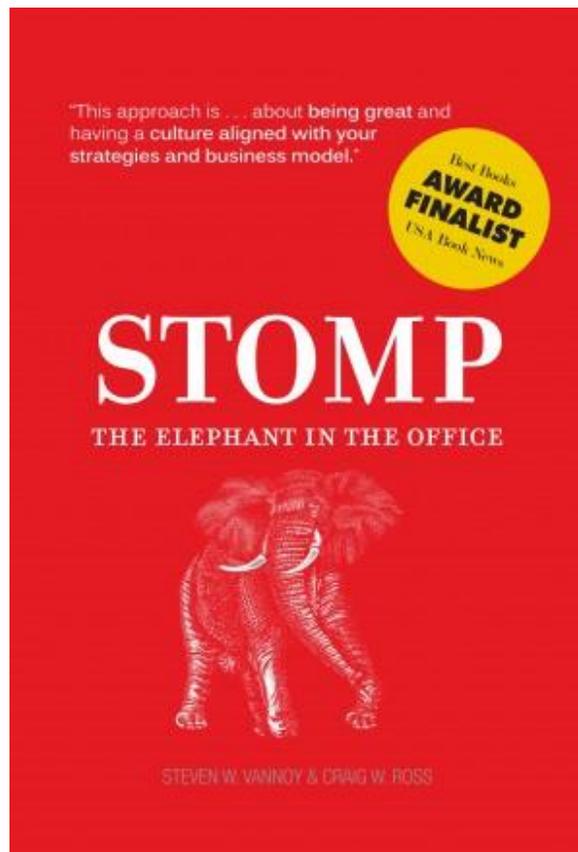


Elephant-Stomping

Group Handbook



For readers of

Stomp the Elephant in the Office

by Steven W. Vannoy and Craig W. Ross



Overview

Elephant-stomping groups are a proven method to putting an end to the toxic workplace, getting more done and creating excitement about work again. Essentially, these groups are leadership forums that assist people and teams to deliver better results by enhancing their ability to use the tools highlighted in this book.

What results can we expect as we participate in elephant-stomping groups?

Synergies will increase as people form a common language in their leadership efforts. The tools and strategies in this book make their way deep into the workplace, allowing people and teams to execute strategies faster. As the Wellness CultureSM grows, results accelerate and the bottom line improves.

How many people should be in each elephant-stomping group?

It is best to create teams consisting of three to eight people. This allows everyone to have a voice; the small number also is conducive to generating breakthrough synergies.

Who should be included in each group?

You can approach this in one of three ways.

- ▶ All or part of an entire team that is already functioning well—and that wants to create even greater results—can use this format.
- ▶ Elephant-stomping groups are a proven vehicle to break down the walls between people and departments—walls that create safe havens for elephants. We encourage you to invite people with whom you want to build stronger relationships. As these relationships grow stronger, elephants flee the premises.
- ▶ You can also invite respected peers from other organizations, peers you want to serve and develop a relationship with.

How often should the elephant-stomping groups meet?

Weekly meetings are the most popular and effective format. Numerous organizations, however, create stellar results hosting the meetings bimonthly or monthly. On average, the meetings last forty five minutes to one hour. Most groups meet four to eight times. Some organizations leverage this process so well that the elephant-stomping groups meet continuously. In these cases, they periodically shuffle participants and consistently rotate business applications.

Is this just a book study format?

No. Simply put, the elephant-stomping groups are designed to help you do your business—better. This book, *Stomp the Elephant in the Office*, and the leadership tools within it are a support mechanism to that end; therefore, meeting moderators will assign specific pages or sections for participants to read in advance.



What do the group meetings look like?

What follows is a basic sample agenda. For additional meeting agendas view our Elephant-Stomping Handbook

- Meeting Opener: Where have we seen leadership that has eliminated elephants in our area lately—and allowed us to get more done?
- Where have we been executing our strategies effectively?
- How have we been achieving that?
- From the recommended reading, what portions do you feel were most important?
- Where can we apply that information in our own operations?
- How can we best do that?
- Where in our operations do you feel we can develop a stronger Wellness Culture? Where do elephants currently reside in our organization (or meetings, projects . . .)?
- How can we apply the information from the selection we read to eliminate the elephant in this area?
- How will eliminating the elephant in this area allow us to execute our strategies more effectively?
- What additional and important outcomes will we generate by taking leadership action in this area?
- Are there places where we can or should replicate the successes we identified earlier?
- What do we want to achieve before our next elephant-stomping group meeting?
- Why is achieving the above important?

