



**GEAPS'
LEADERSHIP
EDUCATION
AND
NETWORKING
WORKSHOP**

JULY 18-19, 2017



How Goodness Pays with Good Leadership



What is Good Leadership?

The art and science of how good leaders create great results – in a culture of encouragement.



Do you believe Goodness Pays?

4 out of 5 leaders
surveyed say
“yes” – they
believe
Goodness Pays!



**Goodness comes alive when
good leaders work together
with good intentions to make
great things possible!**



How goodness pays:

- **Improves financial consistency,**
- **Creates stronger relationships**
- **Builds loyal customer**



**What does
Goodness mean
to you?**



**The
Cornerstones of
GOODNESS**

Understanding Goodness



Understanding Goodness

The Cornerstones of GOODNESS

We demonstrate the highest expression of personal leadership when we consistently radiate goodness. Reward excellence. Live generously. Promote fairness. Spread positivity.

Name: _____
Date: _____

Instructions
In the spaces below, write three antonyms and synonyms that come to mind when you hear these words.

Excellence	
Antonyms (words that mean the opposite)	Synonyms (words that mean the same)
▶ ▶ ▶	▶ ▶ ▶

Generosity	
Antonyms (words that mean the opposite)	Synonyms (words that mean the same)
▶ ▶ ▶	▶ ▶ ▶

Fairness	
Antonyms (words that mean the opposite)	Synonyms (words that mean the same)
▶ ▶ ▶	▶ ▶ ▶

Positivity	
Antonyms (words that mean the opposite)	Synonyms (words that mean the same)
▶ ▶ ▶	▶ ▶ ▶

Coaching Questions

- Which of the four cornerstones challenges you the most, and why?
- Which cornerstone do you admire the most, and why?
- Which cornerstone is the most challenging to the leaders around you, and why?

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What is the financial value of:

- **Excellence**
- **Generosity**
- **Fairness**
- **Positivity?**

Can you build
on the
antonyms of
Goodness?

My Start, Stop and Continue Plan



My Start, Stop, Continue Development Plan
Focusing my behavior to build positive momentum in my leadership.

Name: _____
Date: _____

Instructions
Identify specific behaviors in each of the following 3 boxes, then identify 2 step up challenges to help you elevate to the next level of your leadership.

I promise to:

Start Doing

▶

▶

▶

Stop Doing

▶

▶

▶

Continue Doing

▶

▶

▶

Step-Up Challenges

1. I will challenge myself to do this differently: ▶
What will success look like? ▶

2. I will challenge myself to do this differently: ▶
What will success look like? ▶

By when? ▶
Who will help me be accountable? ▶

By when? ▶
Who will help me be accountable? ▶

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**Goodness requires
courage and personal
resilience**



**What does this picture
say to you?**





The Seven Fs

- **Faith**
- **Family**
- **Finances**
- **Fitness**
- **Friends**
- **Fun**
- **Future**

**What do they
have to do with
good
leadership?**

The Seven Fs Wheel



The Seven Fs Wheel

When we expand our thinking to include blending the Seven Fs, our perspective becomes brighter. A well rounded wheel helps increase positive momentum in our personal leadership.

Name: _____
Date: _____

Instructions
Plot your scores by making a mark on the number that best describes your satisfaction on each of the Seven Fs. Starting with the highest number, connect all seven dots by moving clockwise around the wheel.

“We are 100% responsible for the mood & tone we take to work and bring home. Blending the Seven Fs helps us live with less stress and lead with less fear.”

Faith – How satisfied are you with your spiritual life?
Family – How satisfied are you with your loved ones, who share a common sense of home?
Finances – How satisfied are you with how your money funds your priorities?
Fitness – How satisfied are you with the health of your body?
Friends – How satisfied are you with the people who share your joys and disappointments?
Fun – How satisfied are you with the part of your life that is playful and joyful?
Future – How satisfied are you with the hope you have for yourself and others?

Which best describes how you feel about your work?

