 'reply all' to, a relevant and engaging YouTube video, or a photo that is inspiring. Then return to the format you've been using.
- Periodically challenge the team to submit successes that they see *others* creating!
- Interview someone on your team. Ask them 3 powerful questions – perhaps about a tool, their leadership,or a result they are proud of.

When:
Every week of POIS-1. Best practices:

- Be consistent with weekly communication. For example, starting one week from Monday, publish every Monday during POIS-1.
- Communicate to the POIS Coordinators when you need their reports to then publish the report.
- Publish whatever you have (versus waiting for a report from every POIS team).

Why:
Your report demonstrates how the Pathways to Leadership Process is working – and the energy the entire team is creating. To a certain extent, everyone is isolated in the workplace; because some can drift to Degrees of Weakness or the backside of the Energy Map, people might think there is no progress or this approach is not working. Your Win Wizard Reports provide the evidence that the team is making incredible, important progress by leveraging the 3 Mind Factors – and this supports each of your colleagues in making this approach sustainable in their lives.

How:
Each POIS team will submit a success story (called a Result Report – see tip!) or POIS team meeting notes and insights each week. Your role is to gather as many as possible, include them in the weekly Win Wizard Report and send to everyone on the team, your facilitator and senior leaders. Check reports for

Results Reports Tip!

The reports that get read and add tremendous value are those that include:

1. The situation
2. The Verus Global® tools that were used
3. Specifically how the tools were used
4. The result or outcome

A best practice is to create a brief template for POIS teams to submit reports.

Also be sure to check out the sample reports in the resources section.

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business sensitive material. When editing is necessary, gain approval from the person(s) who have submitted the report. Ensure that the report is free of any derogatory material or information that could harm another.

The Difference You Make:
What would be the value if one person had an important success in creating a business result – and the rest of the team learned of it?

What difference would it make if a team member was down, had drifted to the back side of the Energy Map, and didn't feel like the team was making progress – but then they opened a communication that proved otherwise? How would that affect their week?

What if a team member tries using a Verus Global® tool – and they bomb! How priceless would it be if the team could learn from one another's experiences as they grow through the application of these tools?

And what if you act as a funnel for others to learn about the brilliance on the team, people's passion, and commitment – and through this consistent work you are the team member who becomes most masterful at using the Verus Global® tools? And because you become masterful at these tools, you can be a powerful model that brings the rest of the team up to a whole new level of efficiency, leadership and cooperation?

Congratulations on being selected as the Win Wizard. Your desire to serve your team and organization in this fashion demonstrates the type of leadership necessary for success.

Quite honestly, this position can't be accomplished by just anyone. It takes a person who is willing and able to practice many of the tools we're discovering together. Without a doubt, every Win Wizard uses their position to not only serve their team, but also to grow their own leadership skills.

You'll get a chance to use the Verus Global® tools through this process!

- Your ability to live your *Best Ever* – and have fun – are perhaps the most important ingredients to a successful Win Wizard experience.
- How important will it be to honor the *3 Conditions that Accelerate Change* as you move through the weeks ahead?
- What types of *Forward Focused Questions* will you ask that tap into their ideas and motivations?
- How will you use the *3 S's of Feedback* to acknowledge their participation?
- How will seeing your teammates progress – and yours – in *Degrees of Strength* be critical to your success? EVERY success is an important one – both big and small.
- How will the *High Performance Strategy* assist you in consistency?

Our vision for you *is that due to your effective and brilliant work as the Win Wizard, this process has been an important life-enhancing vehicle. That through this work, you've been able to refine your leadership presence even more, have built greater results that showcase your own career, and serve your family. And that you have been the sparkplug that has changed the lives of more than just the individuals on your team.*

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