

PREVIEW GUIDE

Everest Creating Greatness

Expanded Leadership Training Package



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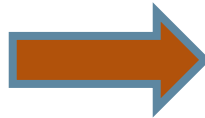
Everest

Creating Greatness

SAMPLE PAGES FROM FACILITATOR'S GUIDE



Whole Person Paradigm



Imperatives of Great Leaders

EVEREST—CREATING GREATNESS**90 MINUTES****DISCUSSION: WELCOME AND INTRODUCTION****6 MINUTES****1. Display Slide 1, “Everest—Creating Greatness.”**

Insert your name on the slide.

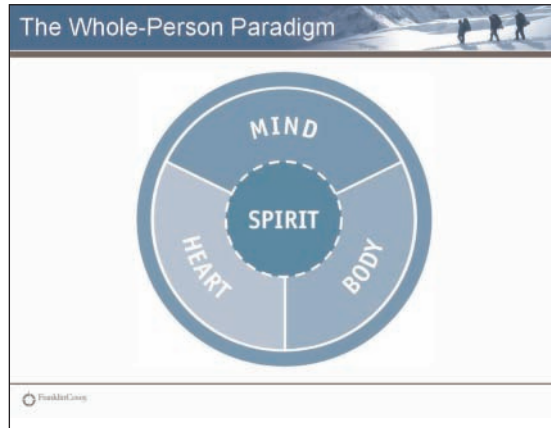
2. Introduce yourself and the workshop.**3. Ask:**

- How many of you lead a team, a department, a division, or a whole organization?
- How many of you lead projects or initiatives?
- Would we be able to agree that everyone in the room is a leader of some type?

4. State:

Whether you are a formal leader of people or a leader of projects and initiatives, you have an opportunity to be great leader. Today we’re going to learn a little bit about what it takes to be a great leader.

Why is this important? Great leaders are the key to transforming great people and great execution into great organizations. Without great leaders, great people will not be able to create and sustain great results. It’s that simple.

DISCUSSION: WHOLE-PERSON PARADIGM OVERVIEW**4 MINUTES****1. Display Slide 5, “The Whole-Person Paradigm.”****2. Refer participants to page 1 in the guidebook. Quickly review the four dimensions of the Whole-Person Paradigm.****3. State:**

The Whole-Person Paradigm is not just about being nice. It’s about fully tapping into each person and transforming that genius into dynamic results. It’s about passion, fulfillment, execution, and distinctive contribution. It has everything to do with how much of themselves people choose to bring to work every day.

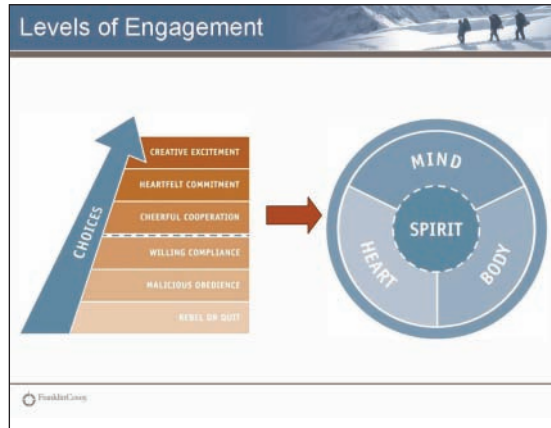
**4. Ask:**

- How much of yourself do you think you bring to work every day?
- Are you feeling tapped, or sapped?

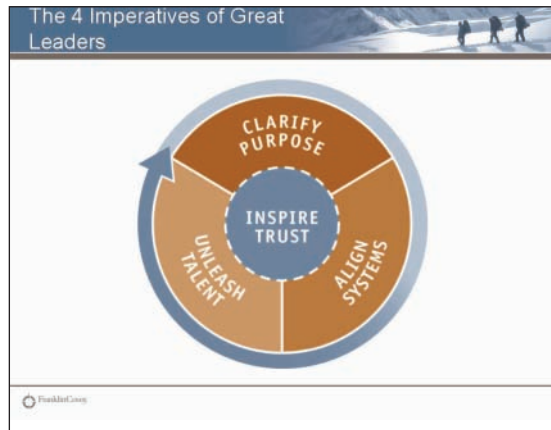
5. State:

The 4 Imperatives of Great Leaders on the bottom of page 1 provide the skill-set and tool-set to unleash people’s highest contribution. But the skill-set without the mind-set is worthless. People know if we truly desire to engage with them or if we just want to use them.

