SESSION LEADER: POIS-2

The Session Leader is essential. This person will have a significant influence on sustaining and growing the Wellness Culture[SM]. This person's support is vital to the success of the POIS teams.

Objective of Session Leader:

- The Session Leader is an important role because your support and coaching of the POIS-2 Teams during the months after the Mastery Program will have the strongest influence on sustaining and growing the Wellness Culture[(SM)]. The Session Leader has the potential to dramatically effect business results.
- Your team has already made stunning progress in leadership and Wellness Culture[(SM)] growth, and when the POIS-2 process is done right, the best is yet to come. It is not an exaggeration to say that future improvements lie completely in your hands. Your Wellness Culture[(SM)] will now either start to slip away - or it will get stronger and stronger. With your support and coaching of the POIS-2 Coordinators, expect your Wellness Culture[(SM)] and leadership results to be twice as strong in the next few weeks, and even stronger by the Strategic Leadership Meeting!

- **Responsibilities of Session Leader:**

- As a Session Leader, you will be involved in the planning and coordination the Strategic Leadership Meeting in 12 weeks. (It would be a good idea to confirm the date of the Strategic Leadership Meeting as soon as possible. Also, please call your Pathways facilitator four to eight weeks before the event so they can help with the planning.)
- It's okay to create a bit of fun competition between the POIS teams. Obviously you expect quality results, but let your POIS teams know that you expect them to move fast and create noticeable, measurable results quickly. Each team will develop a strong identity: a strong sense of pride and excellence!
- Work with other Pathways to Leadership® teams to maintain and expand the Wellness Culture[(SM)]. With companies having Pathways to Leadership® teams in multiple locations, this is extremely important. As the Wellness Culture[(SM)] expands, Pathways Session Leaders throughout the company have the opportunity to make a profound difference. Discussions might be centered on questions such as, "How do we tie all Pathways to Leadership® groups together and create an increasingly powerful feeling of one powerful team and culture?" "How can the different teams best support each other?"
- You will sit in on each team's POIS meetings at least once a month. Your goal is not to come in with the answers or great ideas, but to come in with great questions. Use the *Recipe for Partnership* as a guide. There may also be times where you use the *High Performance Strategy* (*Model, Message, Co-Discover, Listen, Focus)* to give a crystal clear message on an aspect or idea that is especially important to you, and then ask strong, direct execution questions to create an honest action plan.
- Please let your teams know that you expect them to meet weekly for one hour, starting on time and ending on time in a Wellness Culture[(SM)] manner. Caution your teams about not letting these meetings become "just another meeting" for just doing business as usual. This is a priority meeting with a consistent time, and other meetings should be scheduled around this one. Why? Because this effort is vital to drive your business results.

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Suggested Methods to Sustain a Strong POIS-2:

1. ***Model*** the *High Performance Strategy* by being *On a Roll*, living the *Big 6 of Degrees of Strength* with a *Big R*. Live the tools and walk the talk**.**
2. Send a clear ***Message*** of what is important to you and what you expect from your team. Sometimes that sounds like, "I truly believe that in mastering these tools, we are going to create a phenomenal culture and break production records. So I am committed to supporting you 100% as your Coordinator. I'll come to every one of our meetings prepared and O*n a Roll*…and it's important to me to get that same level of commitment from you. Together we will outshine all the other teams with our success."
3. Tap into the team's motivations of why the POIS-2 process is so critical (along with their attendance). Use the ***Co-Discover*** *Element* by asking *forward focused questions*. "What are some of your ideas for making our meetings so productive and fun that we always walk away knowing that was the most valuable meeting we could possibly attend? What will be the benefits to our team and to others when we accomplish these ideas? How will we know that we are successful?"
4. ***Listen*** with deep respect. They will come up with great ideas.
5. Then, ***Focus*** consistently on what they do right…on what they contribute…on how they keep the guidelines, etc. Use those *3 S's of Yes*.
6. Rotate the leadership of meetings, and coach each week's leader.
7. Always position them in *Degrees of Strength*…as key leaders and champions for wellness. Challenge them to come to every meeting *On a Roll*, ready to contribute.
8. Make sure meetings start/end on time, and are focused on upcoming activities that can leverage team members' week. Follow a tight, fast-paced agenda.
9. Keep senior management in the loop. Ask for a periodic e-mail from senior leaders that stresses the company's strong commitment to a Wellness Culture(SM) and expectation for full attendance in the POIS-2 Team meetings.
10. Ask for us at Verus Global for help when you need it. We are behind you all the way!

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