



Leadership Legacy process

Introduction:

Creating your Leadership Legacy.

Number of Participants: *Individuals or Groups of leaders 8 to 12 participants per batch.*

Supplies:

Points of You - The Coaching Game, Writing material, Comfortable space for facilitation free from external noise(for 1on1 sessions) or Open seating classroom to accommodate 8 to 12 participants, white board, marker pen sets, writing material for the audience , Scented candles, Incense Sticks & Match box. Optional Music system with soft background music resource – may be a flute music. Old magazines with colorful pictures, glue stick, scissors – sufficient supply for the individual or the group. Chart paper, waste paper basket placed at strategic locations.

The objectives of the process:

The process is aimed to facilitate

- 1. Development of a vision board intuitively,*
- 2. Reflection, getting in touch with inner feelings, thoughts, and aligning actions through intent statement*
- 3. Leading a life of higher values.*

NOTE:

Leadership is about relationship, trust, hope, credibility and integrity. Followers are observant of leaders. Leaders are either conscious aware about who their followers are or not consciously aware of their followers. Therefore, the leader must watch every step be places before committing himself or herself to it.

Time:

45 to 60 minute sessions for 2 to 4 weekly sitting's.

Room/space set-up:

Small low centre table, low cushioned seats arranged in circular fashion for the couple with the coach.

Room illuminated well.

Scented candle placed at a strategic place, with incense stick lit in the corner.

In case of groups:

Open seating arrangement, white board / flip chart, marker pen sets placed at strategically. Supply of chart paper, old magazines, glue stick, scissors – sufficient supply. Participants must have space to spread their chart paper on the floor and work undisturbed. Trash bins must be placed strategically for dumping waste.

Coach preparations:

Coach to arrive well in advance of the appointment.

Coach to ensure the room setting is as per the prescribed standards. Room should be clean with no litter or clutter.

Scented candles are lit and placed at strategic locations; incense stick is lit and placed in the corner of the room.

Room temperature – ideally set to 23 – 24 degrees, neither too cold nor too warm. Pleasant enough.

Coach to ensure, sufficient stationery is placed at the disposal of the client along with writing material – color pen sets, pencils, eraser, sharpener etc.

Preparation: *Consider the following questions:*

- *Coaching Objective*
 - *What do I intend to facilitate the clients to accomplish with my professional assistance?*
 - *What behaviors do I need to keep a check on?*
 - *What will I do clear the space*
- *On what issues or objectives will I focus?*
- *How do I create time to accomplish the desire outcomes, including time for:*
 - *Participants to share meaningfully*

- *Which stories/quotes/question from the Coaching Book will I use while facilitating the activity and why?*

Activity Process - Step by Step:

Use the ppt.

2. Define the game rules

Contract, boundaries, roles – refer ppt

3. Describe the activity:

Refer ppt.

PLACE YOUR [Coach4Excellence](http://www.coach4excellence.in/)

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Own your actions – leave a
legacy

Coach4Excellence

Process Flow Chart

Coaching Objective

- Creating a powerful leadership legacy



Be The
Change
You Wish To See In
The World

Briefing:

The success of the leader is demonstrated by the moving spirit; a spirit that moves people from inaction to action, makes them believe in themselves, see their true potential.

Contract

- State explicitly the engagement rules & regulations upfront
- Tell the client that you will be stimulating the thinking & feeling of the client by asking questions
- Tell the client the process will be confidential
- Tell the client progress can only be made if the client trusts himself, you and the process, thereby engages himself.
- Tell the client that commitment to execute is a must.
- Tell the client that the contract can be mutually terminated during or midway.

Pause – 5 to 7 minutes

Briefing:

- Tell the audience to sit comfortably.
- Tell them you were going to play soft music in the background
- Tell them to close their eyes, and be in touch with themselves; free themselves of any thoughts or activities that are likely to follow the session as part of their social engagement. Turn off mobile phones, and be fully in the present.



Step 1

- Ask the client to establish the coaching objective – use the ticket to capture the statement objectively, & succinctly.

Card 3: POINTS OF YOU

Card 2:

Card 1: Card 4:

Layout:

My Issue: Date:

Fold in half and place on the Layout Chart

Step 2

- Engage in a conversation.
- Ask the client to describe 'How important is this goal for him / her?', ask the client 'How would it feel when this goal is accomplished – emotionally, pictorially, etc?'
- Ask the client to pick the card

What stimulus did you receive from the card? Tell me what thoughts / feelings / emotions are stimulated in you?

Step 3

- Stay with the 1st card picked by the client.
- Ask 'How would the client like to deal with the stimuli', 'What would the client like to focus on?' – Living, Manifesting, Show casing, etc.
- Gently, nudge the client to pick another card from the deck

What directions did the card provide you with this time?

Step 4

- Ask the client 'What directions has he / she received from the cards?'
- Ask the client 'What is the significance of the message in relation to what the client wants to achieve?'
- Ask 'What is the insight?'
- Pick a card

What can u do to put the insight to work?

Step 5

- Ask the client 'what can you do to put the insight to work?'
- Ask 'what resources are required to support your journey?'
- Ask 'what would potentially challenge you?'
- Nudge the client to pick a card

What's the stimuli? How will you sustain or overcome the blocks en route?

Step 6

- Ask the client 'what options do you have to help you sustain your journey?'
- Ask 'what are the alternatives to overcome barriers?'
- Ask 'what actions will you initiate?'
- Nudge the client to pick a card

What will make your followers buy in?

Step 7

- Ask the client 'what will you do to get a buy in from your followers?'
- Ask the client to develop the Vision board using the insights he has developed.

Insights

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What do I do from now on?

1.

2.

3.

✓

- Ask 3 questions (Ask the client to fill the ticket)
 - ‘what actions will you continue to do,
 - what will you stop doing, and
 - what will you start doing?’ from when?

Summarize the process, agree on the next meeting and wind up.

Insights

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What do I do from now on? ✓

1.

2.

3.