

# Going Forward



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## Be the change you want to see

- Be inescapably committed to what (context) you want to create
- Practice, practice, practice vs. teaching and explaining what you've learned



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## Apply these tools for yourself

- Do not use these insights to analyze others
- The point is not to explain to people how they are in a Diversion, or pinched, or avoiding their Learning Frontier...
- ...Especially if you are in a position of authority or power—people can perceive that you are “weaponizing” your knowledge of the tools to get your way vs. modeling authentic leadership



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## Apply these tools for yourself

- Don't walk people through processes, exercises or charts or try to do it on them at home (without supervision 😊)
- You can share the content of the Global Vision chart
  - And then ask them how they connect with your observations of yourself
  - And ask them for support

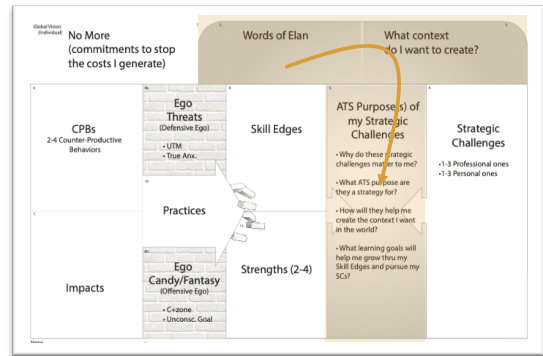


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# You have it all in one place... Check your chart periodically



1. Remind yourself of what you want to create (6, 7, 9) –Elan/Purpose

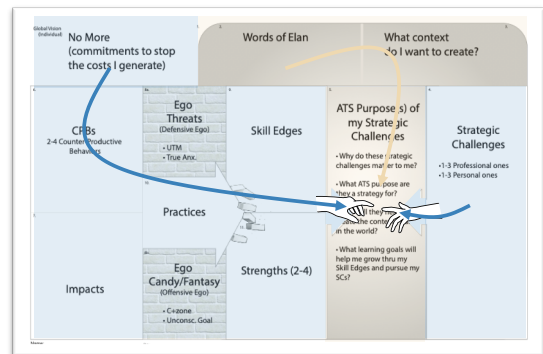


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# You have it all in one place... Check your chart periodically



1. Remind yourself of what you want to create (6, 7, 9) –Elan/Purpose
2. Remind yourself of how being on a learning path (1 to 5, 11) will help –or is necessary– to accomplish your priorities and Strategic Challenges (8)

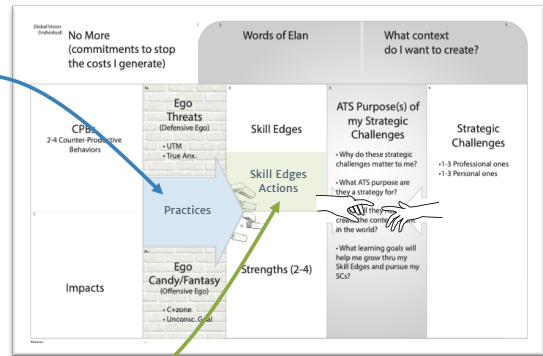


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## You have it all in one place... Check your chart periodically



3. Check on (and evolve) your Practices
4. Check that you are making progress on your Skill Edge actions and reflect on potential next ones



## Our 4 Collective Practices



- ▶ Creating a safe space **2. TIRP**
  - Recenter yourself instead of being managed by your fears
  - Allow others to do the same
- ▶ Communicating more effectively **3. ABC-EQ**
  - Bridge the gaps in my understanding
  - Use a practice that invites collaboration and learning (vs. judging and disconnection)

**1. Pinch sorting**



**Instead of avoiding the discomfort**

*Closing my exit doors,  
liberates me*



#### **4. UTM liberating practice**

- a. Regularly identify the challenging C- (tasks/projects/ open issues)
- b. Plan Power Hours in my calendar for some of my C-



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**Instead of avoiding the discomfort**

*Seek out and embrace the  
sensation of incompetence/struggle.*

*It's exciting, it's your learning edge!*



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## Be vulnerable with your coach

- Bring Real issues / pinches
- Notice if/when you fall into Image Management with them and bring it up – it's a safe space to practice!
- Identifying and working on what is uncomfortable will create the most change.



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## ACTION NEEDED - Send pictures of your charts to your Coach



- Send your coach a picture of your:
  1. Global Vision Chart (both pages in 1 picture)
  2. Referral list



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## Your Gains Today

1. (p.73) Capture your gains for the day:
  - What did you learn / get out of today? What are your takeaways? (Share what you personally got out of it, not the agenda points of what happened)
2. When done, email a photo to your coach of
  - your gains on page 73
3. When done, complete today's survey (use link in chat)