

Experience a Points of You™ Workshop

Created by Points of You™ Certified Trainer: Robert Paris
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The Coaching Game Authentic Leadership

Two-Day Leadership Development Workshop

Workshop designer and facilitator:

The Coaching Game Authentic Leadership two-day workshop was developed by Mr. Robert Paris of Myelin Leadership International Inc. This Montreal-based company is part of Montreal-based Groupe Synapse. Robert has developed a world class reputation for designing and facilitating highly effective, interactive leadership development workshops in North America, Europe, South America, Japan and Australia. Robert designed and facilitated the original global leadership development program for the renowned Cirque du Soleil.

Overview

The majority of the dozens of leadership training workshops that exist focus on developing leadership competencies based on research. The problem with this leadership training is that it focuses on others' competencies that may or may not apply to a specific individual. Authentic leadership encourages each individual to investigate his past, identify key defining moments in his life that helped shape who he is and use these as springboards to identify his individual, authentic leadership purpose. In fact, leadership is very personal and different for everyone. The Coaching Game Authentic Leadership Development Workshop will utilize the breakthrough Coaching Game to help each individual identify her authentic leadership purpose.

Objectives

1. Understand authentic leadership and your own authentic leadership purpose
2. Define leadership and its relevance in today's complex world
3. Understand emotional intelligence as an essential component of leadership
4. Examine your personal story and discover the intrinsic motivations that underlie your desire to be a leader
5. Broaden your perspectives with regards to your individual leadership purpose

Key workshop facts

- Workshop size – 10-15 participants
- Duration – two days
- Target market – Teams of people who work together
- Everyone has his/her own Coaching Game
- Physical environment – A large space where people are able to move around and feel comfortable (preferably away from the office and in a serene, natural setting)
- Supplies/Equipment – Projector and screen, flipchart and markers, device to play music and a DVD

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Process

The tables in the physical space are arranged in a 'horseshoe' set-up so that participants are facing each other. Each participant has a Points of You game and a copy of the PowerPoint slides.

The morning of Day 1 will focus on exploring leadership from the perspective of the participants. They will create their own definitions of leadership, explore some of the leading theories of leadership and better understand the vital role of emotional intelligence in leadership development.

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Day 1- The Coaching Game Authentic Leadership

Two-Day Leadership Development Workshop

- The facilitator welcomes participants and introduces himself. He then reviews the two-day agenda as well as workshop objectives. (The facilitator is encouraged to tell a personal story of authentic leadership).
- The facilitator will then lead the group in taking a 7-minute 'pause'. He will explain the purpose of the pause, emphasizing that our best insights usually come when our minds are in a state of relaxation. He will turn on the music (soothing, peaceful, mellow music) and encourage everyone to relax, close their eyes, breathe deeply and simply be in the moment.
- Each participant introduces herself (name, title, a little known fact about herself, etc.) and states her expectations for the workshop. These are recorded on a flipchart.
- After the 7 minutes, the facilitator will shut off the music and ask participants to reflect on their thoughts, feelings and emotions during the pause. She will lead the group in a short discussion about the value of incorporating pauses into everyone's daily lives.
- The next section (50 minutes) focuses on encouraging each participant to define his own meaning of leadership. To help, the facilitator will introduce Exercise 1 (Exploring Leadership) which will inspire participants to discuss and debate common statements associated with leadership (i.e. 'leaders are born, not made'). Exercise 2 (Personal Examples of Leaders) will encourage each participant to identify the most effective leader that he has ever known. Then, participants will join teams of 4-5 that will identify each leader and explore common characteristics. Each participant will reflect on the output of the first two exercises to write his own definition of leadership. A group discussion will follow (the facilitator will record key leadership-related words on the flipchart).
- There will be a 15-minute health break.
- The next section (15 minutes) summarizes the group's various definitions of leadership and then presents (via PowerPoint) a presentation on current views/theories of leadership.
- The last section of the morning (70 minutes) will explore the topic of emotional intelligence and its importance in leadership development. The facilitator will show a video on emotional intelligence and will facilitate an exercise that will allow participants to explore their own emotional intelligence. A brief PowerPoint presentation "Successful Leadership Practices & Emotional Intelligence" will be presented.
- There will be a 45-minute lunch break.

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The remainder of the workshop will focus on using The Coaching Game as a vehicle that inspires participants to explore, better understand and define their individual authentic leadership purpose and style. There will be five exercises that will help each participant reflect on his/her authentic leadership purpose. These 5 exercises are:

- Telling My Life Story – to help each participant identify key moments in his life that helped define who he is today both as a person and a leader
- What Are My Values? – to help each participant identify her key values that guide her in daily life
- What Is My Proudest Moment? – to help each participant identify the moments in his life when he felt most proud and passionate
- Discover My Defining Leadership Moment – to help each participant (using the three previous exercises) identify the defining leadership moment in her life (which will help define her authentic leadership purpose)
- Defining My Leadership Purpose – to help each participant (with the four previous exercises as input) to identify his authentic leadership purpose in life

The Coaching Game will serve as the vehicle that participants use to help them do the exercises in a real, authentic, fun and meaningful way.