Which of the Seven Fs can you blend together to make your wheel roll with greater momentum?

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Blending

How many of the
Seven Fs are you
blending right
now?



The Change and Loss Curve

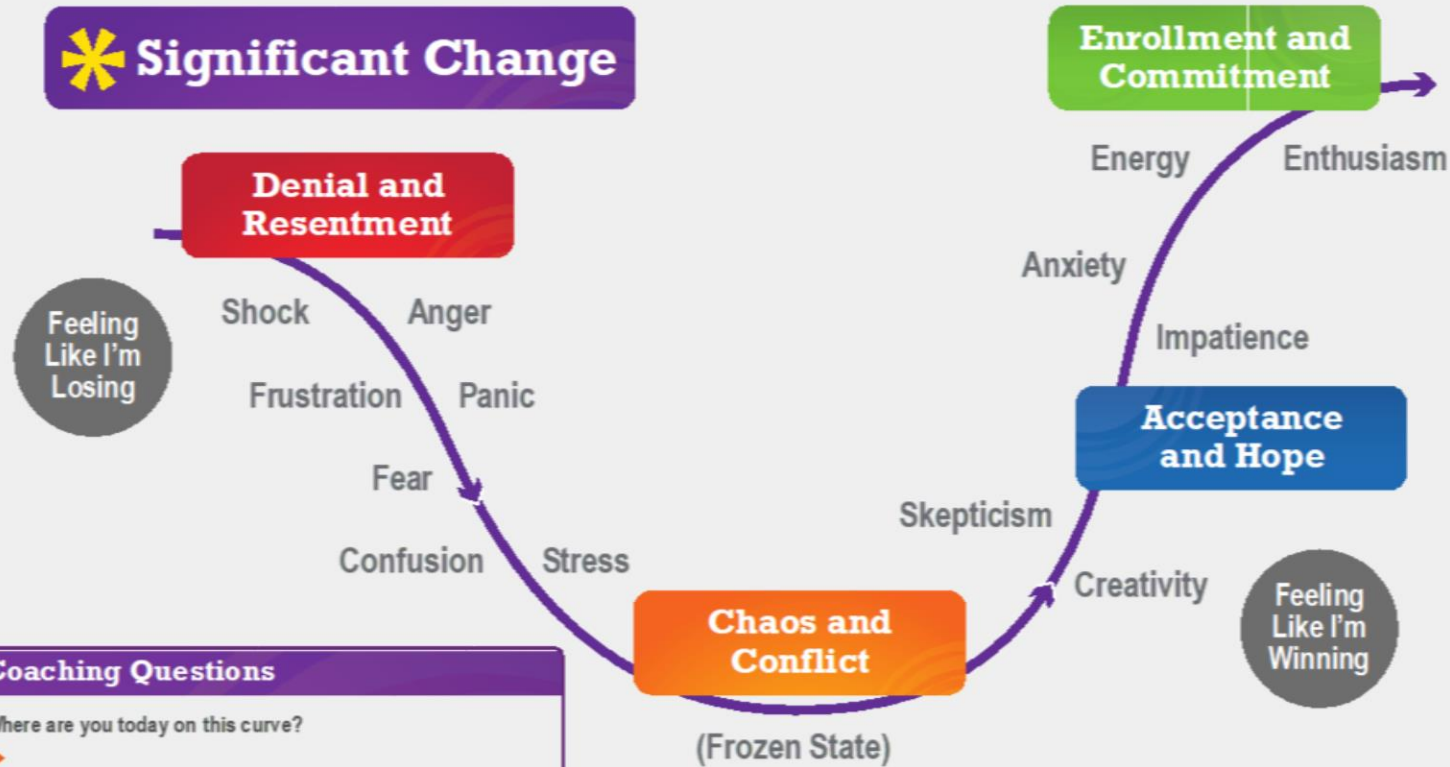
Name: _____

Date: _____



How people process the thoughts and emotions of change and loss – leaders are typically ahead of followers on this curve

* Significant Change



Coaching Questions

Where are you today on this curve?