The most direct way of knowing how much you are tapping into the whole person is to assess the level of engagement.

DISCUSSION: LEVELS OF ENGAGEMENT**4 MINUTES****1. Display Slide 6, “Levels of Engagement.”****2. Refer participants to page 2 in the guidebook.****3. Explain how the Whole-Person Paradigm leads to a continuum of engagement choices people make in the workplace.**

- When people are treated as whole people, they tend to volunteer their highest efforts and energies. Their level of engagement can be described as cheerful cooperation, heartfelt commitment, or even creative excitement. You can't buy these upper levels of engagement; you have to earn them.
- When people are treated as things, they withhold their full commitment. Don't you?
- At the lowest levels, you see people complying because we're paying them. If you create mistrust, they slide down even further to malicious obedience. Some even rebel or quit. Possibly the worst example are those who psychologically quit but stay.
- So these levels of engagement can be used as a barometer.

OVERVIEW: THE 4 IMPERATIVES**5 MINUTES****1. Display Slide 11, “The 4 Imperatives of Great Leaders.”**

- 2. Refer participants to the bottom of page 5 in the guidebook.**
- 3. Review “The 4 Imperatives of Great Leaders” model shown on the slide.**
- 4. State:**

The 4 Imperatives of Great Leaders provide the operating system for applying the Whole-Person Paradigm to real work—to the leadership challenges and barriers you face. They are called imperatives because they are very important, vital, crucial, essential, urgent, and of the essence. They are essential to getting and sustaining great results.

These imperatives are:

- Inspire Trust.
- Clarify Purpose.
- Align Systems.
- Unleash Talent.

These imperatives help solve the four chronic organizational and team problems shown at the top of page 5:

- Low trust
- No clear purpose or vision
- Bureaucratic, misaligned systems
- Underutilized talent and potential



- 5. Refer participants again to page 4 in the guidebook.**



Four Chronic Problems and Their Solution

The 4 Imperatives of Great Leaders solve chronic organizational and team problems.



Four Chronic Organizational and Team Problems



The 4 Imperatives of Great Leaders



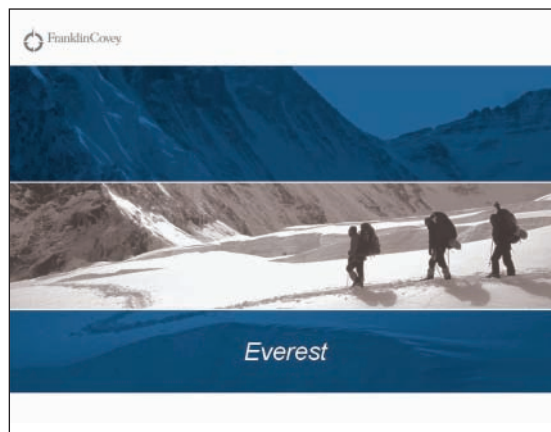
- 6. Have participants take the examples given of people vs. things on page 4 in the guidebook and think through the problem. Ask:**

Is it a trust issue? a clarity issue? a system problem? Do people feel held back, unclear on expectations, etc.?

VIDEO: *EVEREST*

20 MINUTES

- 1. Display Slide 12, “Video: Everest.”**



- 2. Introduce the video:**

Let me show you a compelling example of whole-person leadership in action. This case study follows Erik Weihenmayer, a blind mountain climber who climbed to the top of Mount Everest in 2001. Erik has been blind since his teenage years.

As stated in the film, only 1 in 10 people who climb Everest make it to the summit. Of those who do get to the top, 1 in 6 dies. So how did Erik Weihenmayer and his team make it to the top?