Optional

Where have we been applying these tools with our families?

What sorts of results are we creating?

How can we create an even stronger culture at home?



Stomp the Elephant in the Office

Elephant-Stomping Group Organizational Meeting Agenda (1 Hour)

This agenda is designed to be used as your first meeting agenda where you co-create the group's focus and agreements. This agenda is simply a guide. Adapt it and use the questions and components that are relevant to your Elephant-Stomping Group. Consider providing paper and pen and asking each person to write their answers to the questions you ask before sharing with the whole group. This supports each person to become more fully engaged in the group by actively thinking about each question that is asked.

Welcome:

Introduce yourself and welcome the group.

Meeting Opener:

Ask each person to:

- ▶ Introduce themselves – name, company, department, role/title.
- ▶ Explain how they know you or the person who invited them.
- ▶ Choose one meeting opener, such as one from the list below, and ask each person to share their response as part of their introduction to the group:
 - ▶ What is one of your greatest strengths as a leader?
 - ▶ What have you have found most valuable from the book so far?
 - ▶ A meeting opener of your choice.



Establishing the Focus for the Group:

Share what is important to you about this group, such as what outcomes you want to achieve, and why.

Ask each person to write 2-3 outcomes they want to experience from their participation in this group and why. Once everyone is done writing, ask each person to share. You may choose to capture everyone's desired outcomes on a list or on a flip chart. You and the group can then refer back to this periodically to assess your progress. Stomp the Elephant in the Office by Steven W. Vannoy and Craig W. Ross Elephant-Stomping Group Handbook



Co-Creating Group Agreements:

Group Agreements are essentially how you as a group agree to operate together.

Ask the members to write down what is important to them about how you operate together to make this group enjoyable, productive and valuable. An alternative question: What are the guidelines that will support this group in getting the most value out of this experience?

Share any specific agreements that are important to you and why these are important to you. Ask the group if they are willing to agree. To create the most ownership within the group and ensure you aren't inviting any elephants into the group, consider limiting your personal list to a few guidelines that are most important to you and then co-create the remaining agreements. Another alternative is to wait until several guidelines have been shared by group members and then share one of yours!

Ask each member to share one agreement that is on their list and share why this is important to them. By sharing one agreement each, you create a better opportunity for every group member to contribute something unique to the group's agreements, otherwise the first person may share everything other members had on their lists! Explore agreements as needed to make sure everyone is in accord.

After you've heard one agreement from every group member, ask for any additional agreements that have not been shared. Make sure you have time to hear from everyone.

Discuss any others from the following list that you believe are relevant or may be of value to the group.

- ▶ *Will you rotate leadership of the meetings with each member taking a turn to lead the agenda?* (Note: Most Elephant-Stomping Groups share leadership in this way and find it creates more ownership, engagement and momentum for the group.)
- ▶ *When do you cancel and reschedule a meeting?* When less than 100% can attend? Less than 75%? When the scheduled leader of that meeting cannot attend?
- ▶ *What is the expectation of those who cannot attend a meeting?* Do they read through the agenda and e-mail their thoughts to the rest of the group? What if they need to miss two meetings in a row?
- ▶ *Will someone take minutes at meetings?* If so, how will these minutes be used by the group members? Who will take the minutes – will this rotate each week? Are minutes expected to be everything that was said or simply the highlights or just the commitments each member makes for applying the concepts and tools for the coming week? (Note: Most Elephant-Stomping Groups do not take minutes, however most group members make their own personal notes during the meetings.)
- ▶ *How important is it to the group to start right on time?* If you agree to wait for those running late, how long do you wait?



