

Leaders Leading Leaders for 2 Days and Beyond
Enlightenment means “Coming out from under tutors” Immanuel Kant
“When you can take the pebble from my hand it is time for you to leave.” Kung Fu

The aliens landed and said to the first person they met, “Take me to your leader!” “We’re all leaders here.” replied the Dexter, NM native¹. The Aliens looked at each other, their heads bobbed, and one said, “This is going to be much tougher than we thought, maybe we should just go!”

We are all Leaders.

This retreat is all about you! It is about your team. It is about becoming leaders, together. Yes, everyone is chief in respect to expertise, area of responsibility, and role on the team. Each must be able to execute powerfully with other leaders and out-perform, out focus, and out compete all the barbarians and aliens at your gates. Leadership is an attitude mixed with action. Leadership at all levels defines great people and great companies. Leadership can be learned. I will lead you and your leaders through some challenging ground. I will walk with you, having been there myself in my own leadership journey.

The “Power of Yes” is a “reality check” as you know from working with me in the “Pow-Wow: 10 minutes to \$10,000”. After completing this exercise during our session, and the included follow up exercises, you and your team will harmonize, flow, produce, and lead or compete powerfully at higher and deeper levels. You will do more and enjoy it more. It may even overflow to other parts of your life. After all, leadership is a way of life.

Like anything excellent, it’s not easy, but it is worth it. It requires physical, social, emotional, mental, and even spiritual/creative work. It requires a lot of it. The work is worth it in terms of productivity, focus, clarity of communications, and ultimate profit. Many of the groups, companies, and even whole communities who use the approaches you’ll experience and the unique tools presented are among the top performers in the world. Others become profitable for the first time in years, while still others are just in it for a more enjoyable experience in life and work.

Day 1

8:30-10:00 AM Time Management and Goals: The “Power of Yes”
Harness the horsepower of your strongest drives.

Learn to control time by understanding it. Learn the 4 “S’s” of movement: Starting, Sequencing, Synchronizing, and Synergizing. During this exercise you will complete the “Power of Yes” tool to get in touch with your team’s strongest motivations and goals so you can move powerfully toward them. You will experience the power of their emotional draw. It is like

¹ Dexter, NM is just a few miles from Area 51 Roswell NM, the area where many UFO enthusiasts (I am not one of them) believe aliens visited Earth

gravity because you go faster and faster as you get nearer and nearer. After a group discussion of your top goals and motivations, your group will have a clearer set of marching orders and strong desire to get going. The “Power of Yes Corporate” Tool assess all your entries electronically, securely, and confidential. The results include: Increased commitment, clear objectives, increased control, and raised awareness of your shared goals. This provides corporate direction in a detailed and measured manner.

TOOLS: Power of Yes (Personal) and Power of Yes Corporate (electronic version)

Break

10:30-12:00 PM: Beyond Time Management: Finding Flow Synergize Activities

Increase the probability of super-success through priority planning with “Power of Yes” at each step to assess “deep meaning, challenge, and controlled balance”. Learn how to use story, positive attribution, and vocation as your voice to achieve a state of high focus called “Flow”. Choose a symbol of team focus, and get ready for connections. Synchronization or multi-tasking between groups is discussed and engaged in groups. Group will use the “Flow Meter” developed by the founder of flow and used throughout the world to get an idea of how this works during the session.

TOOLS: Flow Meters, Life as Dance, Flooz Ball.

LUNCH

1:30-4:30 PM Goals and Change Management *Goals: Aim, Shoot, Score*

Discover the power of “what lies beneath” in each of us. Goals are our desires, our power of yes, our voice (“vocation” comes from Latin “voice”), and a desire to connect our inner self and the community in an effective manner. Clearly connect the world of humanistic, positive, and evolutionary psychology, spiral dynamics, integral theory, to your business. How well you identify, explain, and meet the needs of others as you follow your deepest desires creates the dynamics for professional, business, and personal success. “Get Rich by Enriching Others.”

- Learn to expect results through the way you tell your story. (The top approach to success)
- Learn how needs and developments are often at odds and what to do about it.
- Show how your company meets the clear needs of others and how to expand your impact to improve top line results.
 - Plan, measure, and assess results rather than people. “How to let deficiency be found in planning, or action rather than a well performing team member”.
 - Each person takes the Divine Inventory (about 30 minutes) and receives results.

TOOLS: Devine Inventory, Meditating Maslow, Autoletic Exercise, Power of Yes.

4:30-6:00 PM Dinner

6:00-6:30PM What is “Divine” about the “Devine Inventory”?

The Power of Organizational and Personal Development

Experience and leverage this of this diagnostic. It lays a foundation for discussions about individual development, group development, and corporate culture. The Devine Inventory (named after Dr. Donald Devine) is a developmental assessment that identifies 33 traits and types (groups of traits leading to performance levels in various tasks). The results and uses for the instrument, the business value case, as well as the limitations are presented. A sheet to sign up for 15-30 minute discussions is passed. Also, learn how these seemingly “crazy” assessments really work!

