GRAND POIS-2 MEETING IDEAS

This is the 18th POIS meeting. Ideally, it falls right in the middle of the POIS-2 process, six weeks after the *Pathways to Leadership®* Mastery Program. The purpose of the Grand POIS-2 meeting is for the entire *Pathways to Leadership®* team to reconnect, even if via conference call to re-energize, learn best practices, share wins, have some fun and rededicate to living and leading best ever.

In many ways, your Grand POIS-2 meeting is similar to your Grand POIS meeting during POIS-1. For example, typically, all of the POIS Coordinators and Win Wizards are involved in planning and leading this meeting. Your Week 18 Agenda is designed for the Grand POIS-2 Meeting.

Ideally, everyone is ableto join in person. Often, that isn't possible. If your organization has video conferencing available, this adds great value. If your organization doesn't have this technology, consider a free alternative like www.oovoo.com (which offers up to 12 participants per video conference call).

To add greater fun, engagement and results to your Grand POIS-2 Meeting, you may consider the ideas below.

Ideas for the Grand POIS-2 Meeting

It is the purpose of every POIS meeting to serve the participants; therefore, the meeting agendas should reflect the personality of the team. The applies to your Grand POIS-2 Meeting as well. For example, if the team has some special challenges, then it is advisable that there be a direct and honest conversation based on questions and the *Verus Global® tool*s in order to address that issue.

In this spirit, what follows are alternative/additional ideas and activities from past Pathways teams that were successful in adding value to the Grand POIS-1 and POIS-2 Meetings.

- **"Special Guest."** Invite a senior leader or local celebrity to participate in the Grand POIS Meeting. The questions that are exchanged are always stimulating.
- **"POIS Team Challenge."** Create a challenge for the POIS teams to accomplish. This could be a case study that is developed to mirror current events within the business; what *Verus Global®* tools would they use, and how, to build results? Or challenge them to find Pathways team members using specific tools in the work place. Or extend a challenge for all POIS Teams to submit their best results report so far.
- **"You Get What You Measure."** Determine what specific areas of leadership you and your team are committed to growing. Create a scoring rubric to measure your progress. For example, if building the *Big 5 of Upstream Leadership* is a priority, score yourselves: No Progress, Making Progress, Satisfactory, Advancing, or Best Ever. Share why you've given yourself the score you did; and identify what you want to do better, along with which tools you will use to accomplish that.
- **"Show Me the Money."** Identify situations where a *Verus Global®* tool was used. What would have been the sequence of events that would have happened if that tool *hadn't* been used? (Sometimes the ramifications can go for days, weeks or beyond.) What would have been the cost(s) if the tool hadn't been used? Therefore, what was the impact on the bottom line because the tool was used?
- **"Pathways Court."** Each team member chooses a tool that resonates for them. They are then to come to the Grand POIS Meeting prepared to provide a sound case on why that is the most valuable tool a person/organization could possess and implement. Of course, evidence is always vital. The rest of the team gets to play the jury.
- **"Fortune Cookie Results."** Bring fortune cookies to the meeting. Each person opens their cookie, and then shares with the rest of the team the *Verus Global® tool*s that are related to their fortune – and where they could apply that tool in the coming weeks to insure their fortune becomes a reality.

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- **"Pathways Radio."** Team members bring one of their favorite songs to play for the team. After listening to the song, the team makes educated guesses why the song means so much to that individual. Then that person reveals the importance of that song. Additional: identify what *Verus Global®* tools and concepts are at use or revealed within the song.
- **"My Library."** Individuals share books, quotes, or essays that underscore the importance of their work as leaders and demonstrate the *Verus Global® tool*s in action.
- **"The Verus Global Collection."** Use various Verus Global resources to prompt dicussion and expand your skill set.
  - Read a page or chapter from *Stomp the Elephant in the Office* and choose questions from the free handbook to delve deeper into many of the core tools.
  - Choose a relevant Leadership Post to apply to a current business need.
  - Watch a video on VGTV Videos. We recommend the Work/Life Balance-How to Thrive at Work and at Home, Going Beyond Engagement, How to Say "No" to Unacceptable Behavior, Making it Safe to Take Risks, and How To Do More with Less.
  - Read a few pages from *Degrees of Strength, The Innovative Technique to Accelerate Greatness* and use the Team Acceleration Guide to develop greater competency with this approach. There are also several videos on VGTV about this technique,including Using Degrees of Strength for Tough Conversations: What Degrees of Strength Isn't and Is - Part 1 and Are you an Accelerator? (This suggestion is built into the Grand POIS-2 agenda. The accelerator discussion is powerful!)
  - Read a few pages from *The 10 Greatest Gifts I Give My Children* and use the free book study guide on the website to facilitate a rich discussion.
  - Using your Pathways Revisited Booklet, conduct a scavenger hunt or choose a tool, and use the revisited pages on that tool for discussion.
- **"Pathways Alumni."** Invite graduates of earlier *Pathways to Leadership®* Processes to participate in the Grand POIS Meeting. Questions from the *Recipe for Partnership* are powerful in these situations – and both parties are served.
- **"Traditional Icebreaker."** The value of a traditional game to 'break the ice' is to remind the team of how much fun you have together. Google the terms, "ice breaker," "energizer," or "team building activity," and you will have many ideas to choose from.
- **"And the winner is…"** Game shows are also a fun format to engage the team, have some fun, and refresh yourselves on the tools or learn more about each other personally.
- **"Teambuilding Hi-Tech Style."** With the accessibility of so much technology, if your team is around the world, you can engage people in really creative ways using Twitter, Texting, video conferencing, and even Facebook. There are lots of resources – google "digitial team building" for the latest ideas.
- **"Pathways Translated."** Pathways has been facilitated all over the world and in several different languages. Try on a new language for the day – if you couldn't use the term "Energy Map" as the name of the tool, what other words would you use to describe it? This activity is a rich way to expand your versatility with the tools as it expands your understanding of the tool and how to use it.

Consider joining our Facebook group (https://www.facebook.com/groups/110385392365769/) to poll graduates from different companies about their best ever Grand POIS experiences. If you create new ideas, please pass them along to your facilitator so they can serve others – or better yet, post them to our Facebook group!

An Alternative

Occasionally, due to logistics, it is impossible for all the POIS teams to meet for a Grand POIS Meeting, even via the phone. In such cases, POIS teams should simply proceed with their individual weekly meetings. Or, it is popular and productive to have two POIS teams meet and build synergies together.

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