Elephant Stomping Group Questions

- ▶ *Do your meetings end strictly at your end time or is it okay with the group to run over a few minutes or more? What can be the risk if the meetings consistently go over the scheduled time?*
- ▶ *How do you want to approach the agendas? The agendas are designed for an hour, unless otherwise stated. However, each group is unique and will engage in the questions differently. Is the group most interested in finishing each agenda or more interested in delving deeply into those areas the group has the most interest and energy?*
- ▶ *Does each member write their answers to a question on the agenda and then share with the group? What could be the value of this for the individual members? For the group? (Note: The agendas are designed with space to write notes.)*
- ▶ *How will you build accountability in each other, including holding yourself accountable? This includes commitments group members make to grow as leaders between sessions, as well as their commitment to attendance and participation.*
- ▶ *What is the focus of our time together – the office? Home? Both? Can different group members focus on different areas? What could be the value of that?*
- ▶ *What is the expected participation? Is it okay, if a member is on a conference call line, if they are checking their e-mail during the meeting? Doing other work? Do you ask all members to turn their cell phones off or on vibrate for the meeting? Do members agree to only take emergency calls during the meeting?*
- ▶ *What are the expectations for applying the concepts and tools outside of the meetings? Is it okay if one or more member is more interested in discussing the concepts in the meetings and simply observing their environment between meetings? Is it important to the group that everyone is applying the concepts and tools somewhere in their lives so other group members can learn from them? Can someone choose not to share during a meeting?*
- ▶ *What is important to the group about confidentiality? Can group members share their own stories and insights outside of the group? What can they share about what they learn from other group members? What should they not share?*
- ▶ *What strategies will you use as a group to ensure everyone that wants to speak during a meeting has a chance to do so? Will you rotate who shares first to each question? Do you wish to agree to laser sharing – sharing that is concise and to the point? Is there a member in each meeting who is the process check person – they watch the time and may interject when a conversation seems to be recycling and restating the same point that has already been made?*
- ▶ *Will there be refreshments? If so, how will that be managed? Do you meet at a restaurant and split the bill? Do you rotate a member bringing snacks each week? Do members bring their own lunch if the meeting is over lunchtime? Do you only have food on special occasions?*





Meeting Date And Time	Meeting Location	Meeting Leader	Agenda	Group Member Preparation (Parts or Chapters to read prior to the meeting)
			Agenda #1 The Elephant-Free Workplace	Part One
			Agenda #2 The Humanity Factor	Part Two & Eight
			Agenda #3 Delivering Elephant-Free Productivity	Part Three
			Agenda #4 Elephant-Free Decision Making	Part Four
			Agenda #5 Elephant-Free Thinking	Part Five
			Agenda #6 Elephant-Free Operations	Part Six Chapters 27-32
			Agenda #7 Elephant-Free Operations cont.	Part Six Chapters 33-38
			Agenda #8 How to Operate on the Front Side of the Energy Map	Part Seven



Agenda #1

The Elephant-Free Workplace:

Creating a Wellness Culture Where More Things Get Done

Meeting Opener

1. In your team and organization, what areas already have a strong Wellness Culture? What are specific examples of the pillars of the Wellness Culture in these areas? (Chapters 2, 5, 6 and 7)
 - a) What difference does this make to results? To alignment of people with business strategy and purpose?
 - b) How is a Wellness Culture distinct from a Fix-It Approach? (Chapter 4, page 20)

2. Considering Gallup's research on page 22, what percentage of your organization's employees is disengaged? _____ actively disengaged? _____ (Chapter 4, page 22)
 - a) What is the cost of this disengagement?

3. Why is it important to you to lead a Wellness Culture?

4. What is some evidence that demonstrates you want to be great (at work or at home)? (Chapter 6)

Wellness Culture Pillar #1

A group of people committed to fostering the development of healthy individuals, teams and systems proactively rather than trying to fix people and problems reactively.
 – Chapter 5, page 25

Wellness Culture Pillar #2

An environment that allows people to be who they truly want to be – to be great – rather than stifling their natural motivation to contribute fully.
 – Chapter 6, page 29

Wellness Culture Pillar #3

A group of people on a quest to understand what is working rather than what is not working, to focus on solutions and strengths rather than on problems and weaknesses, and to find the value in what is happening rather than concentrating on who or what is to blame.
 – Chapter 7, page 39



Optional - Elephant-Free Home: Where the Most Important Leadership Work Occurs

- ▶ From your perspective, why is home where the most important leadership work occurs? (Chapter 7, page 41)

- ▶ What are some examples of where your family already demonstrates a strong Wellness Culture? (Chapters 5-7) What difference does this make?

- ▶ What is one example that illustrates your family members want to be great? (Chapter 6)

- ▶ How can you begin to create a Wellness Culture in your community? 

Meeting Closer

5. What is one area you will focus on building the Wellness Culture before your next Elephant-Stomping Group meeting?
 - a) Why is this important to you?

