Pathways to Leadership® Definition of Terms

Because each Pathways to Leadership® Process is unique and tailored to the needs of the group and organization, some of the following tools and concepts may not have been explored during your process.

3 Conditions that Accelerate Change

This tool dissolves resistance to change by ensuring the conditions necessary for productive and accelerated change are present. Desired outcomes are achieved faster as teams move beyond engagement and buy-in…to ownership.

Read more in Stomp the Elephant in the Office starting on page 57.

3 Mind Factors

This tool allows you to manage focus so you can more effectively use intellect, emotional intelligence and wisdom to create and experience more of what you want.

Read more in Stomp the Elephant in the Office starting on page 137.

3 S's of Feedback

This tool strengthens your feedback to others, thereby developing and supporting a clearer performance path forward. Typically, confidence and stronger relationships are also established.

10:90 Ratio

The percentage of time you are talking in contrast to time spent listening. Usually applied by the leader of the meeting, it serves as a target or reminder on what behavior is best for activating the potential in others during discussions.

180 Degree Shift

This strategy combines several tools that, when employed, allows leaders to address concerns, worries or threats (and other thoughts and conditions that might take others to a prolonged focus on the back side of the Energy Map) in a manner that enables them to be clear about what is important and why, and then engage others in forward focus dialogue.

A Culture of Celebration

Smart leaders celebrate strategically, consistently, and in timely moments to ensure their organization grows in confidence, gains a greater understanding of why they are great, and generates even more momentum.

© 1997-2014 Verus Global Inc. ALL RIGHTS RESERVED.

Pathways to Leadership® Definition of Terms

The Best Ever Principle

The ability to realize and activate potential in every interaction of every day. *Read more about what Best Ever is not and what it is in the Fundamentals Section of your Leadership Journal.*

Big R

The type of relationship you have with yourself. While self-esteem and confidence are important components of the Big R, it goes far beyond these elements to include one's ability to live and regularly demonstrate their emotional intelligence. Ultimately, it is the quality that determines how a person responds to the events – good or bad – that occur in his or her life.

Degrees of Strength

A perspective grounded in an undisputable truth: It is impossible to have less than zero of any desired quality. Applying this tool ensures you, others and projects move forward faster, while increasing inspiration and fulfillment.
Read more in Degrees of Strength – The Innovative Technique to Accelerate Greatness.

Doofus Principle

The act of collecting evidence that supports a destructive belief system. People (including ourselves), objects, periods in time and other "every day events" can be "Doofused."

Energy Map

This tool equips individuals or groups of people to A) Determine where their focus is, in terms of directing energy, and B) Where they want to guide their focus. Use of the Energy Map enables you to better navigate events and create better results in the future.
Read more in Stomp the Elephant in the Office starting on page 183.

High Performance Strategy

This framework is used to establish clear guidelines, boundaries and expectations when in communication with others. Each of the five elements effect changes in others by themselves; when used together, alignment between parties increases, motivations are tapped, execution improves and accountability occurs.

© 1997-2014 Verus Global Inc. ALL RIGHTS RESERVED.

Pathways to Leadership® Definition of Terms

High Road / Low Road

A tool that ensures the potential in every moment of every day is seized and leveraged. This ensures greater results long-term via stronger people and relationships.
Read more in Stomp the Elephant in the Office starting on page 111.

Homeward Bound Framework

A tool that leverages your transition home and ensures you are at your "best" when you arrive where your best leadership efforts are needed most.

Meeting Enhancers / Questions Trigger the Mind

This tool allows you to guide focus during leadership opportunities that exist during meetings. This is the key mechanism to shift focus forward.
Read more in Stomp the Elephant in the Office starting on page 257.

My Personal Best

With six steps found on a wisdom curve, this tool identifies actions one can take in their thinking to activate their own potential in even the most difficult situations. Used well, it enables you to model and develop greater emotional intelligence.

On-the-Path Guidelines

This approach stands in stark contrast to a focus that takes people *away* from what is desired. Using on-the-path methodology means that when we're addressing past, current, and future behavior and results, we're addressing and focusing on that which is *desired*.

Platform Statement

The words that come before or after a meeting enhancer to put the question into context, thereby ensuring the meeting enhancer provides as much value as possible. Platform Statements can also be used to put any Verus Global® tool into context.

Recipe for Partnership

This 5-step framework enables you to build and leverage momentum, create alignment towards a shared vision, and build stronger partnerships.

Team Activation Checklist

This tool outlines five specific team dynamics essential for fully realizing the potential of any team. The dynamics are not sequential in importance. Independently and in combination, when these qualities are developed, leaders build and develop in advance the strengths their team will need for sustained high performance.

© 1997-2014 Verus Global Inc. ALL RIGHTS RESERVED.