What do you need to move into the next stage?



The Aspirational Framework

Good leaders learn to communicate the aspirational process in a sequence of 20 – 7 – 3 – 1 years to help stimulate aspirational thinking in a realistic and motivating framework.



20 Years Ahead

Your BHAG

Jim Collins articulates a twenty-year aspirational framework with his BHAG. What is your big hairy audacious goal? The BHAG is powerful tool to help leaders consider their mission and purpose for a good life.

7 Years Ahead

Your Personal Vision

Seven years is the most effective timeframe for personal visioning. Visioning is a powerful tool to stimulate action. Aspirational leaders ask themselves, "What will my life look like, by when?" The "what" is motivated by the "by when." The seven-year personal visioning aligns very closely with the timeframe most people use for their Bucket List.

3 Years Ahead

Your Personal and Professional Strategic Plan

A three-year planning window helps you identify milestones over the next three years to make your seven-year vision come alive.

1 Year Ahead

Your satisfaction today on the Seven Fs:
Faith, Family, Finances, Fitness, Friends,
Fun, and Future

Finally, the "1" in the 20-7-3-1 aspirational framework is all about the here and now. It's about making an intellectually honest assessment of the things that really count in life today: Your satisfaction with your faith, family, finances, fitness, friends, fun and future ... the Seven Fs! The literal connection to the Bucket List concept is that last F: **future**.

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Aspirations Insight Observations Goals Step Up Challenges

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What is Personal Visioning?

**It helps to to look back, so
we can leap forward**

Personal Visioning



My Personal Visioning Worksheet

This tool sharpens my aspirations by recording insights from experience and envisions what is possible for my future.

Name: _____ Date: _____

Instructions
First, fill in each item looking back 7 years from today. Next, fill in each item thinking ahead 7 years from today.

Looking Seven Years Back

My age: ▶
Family status: ▶
Job responsibilities: ▶
My joys: ▶
My challenges: ▶
My personal aspirations: ▶
My professional aspirations: ▶

Did I imagine I would be in this job back then? Yes / No

Thinking Seven Years Ahead

My age: ▶
Family status: ▶
Job responsibilities: ▶
My joys: ▶
My challenges: ▶
My personal aspirations: ▶
My professional aspirations: ▶

Do I imagine I will still have this job? Yes / No

Coaching Questions

- What significant insights did you glean from looking back?
- What significant insights did you glean from thinking ahead?
- How does looking at your work and home life in a 14 year window make you feel about your leadership today?
- What implications can you identify for your development goals today?

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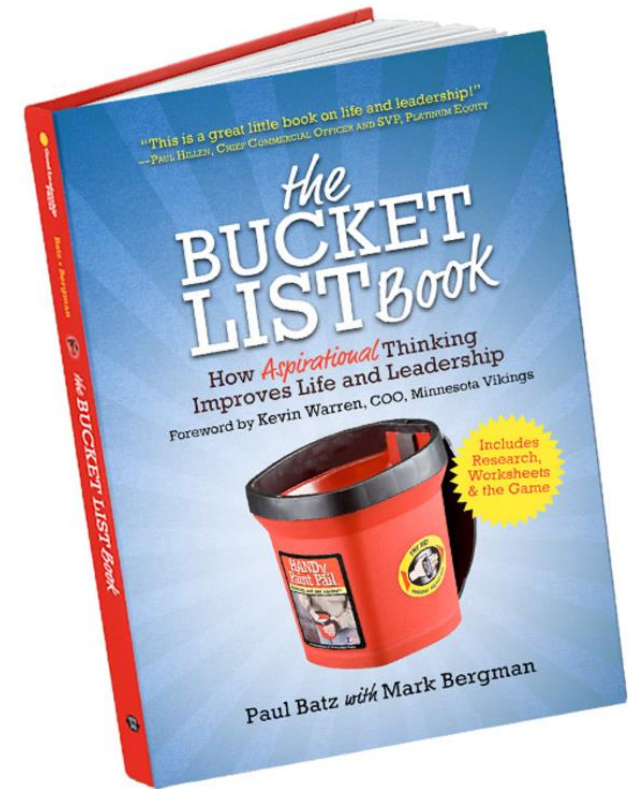
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What does a Bucket List have to do with Good Leadership?