 - b) What is one idea of how you will achieve this?



Agenda #2

The Humanity Factor

Getting into the Elephant Removal Business by Breaking Leadership Lock

Meeting Opener

1. In regard to your focus on building the Wellness Culture from the last meeting, what progress are you pleased with? What did you do to create this progress?

2. When you think of individuals that have demonstrated the Humanity Factor, under what circumstances have they done so? (Chapter 3, page 16, and Chapters 46 and 47)

 - a. What specifically have they done?

 - b. What difference does it make?

3. In what ways does the Humanity Factor align with your values? (Chapter 3, page 16)
 - a. Why is it important to you to be this kind of leader?



Your Leadership Lock

“There is a time and a place to philosophize and theorize about leadership, but this is not it. This is the time to run the elephant out of the office.” – Chapter 9, page 52

Consider your Leadership Lock.

- ▶ If you’d like examples to stimulate your thinking, refer to Chapter 9, page 52.
- ▶ Your Leadership Lock may be about a significant theme that you will be able to focus on for several or all of your Elephant-Busting meetings. Or your Lock may be about a current situation that you focus on for one or two meetings and then you identify a new Lock on which to focus.
- ▶ Some Elephant-Stompings have chosen to identify a Lock at the office and a Lock at home.
- ▶ What is important is that the Lock(s) on which you choose to focus is/are something you want to move forward and are therefore committed to applying the tools and concepts to break your Leadership Lock.



What is your Leadership Lock?

Consider a situation, a relationship or a process that your Leadership Lock is preventing you from moving forward.

- ▶ Each meeting you will focus on a specific situation, relationship or process that your Leadership Lock is affecting. You may decide to focus on the same situation, relationship or process for several weeks or choose a new one each week.

What is a situation, relationship or process that is affected by your Leadership Lock that you want to move forward now?

Meeting Closer:

1. Regarding your Leadership Lock, review the specific situation, relationship or process you will focus on moving forward by your next Elephant-Stomping Group meeting. Why is this important to you?
 - a. What are two specific ways you will move it forward?



Optional - Elephant-Free Home: Where the Most Important Leadership Work Occurs

What are three to five ways in which our lives and families are negatively affected if we don't continue to close our personal leadership gaps? (Chapters 8-9)

What type of leader are you and what type of leader you are becoming at home?
(Chapters 46-47)

How would you like your family to describe your leadership style?

Why is it important to you to be this kind of leader at home?

What are some ways you have, or would like to, create a stronger Wellness Culture in your community?

Why is this important to you?

Why is this important to your family?



Agenda #3

Delivering Elephant-Free Productivity

Meeting Opener

1. What progress have you made with moving your Leadership Lock forward?
 - a. What specifically did you do to move it forward?
 - b. What short-term results are you seeing? What long-term results are you anticipating?
2. To what extent does your organization rely on change to be successful? (Chapter 11, page 65)
3. What is an example of a change you've been a part of that was successful?
 - a. Which of the 3 Conditions That Support Change were honored and how? (Chapters 14-16)
 - b. What difference does it make to your organization and career when you are effective at managing change?



3 Conditions that Support Change

Chapter 10, page 60

Participants in the change process feel good about themselves.

The process includes participants' ideas.

The process includes participants' motivations.



4. Why do the first three steps of the traditional approach to change create resistance?
(Chapter 12, page 71)

The Traditional Approach to Change

Chapter 12, page 71

Step 1: Identify the problem.

Step 2: Have an “expert” determine a solution.

Step 3: Tell people how to change.

Step 4: Try to overcome the resistance created by the first three steps.

Optional - Elephant-Free Home: Where the Most Important Leadership Work Occurs

1. Are you honoring all 3 Conditions That Support Change at home? at difference will that make?
2. What are your internal motivations at home? What is most important to you regarding your family? Why? (Chapter 16, page 101)



Meeting Closer:

5. Who are a few people in your organization that you believe also have the desire to stomp the elephant?

a. What ideas do you have to engage them in this important work?

6. Regarding your Leadership Lock, what specific situation, relationship or process will you focus on moving forward by your next Elephant-Stomping Group meeting?

a. Why is this important to you?

b. What are two specific ways you will move it forward? Can you apply the 3 Conditions That Support Change? If so, what is your plan for doing so?