6:30-9:00 PM One on One: Reviewing the Results of Devine Inventory

Take 15 minutes with Jim Smith, Licensed Devine Administrator, to review the results of your Devine Inventory and some provide some helpful pointers for development.

DAY 2

8:30-10:00 AM Relationship Development

Climb the corporate ladder on the rungs of value and purpose.

More than skills, mindset matters. The latest longitudinal research and tools from Harvard University are provided and explained along with your personal results. During this session contentment and commitment will square off with the limits of the “Moral Circle” and the in group / out group. A framework of relationship development from acceptance, to engagement, to harmony, and sometimes all the way to resonance is presented. Discussions focus on assessing relationships in terms of purpose and goals, selection, succession, and overall team performance is facilitated in a safe and relaxed environment.

TOOLS: 3G Mindset (Harvard University developed) “The Interaction Ritual” for team cohesion (University of Pennsylvania approach), and “Culture Best” Tool (Devine Inventory).

10:00-10:30 AM Break

10:30-12:30 PM Conflict Management

How power differential drives conflict outcomes

Play “Star Power” and experience what the power of unilateral decision making can do. Then play the famous “Prisoner’s Dilemma” and see what role rewards play in outcomes and what these both mean for the corporation. We cover the difference between conflict and strife, the role of conflict within a group vs. between groups, and how the Servant Leader strengthens each person to fulfill their role so the company wins. Find out why you want “absolute power” over yourself but not over others. Understand the roles of generational conflict in social and business development and succession planning.

12:30-1:30 PM Lunch

1:30-4:00 PM Strategic Management

Communicating the Corporate Strategy to absolutely Everyone

From the CEO, to the customer service representatives and machinist on the factory floor, each are a vital part of the DNA of corporate life yet each has a unique perspective. The alignment and communication of what the company exists to do and what it does is different at each level. Understand and practice building bridges to promote internal communications that lead to improved performance. Including when and when not to email! TOOL: I.D. Analysis

4:15P- 4:45 The Beginning, Not the End

Natural Momentum and the role of Pilot

I am your co-pilot. The books I provide are an easy guide and reminder. The follow up will occur over the next 3 months is discussed and the best ways to keep in touch reviewed. Conference calls each week for a month, and each month for the next 2 months after that. Questions can be submitted by email as well during this time.
(More on next page)

Suggested Outline: Conscious Executive Pilot

Costs and Benefits

Why this is worth up to \$20,000 for your executive team of up to 12 members.

No program like it	No follow through like it	No results like it.
Features	Benefits	Value
Power of Yes: Corporate	Identify and rally your group's strongest motivators and projects. Harness' this energy and functions way beyond brainstorming or "buy in" campaigns.	Total commitment leads to higher productivity. More output of clearly important deliverables.
Flow Meter	Measure your positive energy toward identified goals throughout the 2 day event.	You will learn how to increase control, focus, and meaning of your work, thus increasing personal engagement.
Flooz Ball	A game to show how focus breeds improvement in measurable terms.	See how everyone as a leader brings results that are better, faster, and cheaper
Dance of Life	Add movement to mind and feel the fun of the flow together. All the action of time management put together.	A simple demonstration of physical, mental, and emotional synergy to reinforce the rest of the program.
Devine Inventory	Over 30 years of leading research and development. This assessment is \$150 but included as a base for development and insight.	Potential strengths and weaknesses in critical areas of your culture of value and purpose.
Meditating Maslow	An exercise in awareness for each area of the goal hierarchy. Personally and privately applied. Are you overeating because you're lonely? This will help.	Quickly and at any time, assess your level of attainment and strengthen your resolve. See where you are complete and where you are compensating.
Autotelic People	Learn about self directed leaders and how to become one in your own right.	Nothing works as well as having powerful mentors and this will help you find them.
Interaction Ritual	This exercise blends outward symbols and logos with inward feelings and a group commitment.	Build trust and commitment in a way that makes your team potentially unbreakable.
3G Mindset	Harvard professor's latest research and assessment	It is mindset more than skills or talents that make the

	included at over a \$100 value.	difference. This expands the narrow mindset to wider and more powerful connections.
Star Power	A negotiation game that shows how shared power leads to an expanded supply of power to share.	When you experience this game, your desire to engage others reasonably will be strengthened and informed.
Prisoners Challenge	Do outward payoffs really matter? You bet. Here we can manipulate and clarify in a number of ways that lead to vastly different results.	This leads to more of a corporate value mindset for a conscious leader. This leads to a better share price in the long run.
I.D. Analysis	Inductive and deductive thinking are what humans go through. Abductive (the very creative approach) is also shown in the presentation.	You will practice expressing directives and results in a common language for each level of the company. Finally, the corporate vision can be communicated at all levels.
Communicating Strategically	A practice in the coordinated communication of meaning. Meaning the corporate vision.	A simple communication exercise.
Follow up	A conference call every week for a month, and every month for the next two months after the first month. 30 minutes each.	Direct support with all questions regarding the program's effect. Condition for success and improvement.

Suggested Outline

EXERCISE