Framework for organizing your goals:

- personal and professional

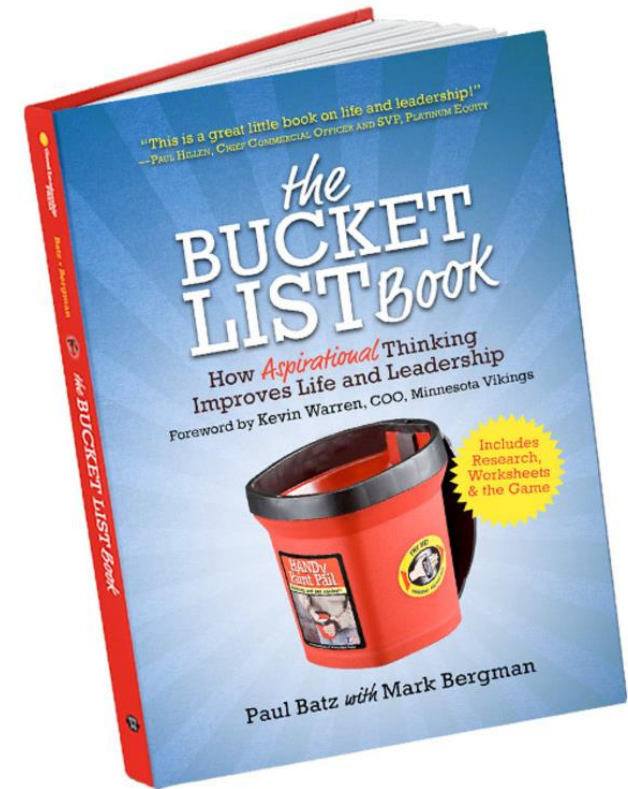




Research highlights:

Four categories:

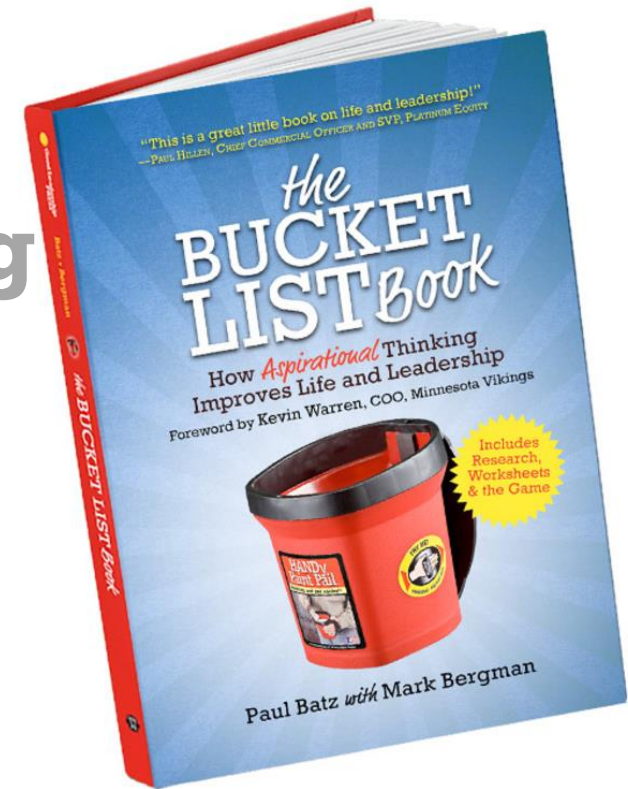
1. **Travel: #1 = 35%**
2. **Treasures**
3. **Experiences**
4. ***Accomplishments***





Research highlights:

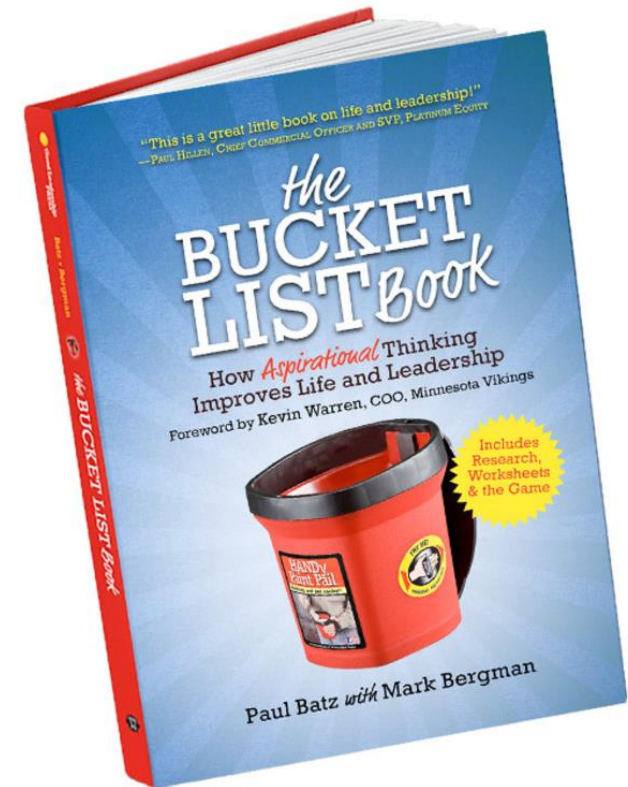
- Equally men and women
- 93% for living; 7% before dying
- 83% created privately
- 54% memorized, 46% written





Biggest benefits:

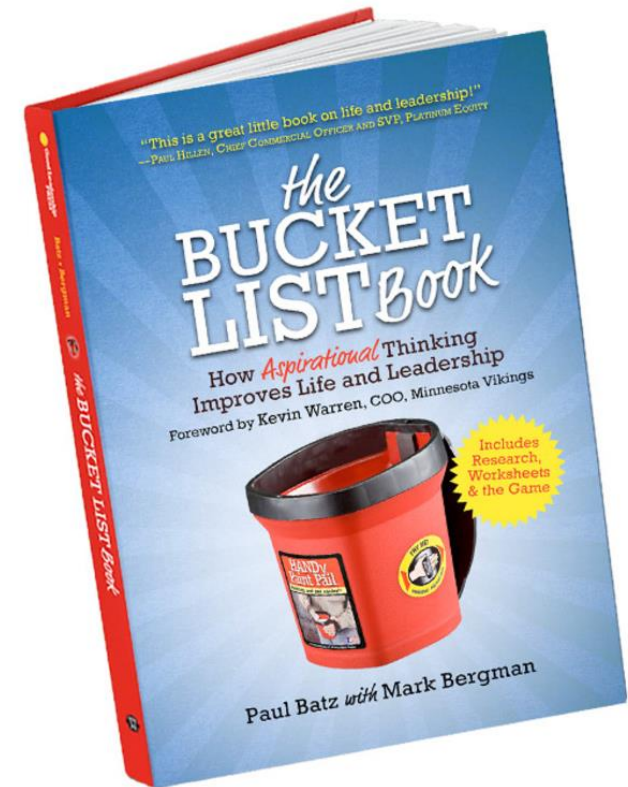
- Helps keep focus on goals
- Keeps from getting “stuck”
- Helps to live a better life





Biggest surprise:

- Most people prefer to keep their Bucket List private, over fear of failing.
- Those who “share” their list accomplish more!



Bucket List Game Conversation

Bucket List Game

Inspired by the 2007 film "The Bucket List," the purpose of the Bucket List Game is to stimulate aspirational thinking about "What's Possible?" in your life – and to encourage you to share three items from your Bucket List with others who may be able to help.