Agenda #4

Elephant-Free Decision Making

Meeting Opener:

1. What progress have you made with moving your Leadership Lock forward?
 - a. What specifically did you do to move it forward?

 - b. What short-term results are you seeing? What long-term results are you anticipating?

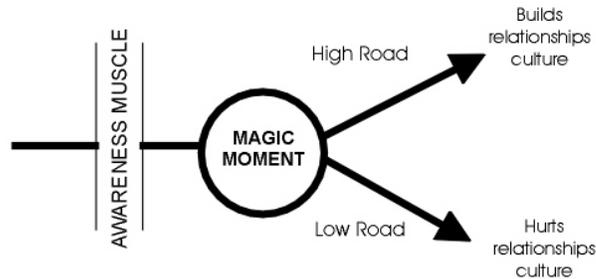
2. What is an example of when you've recently taken the Low Road? (Chapter 19)
 - a. What results, short and long term, did you bring about in those moments?

 - b. What is an example of when you've recently taken the High Road?

 - c. What results, short and long-term, did you bring about in those moments?



3. What connection do you see between the Magic Moment, the High Road, and the concept that People Want to be Great?



Optional - Elephant-Free Home: Where the Most Important Leadership Work Occurs

1. **Elephant-Stomping Question** from Chapter 19, page 120 – As a person committed to fostering a Wellness Culture, how would you respond to Michael’s declaration had he had forgotten his lunch?
 - a. What firm, direct words would you use to make sure he realized his failure to remember his lunch had consequences and you considered it important for him to remember his lunch in the future?
 - b. How would you convey all this in a way that would strengthen the relationship between the two of you?
2. What Magic Moments have you missed at home?
 - a. What has been the cost?
 - b. What are your specific ideas to flex your Awareness Muscle and begin to take the High Road more often? What will you say and/or do?



Meeting Closer:

4. Regarding your Leadership Lock, flex your Awareness Muscle by identifying a few potential Magic Moments that lay ahead.

a. What leadership actions will you take when these and other Magic Moments occur? In other words, what tools will you use during the Magic Moments regarding your Leadership Lock? (Chapter 20)

1. How closely is your future success as a leader – and your effectiveness as a friend and family member – tied to your ability to increase your awareness? Why?

Wellness Culture Tools

The 3 Conditions that Support Change

Chapters 14-16

The Magic Moment and the High Road and Low Road

Chapters 18-19

The Awareness Muscle

Chapter 21

The 3 S's of Yes

Chapter 14, page 86



Agenda #5

Elephant-Free Thinking

Meeting Opener:

1. What progress have you made with moving your Leadership Lock forward?
 - a. What specifically did you do to move it forward?
 - b. What short-term results are you seeing? What long-term results are you anticipating?

Process Check:

2. What are two ways you have noticed you've grown in your ability to lead, to influence, and to stomp elephants since beginning your Elephant-Stomping Group?
 1. What difference has this made to your professional and personal life?
3. To what extent do you notice focus paralysis (a confused, semi-paralyzed state caused by numerous ongoing shifts in focus) in yourself? (Chapter 23, page 149)
 - a. What effect does it have on your energy? Your time? Your efficiency? Quality?
4. What difference does it make when you communicate what you want rather than what you do not want? (Chapter 24, page 162)



5. Share one example from your personal or professional experience to illustrate when Mind Factor #3 was used to diminish results with a person or a situation.
 - a. What were the costs?
 - b. Share one example from your own experience to illustrate when Mind Factor #3 was used to enhance results with a person or a situation.
 - c. What was the value of this?

Optional - Elephant-Free Home: Where the Most Important Leadership Work Occurs, Continued

1. Think of a situation or relationship in your home life that is going well. Use your Awareness Muscle to notice where your focus is. (Chapter 25, page 172)
 - a. What has been your focus? What is your evidence you (and the others involved) are moving toward this focus?
 - b. Now think of a situation or relationship that is not going as well as you would like. Where is your focus? What is your evidence you (and the others involved) are moving toward this focus?
2. What are some things in your personal life that you've been trying to avoid but have had difficulty steering clear of? (Chapter 24)
 - a. Is it possible that in these cases you've been applying "don't" statements to yourself?
 - b. What would be a more productive focus?