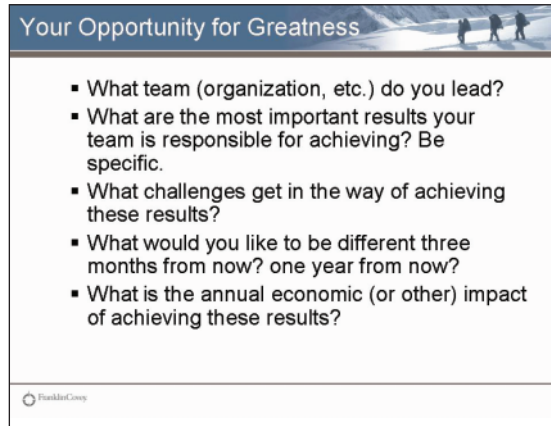


- 3. Refer participants the *Everest* video worksheet on page 6 in the guidebook, and state:**

While you watch the video, look for all the ways you see the 4 Imperatives in action. Record your responses to the questions as you watch.



- 4. Show the video.**

APPLICATION: YOUR OPPORTUNITY FOR GREATNESS**10 MINUTES****1. Display Slide 15, “Your Opportunity for Greatness.”**


Your Opportunity for Greatness

- What team (organization, etc.) do you lead?
- What are the most important results your team is responsible for achieving? Be specific.
- What challenges get in the way of achieving these results?
- What would you like to be different three months from now? one year from now?
- What is the annual economic (or other) impact of achieving these results?

FranklinCovey

**2. Refer participants to page 8 in the guidebook and ask:**

- Let me give you some time to put a clear stake in the ground. What summit do you and your team need to climb?
- What results would you like three months from now? one year from now?

3. Review the following questions on the slide:

- What team (organization, etc.) do you lead? Are you the head of a project team? a business unit? a development organization?
- What are the most important results your group is responsible for achieving? Be specific.
- What challenges get in the way of achieving these results?
- What would you like to be different three months from now? one year from now?
- What is the annual economic (or other) impact of achieving these results?

4. Have participants take 5 minutes on their own to answer the questions on the slide.**5. After participants have finished writing, you may want them to pair up and briefly share their opportunity with another person, or have one or two volunteers share their opportunity with the large group.**

EVEREST

Your Opportunity for Greatness

What team (organization, division, department, team, project, initiative, etc.) do you lead?

What are the most important results your team is responsible for achieving? Be specific.

What challenges get in the way of achieving these results?

What would you like to be different three months from now? one year from now?

What is the annual economic (or other) impact of achieving these results?

Materials Included With *Everest Creating Greatness*

- ◆ The **chaptered DVD** includes the original *Everest* video that tells the incredible true story of Erik Weihenmayer, who climbed Mount Everest...blind. Erik's quest was not alone. He and his team worked together through the arduous trek to make the journey possible and, ultimately, a success. Through interviews with Erik and his team, viewers learn the skill points of leadership and teamwork that are important for teams who are striving to reach higher performance goals.
Also included for your training session are *Tone Setter* video segments for use during breaks and before and after the training, and a Meeting Opener video of Stephen R. Covey introducing The Whole Person Paradigm.
- ◆ The **Facilitator's Guide** provides step-by-step instruction and guidance for leading the training session with the video materials, PowerPoint slides, discussion questions and exercises.
- ◆ A **PowerPoint Presentation** containing 16 slides enhances the presentation and furthers the discussion of the attributes of leadership, teamwork and trust along with presenting and delving into the Whole Person Paradigm, Levels of Engagement, problems and their solutions, and the Imperatives of Great Leaders.
- ◆ The **Participant Guidebook** provides explanation and written exercises on the concepts presented in the training session including the Whole Person Paradigm, teamwork, leadership and Levels of Engagement.

For more information...

...about Performance Resources' award-winning videos and other training products, or for pricing information on this product, please call **1-800-263-3399** or visit us at **www.owenstewart.com**.



OWEN-STEWART PERFORMANCE RESOURCES INC.

163 North Port Road, Port Perry, ON L9L 1B2

Toll Free: 1-800-263-3399 • Fax: (905) 985-6100

E-mail: sales@owenstewart.com • Website: www.owenstewart.com