- The first part of the afternoon (25 minutes) will introduce The Coaching Game to participants. Topics covered will include the background of The Coaching Game, the neuroscience and photo-therapy aspects of The Coaching Game, an introduction to and explanation of the game's major components (cards, book, etc.), the five Coaching Game series, the 4 stages of The Coaching Game, the use of the cards (i.e. face down vs. face up) and the use of questions to encourage people to examine the photos.
- The facilitator will introduce the first Exercise of the afternoon (Telling My Life Story) (95 minutes). Looking back at one's life story enables each participant to better understand events that and reveal people who have influenced the person he has become today. Each participant will choose three cards and will link them together to tell his story using several questions to guide him (i.e. what are some of the key events in my life that define who I am today?). Everyone will have 5-6 minutes each to tell his story to the rest of the group who will be encouraged to provide feedback. Participants will have 5 minutes to record their insights in a journal. A 15-minute group discussion will follow.
- There will be a 15-minute health break.
- The last part of the afternoon (105 minutes) will focus on an Exercise (What Are My Values?) that will invite each participant to define the values that are central to her persona. Each participant will choose three cards that represent the values that are most important to her.
- The first person will show the other participants her cards and they will comment on the reasons that they think she chose those particular cards. The first person will provide an explanation as to why she chose the three cards. Each participant will take a turn. Participants will have 5 minutes to record their insights in a journal. A 15-minute group discussion will follow.
- The first day ends with the facilitator providing key insights and a summary of the day followed by a quick look at Day 2's agenda.

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Day 2 - The Coaching Game Authentic Leadership

Two-Day Leadership Development Workshop

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- The facilitator will review Day 1, asking participants for their 'AHA moments'. He will review the two Coaching Game exercises completed on Day 1, introduce the 3 Coaching Game exercises coming up and tie them all together (emphasizing that all the exercises are designed to help each participant identify his authentic leadership purpose). He will present an outline and objectives for Day 2.
- The facilitator will lead the group in a "Pause" session (like the Pause session on Day 1). After the pause she will ask the group if there are any differences in the perceptions of taking a pause versus the previous day.
- The morning session will focus on an Exercise (What is My Proudest Moment?) (110 minutes) that uses The Coaching Game cards to prompt participants to tell the proudest moments of their lives. Each participant will randomly choose 3 cards and will be asked to use them to tell a story related to when they were the proudest/most passionate. Some questions will be used (i.e. "What events led up to this proudest moment?" – "How did I feel during and right after this moment?") as guidelines. After a 20 minute preparation period, participants will pair up with each other and exchange stories. After 15 minutes, each participant will choose a new partner and exchange stories. There will be a total of five participant pairings. Participants will have 5 minutes to record their insights in a journal. A 15-minute group discussion will follow.
- A 15-minute health break will be inserted into the above Exercise.
- The last 45 minutes of the morning will be spent introducing the next Exercise (Discover My Defining Leadership Moment) (150 minutes). The morning part of the exercise will represent the preparation phase. Each participant will be asked to put her cards into numeric order (starting with card # 16 to card # 144). Each participant will divide the cards into the 5 series (Journey, Doing, Just Be, Difficulty and Opportunity). Each participant will spend the rest of the morning preparing for the exercise by following the instructions:
 - Each participant will choose 1 card from the Journey and 1 card from the Difficulty series to help answer the question: "What is the greatest obstacle that I've had to overcome or the biggest challenge that I've had to address in my life?" Each participant will tell his story through both cards.
 - Each participant will choose 1 card from the Doing and 1 card from the Just Be series to help answer the questions: "What actions did I take to help me overcome this obstacle? Are there any actions that I should have taken that I didn't?" - What feelings and emotions surfaced at the time that helped me deal with this challenge? Did any feelings or emotions get in my way of addressing the issue?" Each participant will tell her story through both cards.
 - Each participant will choose 1 card from the Opportunity series to help answer the questions: "What did I learn about myself from this experience?" – "How did my challenge affect my view of leadership and the leadership capabilities that I have?" Each participant will tell his story through the card.

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- Each participant will choose 1 story and 1 quotation from the cards she has chosen (from The Coaching Game book) that best summarizes her experience, the lessons that she learned and her views on leadership. She will then record the defining leadership moment in her life (using the above as guidelines).
- There will be a 45-minute lunch break.

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- Continuing the late morning exercise, each participant will have 8 minutes to tell his leadership story (My defining leadership moment) to the rest of the group. The group will give appropriate feedback. Participants will have 5 minutes to record their insights in a journal. A 15-minute group discussion will follow.
- The last Exercise (Defining My Leadership Purpose) will focus on helping each participant define her authentic leadership purpose. Before the break, there will be a 30 minute preparation period. The facilitator will place all 65 cards face up on the table. Each participant will choose (from her own deck) 1-3 The Coaching Game cards that best describe how she sees herself as a leader and why she wants to lead. The exercises from the previous day-and-a-half will help her in her reflections as to her authentic leadership purpose.
- There will be a 15-minute health break.
- Each participant will have 5 minutes to tell his story (What is my authentic leadership purpose?) based on his preparation prior to the break. Participants will have 5 minutes to record their insights in a journal. A 15-minute group discussion will follow.
- The last 35 minutes will focus on action planning and doing a workshop review. Each participant will have 15 minutes to review her recorded insights from all of the exercises and to write 3 concrete actions she will take to develop herself as a leader. The facilitator will present a review and summary of the workshop and will discuss the various uses of The Coaching Game as a management and leadership tool (in applications such as coaching, leadership development, team-building, conflict resolution, diversity training, etc.).
- The workshop is adjourned.