Meeting Closer:

7. Regarding your Leadership Lock, what evidence do you see that, to date, you have been going toward your focus?
 - a. What are some things you don't want to happen but may have been focusing on? In order to move forward, what more productive focus do you want to adopt?
 - b. To leverage the 3 Mind Factors, what are the top two things will you focus on from now until your next Elephant-Stomping meeting in regard to your Leadership Lock?
 - c. Why is this important to you?



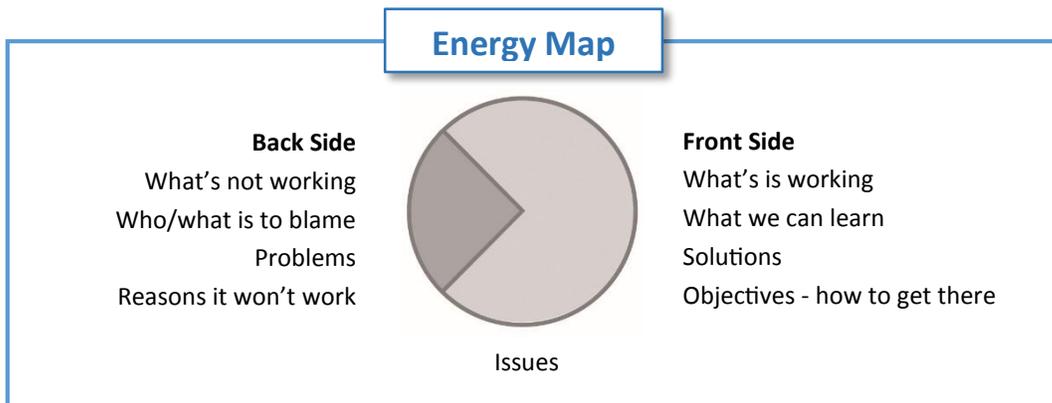
Agenda #6

Elephant-Free Operations (Chapters 27-32)

Meeting Opener:

1. What progress have you made with moving your Leadership Lock forward?
 - a. What specifically did you do to move it forward?
 - b. What short-term results are you seeing? What long-term results are you anticipating?

2. What is a can-do attitude worth to your organization? (Chapter 30, page 199 and 201)
 - a. At the end of a typical day, what do you focus on?
 - b. Is this focus building or destroying your own can-do attitude?





3. What complaints are others making? (Chapter 29, page 196)
 - a. What do you think they want to happen?
 - b. How do Wellness Leaders respond to “company complainers” in a front-side way?

4. How can you begin to break the largest Leadership Lock of all: judging those who use outdated leadership tactics? (Chapter 32, page 215)
 - a. Think of someone in your organization of whom you are critical and/or whose flaws you focus on. Use your Awareness Muscle now to identify two things that person does well and that contribute to the Wellness Culture.
 - b. How can you take the high road with this person in your next interaction?
 - c. What difference can this make?

Optional - Elephant-Free Home: Where the Most Important Leadership Work Occurs

1. Today, what percentage of your time are you spending on the front side of the Energy Map at home?
 - a. What results is this creating for you? Your family?
 - b. What is the greatest benefit you receive by operating on the front side of the Energy Map?
2. What elephants are you bringing home with you from the office?
 - a. What are the implications of this for you personally? For your family?
3. If you feel your perspective about the front side of the Energy Map would add value to the lives of your family, how will you begin to share these insights with them?



Meeting Closer:

5. By your next Elephant-Buster Group meeting, what specific situation, relationship or process will you focus more on the front side of the Energy Map?

a. How, specifically, will you focus more on the front side?

b. Why is this important to you?

6. Who are a few people in your organization that you believe also have the desire to stomp the elephant?

a. What ideas do you have to engage them in this important work?





Agenda #7

Elephant-Free Operations Chapters 33-38

Meeting Opener:

1. In what areas regarding your Leadership Lock did you focus more on the front side of the Energy Map?
 - a. How, specifically, did you focus more on the front side?
 - b. What short-term results are you seeing? What long-term results are you anticipating?

2. Share an example illustrating how an excessive focus on problems in your organization slowed down a team and diminished business results. (Chapter 34)
 - a. What are some of the probable costs of this focus, both short-term and long-term?
 - b. How can the perspective that all issues are in the middle of the Energy Map waiting for backward or forward energy serve you? How can it serve your organization?

WELLNESS CULTURE TOOL

The 3 Mind Factors

You can only focus on one thing at a time.