Instructions

Write three items from your Bucket List in the space provided below, then hand this sheet to the facilitator of the Bucket List Game. DO NOT WRITE YOUR NAME ON THIS PARTICIPATION SHEET.



Rules

Players sit or stand in a configuration where all players can see and hear one another. The facilitator will identify the person whose birthday is nearest to today as the person who begins the game. That person is the "Guesser."

- 1) The facilitator will read one Bucket List Participation Sheet and ask "the Guesser" to identify which player best matches the three items mentioned.
- 2) If your name is called upon and the three items are not yours, then you are the Guesser and you must guess who best matches the three items. This sequence continues until the person is successfully identified.
- 3) When the person is identified successfully, then the person explains the three items, and he/she is now the new "Guesser."
- 4) In groups of 12 or more, after seven unsuccessful guesses, the facilitator will ask "Whose Bucket List is this?" and the person will reveal themselves. That person is now the Guesser for the next round.
- 5) The game continues until the last person has been matched with his/her items.





Personal and Professional Strategic Planning

**Good leaders blend together their
personal and professional life**



My Four Year Window Planning

Name: _____
Date: _____

Four Year Planning Window
Building my leadership vision and strategic plan: Blending personal and professional aspirations.

Instructions
Answer the following questions. Record your responses in the corresponding spaces below.
Step 1: What are the 3 most important insights you have learned personally and professionally looking back on the **past year**?
Step 2: What is your vision personally and professionally **three years** from now?
Step 3: What goals personally and professionally will help you build momentum **in the next 12 months**?
Step 4: What goals in **year two** will help you achieve your three year vision?

	Learning from Last Year	This Year	Year 2	Year 3
Personal Life	Step 1	Step 3	Step 4	Step 2
Professional Life	Step 1	Step 3	Step 4	Step 2

TODAY

Strategies to blend my personal and professional life to reach my goals.

▶
▶

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Planning
give you
your life
back



The One Thing

The one thing I learned today that will help me be a better leader is?

The Goodness PLEDGE

Built on the foundations of:



Carpe Diem.

The world needs me to be a good leader who radiates goodness today.

I choose to be happy because what we concentrate on grows!

I will blend the Seven Fs into my work so I can live with less stress and lead with less fear.

I will role model rewarding excellence, living generously, promoting fairness and spreading positivity.

And I promise to build on the goodness in others so we can all thrive.

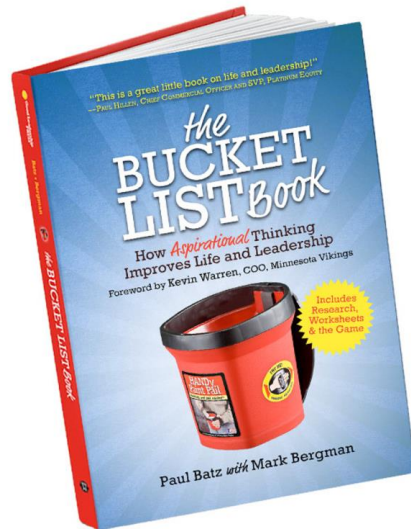
Take the Goodness Pledge online at:
www.goodleadership.com/goodness-pledge



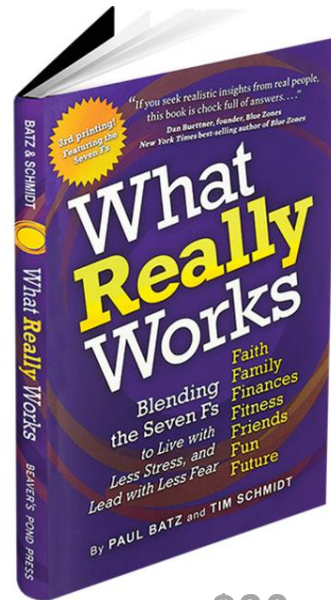


Email me:
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Package price: all three for \$40



\$20



\$20



\$10



Carpe Diem!



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