POIS 2 COORDINATORS

In many ways, this role is similar to the role for POIS 1 with a few key distinctions. If you haven't read the description of this role for POIS-1, please go to the Pathways Graduate Webpage, under For Your POIS Experience, Launch Process, and do so now. The key differentiators of this role for POIS 2 are explored below.

Who:

You! Congratulations on filling this role as the POIS 2 Coordinator which is essential in moving individuals forward. You are the 'behind the scenes' person who makes the integration and sustainability process successful. The greater your modeling and visible use of the tools, the greater the transformation of your POIS team members. This isn't about *perfectly* using the tools but *using* the tools and *sharing* what you are learning as a result.

What:

- Your mission is to handle the essential logistics of the meetings, model the tools and concepts, keep the team informed, lead the first meeting, help develop and record the team's and the individual's key progress , and be a strong model of effective best ever leadership.
- For POIS-2, relevant application is even more vital.
    - Focus on using the Verus Global® tools in your work, meetings, supervision, project/process innovation, and in other strategic busines arenas.
    - Include an application option from the agenda for every meeting. We all know that learning by doing creates better, more sustainable results. In your first meeting of POIS-2, ask the team questions to create value for doing at least one application option in each meeting. For example:
        - Why is it important to each of us to get even stronger in our ablity to apply the tools with greater confidence in more and more situations? *(Each person shares. POIS Coordinator shares last.)*
        - It is important to me to gain greater confidence and skill because… *(insert what is important to you)*. Therefore, for each meeting, I'd like us to do at least one application from the agenda. For this week's meeting, I'd like to do *(share the application option you want to do for that meeting)*.
        - *After the application segment or at the end of the meeting, ask:* What was most valauble to you about praciting and doing the application segment from the agenda?
    - Coach each meeting leader to choose and include an application option.
    - Assist your POIS-2 team with the successful completion of their Performance Propeller Plans. Use the application segments of the agendas to develop each person's abilities and move the plans forward.
- Making your progress individually and collectively visible is a key aspect of making POIS-2 for your large Pathways Team most successful. Continue to share results with your Win Wizards and support the Tool Captain Process by supporting each POIS Team Member to deliver their report on time and acknowledging the Tool Captain Reports that you receive.
- You'll find your POIS Meeting Agendas, the POIS Audios, POIS Meeting Openers and Closers, and other resources on the Graduate webpage at www.verusglobal.com.

> - Make sure your POIS Team meetings are ***fun***.
> - Make sure your POIS Team meetings are ***rigorous*** – participants are growing as leaders.
> - Ensure that by participating, everyone ***gains significant leverage*** for the rest of his/her week.

© 1997-2012 Verus Global Inc. ALL RIGHTS RESERVED.

Review the POIS-2 Coordinator Role for information regarding when, where, & how.

How for POIS-2 – The Task of Running the Meeting:

- Honor the Methods of Operation you revisited and possibly revised during your Mastery Program. As needed, use the Verus Global® tools, such as the *High Performance Strategy or Recipe for Partnership*, to revise and refine these methods to support your unique and evolving team culture and needs.
- Weekly, each POIS Coordinator assists the team with identifying a team member who will document their an experience and result of using the tools. This result should include: A) the situation or issue; B) the Verus Global® tool they applied; C) the result or outcome, including what it saved the company in dollars, morale, etc. This team member sends this to the Win Wizard for distribution to your Pathways Team.
- Weekly, each POIS Coordinator supports any Tool Captains that have a report due to the team.

How for POIS-2 – Leading your POIS Team during and beyond your meetings:

One-on-one mentoring and coaching of your team members is key.

- On a regular basis, using the *High Performance Strategy*, go to each member privately and inform him or her how important they are to you and the group.
- Coaching the Meeting Leader: Each POIS meeting will have a different Meeting Leader. Mentor each Meeting Leader before their meeting. Some *Forward Focus Questions* you can ask may include:
  - What is your ideal vision for our meetings?
  - What has worked well for you in our POIS meeting process?
  - What is the reason the POIS meetings are important to you?
  - What are your ideas to make our meetings even better?

(This is worth repeating) The Difference You Make:

Quite honestly, success in this role takes someone with courage and commitment. It takes a person who is willing and able to practice many of the tools we're discovering together. Without a doubt, every POIS Coordinator 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! Here's your challenge:

- Your ability to live your *Best Ever* – and have fun – are perhaps the most important ingredients to a successful POIS Coordinator experience.
- How important will it be to honor the *3 Conditions that Accelerate Change* as you move through the weeks ahead?
- How will you employ the *10:90 Ratio*?
- 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 you use the *High Performance Strategy* and *Co-Discover* element to lead and co-create a consistent best ever experience with your POIS Team?

Our vision for you *is that due to your effective and brilliant work as a POIS Coordinator, this process has been an important life-enhancing vehicle. That through this work, you've been able to refine 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.*