The mind cannot avoid a “don’t”

You go toward your focus



3. In your own words, describe the relationship between the 3 Mind Factors and the Energy Map.
 - a. Why is the Energy Map not a “Pollyanna” approach to leadership but an operating system that, when applied appropriately, can move everything forward?

4. How does consistent and frequent focus on the back side of the Energy Map guarantee disengaged employees? (Chapter 33, page 221)
 - a. How could it be possible for one person with a more constructive focus to turn the tide and engage employees?

 - b. What difference would this make in your team? Your organization?

Optional - Elephant-Free Home: Where the Most Important Leadership Work Occurs

1. What elephants are you bringing home with you from the office? Problems? Blame? What you don't like? All the reasons something isn't working?
 - a. What are the implications of this for you personally? For your family?
2. Examine the costs of focusing on what you don't like about a situation, another person or yourself. (Chapter 38)
 - a. What is the value of consciously choosing to focus on what you do like about the situation, that person or yourself?
 - b. If you observe a situation, a trait or behavior that is unmistakably harmful, how will you address it in a way that gets results rather than aggravating the problem?



Meeting Closer:

5. What aspect of the back side of the Energy Map is currently impeding results with your leadership lock issue?
 - a. In order to move this issue forward more efficiently, what aspect of the front side of the Energy Map will you focus on even more between now and your next Elephant-Stomping Group meeting?

6. Share two specific ways in which you will use the Energy Map to filter your thoughts and generate even better results in your life.



Agenda #8

Part Seven: How to Operate on the Front Side of the Energy Map

Meeting Opener:

1. Regarding your Leadership Lock, what aspect of the front side of the Energy Map did you focus on since the last Elephant-Stomping Group meeting? How did you use the Energy Map to generate better results with your Leadership Lock?

2. To what degree do you think “telling” contributes to the 74% of disengaged employees (as cited in the book)? To what degree do you think “telling” contributes to the disengagement in your organization? (Chapter 41, page 268)
 - a. What elephants does telling create?

3. How effective are you at asking questions instead of telling people what to do? On a typical day, what percentage are you telling? What percentage are you asking questions and listening? (Chapter 40, 41 and 42)



- a. What sort of results are generated by your current talking/asking questions and listening ratio?

WELLNESS CULTURE TOOL

Questions Trigger the Mind

Chapter 40



- b. What would be the impact of asking questions 10% more during your day?

 - c. How does asking the right questions, rather than “telling,” ultimately save time for leaders and organizations?
4. In your opinion, what are the differences between questions that manipulate and questions that truly move things forward? (Chapter 42)
5. Consider the individuals, groups and teams you influence in the workplace. Who would you like to see move forward? (Chapter 40 and 44)
- a. What opportunity will you have to influence this person/these people in the next two weeks?

 - b. What are two Forward-Focus Questions you can ask to focus this person/these people forward?

WELLNESS CULTURE TOOL

Forward Focus Questions

Chapter 42



Optional - Elephant-Free Home: Where the Most Important Leadership Work Occurs

1. What percentage of the time are you telling versus asking questions at home? (Chapter 40, page 265)
 - a. Where are you focusing yourself and your family?
 - b. What do you want your family's focus to be?
 - c. What Forward-Focus Questions will you ask yourself and your family to move you all forward?
2. What concepts and Wellness Culture Tools have you found to be most useful in building a Wellness Culture at home?
 - a. How will you continue to build on the successes you've already achieved at home?

Meeting Closer:

6. Regarding your leadership lock, what are your leadership blind spots? (Chapter 42, page 288)
 - a. What are two questions you can ask to learn more?
 - b. Who will you ask these questions of?
 - c. What additional strategies will you use to accomplish 20/20 Leadership Vision?
7. When you find yourself on the back side of the Energy Map, what Forward-Focus Questions can you ask yourself to move you to the front side?

“...observing someone's behavior is one way to identify blind-spot information, but this passive approach can lead to misinterpretations.”

- Chapter 42, page 288



Elephant-Stomping Group Closers

Elephant-Stomping Groups either conclude the group with this meeting or continue to meet regularly.
If your group is concluding, please take a few minutes to share your thoughts to the following questions:

1. What did you gain from being a part of this Elephant-Stomping Group?
2. What will support you in continuing to become an effective Wellness Culture Leader? In continuing to stomp elephants in your work and home life?
3. What ideas do you have to continue to support each other in stomping elephants at work and at home and for growing the Wellness Culture around you?