

# 1 ½ DAY AGENDA

**Pre-Course Recommended Reading:** The Power of Full Engagement by Jim Loehr and Tony Schwartz

**Organization:** Four to five leaders per table

<b>Day One</b>			
<b>8:00:</b>	<b>Introductory Session:</b> Review of the program; Introductions of staff and participants; and goal setting by the participants.	<b>1:05:</b>	<b>Journal Zone</b> Goal: Leaders practice journaling by responding to a specific question cued to work/life balance. This provides an opportunity to practice journaling and reflection.
<b>8:50:</b>	<b>Break</b>	<b>1:15:</b>	<b>Values:</b> The Core to Your Success Goal: Understand the value of possessing and living clear personal values; Leaders work within a framework to identify five personal core values; assess the importance and energy being applied against the personal values and determine where change is needed.
<b>9:00:</b>	<b>Understanding Your Interpersonal Style</b> Goal: Leaders complete interpersonal style assessment. Identify the four interpersonal styles as well as understand how to best relate to each of them. This exercise will also serve to provide an early connecting experience for the leaders and identify a key inhibitor to relationship building – communication with different styles and how to relate to them.	<b>2:20:</b>	<b>Break</b>
<b>10:05:</b>	<b>Break</b>	<b>2:30:</b>	<b>Behaviors:</b> Bringing Your Values to Life Goal: Understand the value and benefits of exercising a set of behaviors to put values into daily practice.  Exercise: Leaders identify one personal behavior for each personal value; dialogue with others.
<b>10:15:</b>	<b>Introduction to the Seasons of Growth &amp; the True Growth® Model</b>	<b>3:20:</b>	<b>Journal Zone</b>
<b>Goal:</b>	Clear understanding of the four Seasons of Growth® (Self, Drought, New Growth and Significance) and the True Growth® Model (Personal Purpose, Values and Behaviors); leaders to determine their current <b>Season of Life</b> ; take an <b>Energy Audit</b> to determine the current level of energy (Mental, Physical, Emotional and Spiritual), tie the <b>True Growth® Model</b> into “full engagement”; and connect the Seasons with the True Growth® Model.	<b>3:30:</b>	<b>Break</b>
<b>Exercises:</b>	Leaders assess what Season of Growth they are currently in by taking the Seasons of Growth and Energy Audit assessments; openly share at table.	<b>3:40:</b>	<b>Your Life Story:</b> Looking into Your Rear-View Mirror Goal: Understand the crucibles and positive influences in our lives that mold our values and behaviors.  Exercise: Leaders will be challenged as “homework” to identify at least three crucibles and three other significant events in their lives and their impact.
<b>11:05:</b>	<b>Break</b>	<b>4:20:</b>	<b>Feedback Management: How to give and receive feedback</b> Goal: Participants learn the basic guidelines for providing and receiving constructive feedback in order to improve self-awareness.
<b>11:15:</b>	<b>Values Clarification</b> Goal: Clear understanding of the definition of personal and professional values and the values and behaviors of an authentic leader. Reinforces the need for an authentic leader to possess clarity of purpose (Calling), conviction of values (Character), and consistency of behaviors (Conduct). Introduce the 25 behaviors of an authentic leader.	<b>5:00:</b>	<b>Conclude Day One</b>
<b>12:10:</b>	<b>Lunch (on site)</b>	<b>Day Two</b>	
<b>12:50:</b>	<b>Journaling (Self-reflection)</b> Goal: Introduce the principles and value of journaling for self-reflection and identification of obstacles to personal growth. Each student will receive a personal journal and a series of questions focused on challenges we face that inhibit our growth.	<b>8:00:</b>	<b>Your Life Story</b> (continued): Looking into Your Rear-View Mirror Goal: Understand the crucibles and positive influences in our lives that mold our values and behaviors.  Exercise: Leaders privately identify at least three crucibles and three other significant events in their lives and their impact. A personal Life Story graph is drafted. Emphasis is placed on the power of sharing one’s story with others.
		<b>8:50:</b>	<b>Break</b>
		<b>9:00:</b>	<b>Your Personal Purpose:</b> Your Guiding Light Goal: Emphasize the value of living with a purpose and the challenge to focus one’s life in order to leave an enduring and satisfying legacy. Discuss how to frame a future Life Story.  Exercise: Leaders draft a personal development plan with emphasis on those fitness areas identified as deficient and select an Accountability Buddy to work with for the next three months.
		<b>10:00:</b>	<b>Break</b>
		<b>10:15:</b>	<b>Action Planning</b> Goal: Present the principles of personal action planning; provide development action planning examples.  Exercise: Leaders draft a professional action plan with emphasis on an authentic leader behavior identified as deficient and select an Accountability Buddy to work with for the next three months.
		<b>11:15:</b>	<b>Closing Session:</b> Includes a motivational story about the power of a crucible shaping one’s values and life’s purpose. Goal: Leaders reflect on their initial goal for the session and provide feedback to one another.
		<b>12:00:</b>	<b>Seminar Concludes</b> Goal: Leaders depart the seminar with their own True Growth® Model (purpose, values, and behaviors); first draft of a Life Story graph; a draft personal development plan; and homework assignment to complete their professional development plan.
		<b>Options:</b>	
		<b>1. True Growth® 360° Assessment</b>	
		<b>2. One-on-One Coaching:</b> Each leader to receive a 55-minute coaching session to help them “unpack” their 360° assessment and develop a professional action plan.	

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