SESSION LEADER – A Pivotal Success Strategy Post Launch

Key Success Strategy

In this role, you play a key role in enabling your organization to achieve the greatest value from their Pathways to Leadership® Process investment by guiding, building and sustaining your Best Ever Culture. Participants and leadership have shared that having a Session Leader adds immeasurable value and always raises the bar.

Post-Session Strategic Actions *(If after reading this document you are uncertain of what the following actions entail, please contact your facilitator – they are your partner and committed to your's and your team's success.)*

- ❑ Within one week, send a follow up email to the team using the template below (and your Session Logistics Coordinator has a copy as well).
- ❑ Ask the participants (individually and as a team) Forward Focused Questions in person and via email.
- ❑ Participate in post-session calls with the facilitator and Strategic Business Partner. (Usually Verus Global will initiate scheduling these calls with you.)
  - 2-3 weeks after the Launch
  - 2-3 weeks prior to the Mastery Session
  - 2-3 weeks after the Mastery Session
- ❑ Fully participate in the POIS℠-1 process, including your POIS℠ Team, your buddy and sharing results for the Win Wizard report.
- ❑ Communicate with the upline leaders throughout the 24 weeks to ensure their consistent engagement by asking Forward Focused Questions and using other tools.
- ❑ Attend and participate in the Mastery Session, the Mastery Session Celebration Dinner, and the POIS℠-2 process.

A Best Ever Session Leader in Action

- **Model.** The Session Leader has significant influence on building, developing and sustaining your organization's Best Ever Culture. The participants will notice the behaviors and tool usage that you are modeling. Be a conscious model of building and developing people, partnerships and performance.
- **Ask Forward Focus Questions.** One of the most valuable actions the Session Leader can take over the 24-week period is to ask the participants (individually and as a team) Forward Focused Questions regarding their POIS℠ Team, their Buddy, their work team, their business objectives, the culture, their families, etc. Using a variety of channels (one on one, individual emails, during a work meeting, team emails) to ask questions that build and develop the team as best ever leaders as well as strengthen the culture. This also includes mentoring the POIS℠ Coordinators by using the High Performance Strategy to support their best ever leadership of their POIS℠ teams.
- **The 'how' you operate.** Seek opportunities to support the organization in using the Verus Global® tools and concepts as the 'how' you do your business rather than something separate from your work and business.

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- **Be a learner ➡ Build leaders around you.** The Session Leader may be seen as a expert regarding this 'new language'. It will be important that you and the participants be on even ground in this area. Consider you are still learning and experimenting with the tools. You will all be learning together. This perspective will create many more Best Ever Leaders around you who have the commitment and courage to use the tools actively.
- **Engage Upline Leaders.** The Session Leader is responsible for ensuring that the upline leaders (e.g. supervisors, managers) for each participant are completely engaged in the Upline Leaders Engagement & Acceleration Segment (formerly SLIM) and follow up actions. Beyond attending the Upline Leaders Segment meeting before the Celebration Dinner, a best practice is to maintain communication with the upline leaders throughout the 24 weeks to ensure their consistent engagement (e.g. via email, "What questions are you asking your direct reports to leverage their Pathways to Leadership experience? Please reply all so we can all learn and reapply.").

If you are also the Senior Leader, the following are additional best practices:

- Within a few days of the Launch Session, use the High Performance Strategy with the whole team, and especially the POIS℠ Coordinators regarding your expectations for their POIS℠ teams.
- Sit in on each team's POIS℠ meetings at least two times over the 24 week process. Your goal is not to come in with the answers or great ideas, but to come with great questions. Use the Recipe for Partnership. There may also be times where you use the High Performance Strategy to give a clear message regarding something especially important to you, and then ask strong, direct Forward Focus execution questions to create an honest action plan.
- Let your teams know that you expect them to meet weekly for up to one hour, starting and ending on time. Caution your teams about not letting these meetings become "just another meeting." This is a priority meeting and other meetings should be scheduled around this one. Why? Because this effort is vital to drive your business results.
- Advise the POIS℠ Coordinators and Win Wizards on your expectations for the Results Reports.

This Team and Beyond

- Whenever possible, attend future Celebration Dinners to model and build your Best Ever Culture.
- The Session Leader may also serve as a point of contact for this team with other Session Leaders representing other Pathways teams in the organization.
- Work with other Pathways to Leadership teams within the organization to expand your Best Ever Culture and share successes that can be applied to other business applications.

Our vision for you is that due to your effective and inspired leadership as a Session Leader, this process has been an important life-enhancing vehicle. That through this work, you've been able to build and develop your personal performance even more, have built greater results that showcase your own career, and serve your family. And that you have been the best ever you and reaped the benefits of showing up all-in early and everyday inspired.

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Follow Up Email Template from Session Leader…Next Steps!

In the coming weeks, we have the opportunity to support the team in their momentum to deliver their best ever. Below is a best practice email template that supports even greater ownership for your culture and being your best ever collectively.

Within the next week, please send your personal version of the following email to the team, copying key Senior Leaders and your Pathways to Leadership Facilitator.

Using 'reply all' Strategically: Using the 'reply all' feature for this specific email is strategic. The first few weeks following a session is when participants are most courageous to use the tools. By seeing responses to this email over several days, you are using the 3rd Mind Factor to support the team in moving toward their focus of being their best ever. This approach also builds the team identity and makes it sustainable beyond our session days together. Thank you for taking this strategic approach to building momentum!

After you send this email, you may want to send a follow up email to 2-3 specific team members asking them to respond right away to get the team started. Then notice how the responses activate your potential even more! Thank you for continuing to serve this team through your passion to serve!

To: Pathways Participants
Cc: Senior Leader(s); Facilitator

Subject: Pathways to Leadership Session

Hello Team!

What a remarkable time the team had together last week! There is a great deal of confidence in each of you and the important things that you will do in the future.

Your team and your colleagues will be asking you questions and watching you when you return as you: Lead with passion. Build Big Rs. Use the tools. Model best ever in every interaction.

The company is investing in this program and in you. Like any investment, it is important we identify a return.

Please respond to the following questions and hit 'Reply All' so we can share the answers.

- **What is the value you feel the investment in this program will bring to our company?**
- **What is the value you feel the investment in this program will bring to you personally?**

Well wishes to all.
(Session Leader Name)

Thank you for being a vital leader of your Best Ever Culture.

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