



INSTITUTE

DAY

1



Welcome to the Legacy Leadership® Institute

Facilitators:

Dr. Jeannine Sandstrom

Dr. Gary Patterson

The Legacy Leadership® Institute

What is it?

Perhaps Dr. Jerry Fletcher said it best...

(Author, Patterns of High Performance)

“In my 22 years of management consulting, Legacy Leadership® provides the most comprehensive model of what leadership is really about that I’ve seen. Its power in diagnosis and improvement is much greater than other models that focus only on leader behavior.”

LL impacts the system (culture) of the organization...GCP



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The Legacy Leadership® Institute

Our Journey Today...

- Symbols of your leadership styles
- Establishing your learning partner
- Explore your Leadership Challenges
- Examine the course expectations
- Introduce the course materials
- Look at the Learning Objectives
- Notice Leader Shifts
- Review what Leaders Know/Believe/Do
- Observe Leadership Influence – “*You Inc.*”
- Overview the Legacy Leadership® Model
- Find your BP Focus for the Institute
- Take some time for reflection

Leader Partners

Interview your partner and record the following information on the Leader Partner Information Sheet (PWB 14)

- **Name**
- **Personal Objective for the week**
- **What got you here**
- **What might keep you from being present**
- **Symbol of your leadership**

***Your Leader Partner will be the same all week - Feedback*



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Leader Partner Introductions



Institute Expectations

- What are your Leadership Challenges?
- What do you want out of the next three days?
- Feedback from your learning community?



Leadership Intentions



**This is about *YOU* and *YOUR LEADERSHIP* development...
(We lead from *Who we Are!*)**

This is adult learning – “*message is caught not so much taught...*”



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Agenda: The Practitioner

Day 1	Day 2	Day 3
Session 1-1 Welcome and Introductions	Session 2-1 Welcome/Teachback/ Homework Debrief	Session 3-1 Welcome/Teachback/ Homework Debrief
	Session 2-2 Best Practice #1	Session 3-2 Best Practice #2
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LUNCH	LUNCH	LUNCH
Session 1-4 Competencies and Legacy	Session 2-5 Best Practice #3	Session 3-4 Analysis and Planning
	Session 2-6 Situational Story Development	
Session 1-5 Reflection/Wrap/Calibration	Session 2-7 Reflection/Wrap/Calibration	Session 3-5 Summaries
		Session 3-6 Reflection/Final Calibration Celebration!

Learning Environment

Respect for each of us:

- All ideas are worthwhile
- We actively grow other Leaders
- We model Best Practices

Respect for all of us:

- No cell phones or texting
- Be here and present
- Respect start/stop times
- Please limit side conversations
- What's said here, stays here



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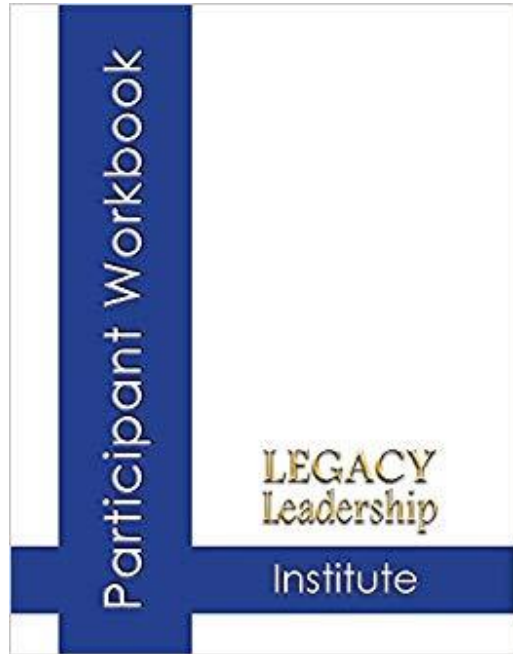
Learning Environment: General

- **Breaks**
- **Lunches**
- **Restrooms**
- **Phones**
- **Emergencies**
- **Messages**
- **Collaboration Corner**



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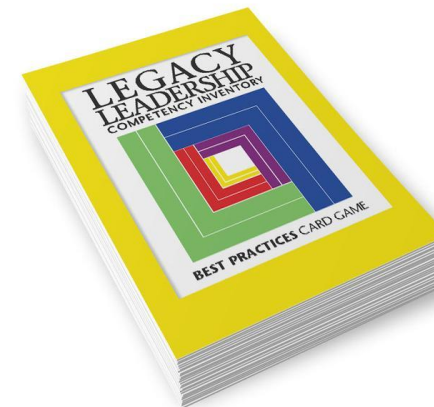
Institute Materials



Participant Workbook: 3-in-1
Learning Journal (LJ)
Field Guide (FG)
Legacy Leadership
Competency Inventory (LLCI)



Personal
Coaching
Styles
Inventory
(PCSI)



Legacy Leadership
Playing Cards

Learning Objectives

- Describe for others the *Case for integrating Legacy Leadership* into the fabric of all interactions and offerings.
- Identify and practice *teaching the key competencies and behaviors* associated with each of the 5 Best Practices.
- Demonstrate the *use of the LL Competency Inventory (LLCI)* as a tool to aid others in developing competencies in other Leaders.
- Explain their own concrete *action plan to inspire, equip, gain commitment* for and grow Legacy Leaders in all walks of life.
- List the *linkages between LL principles and positive Ministry/Business results* to create the business imperative for pervasive LL in the marketplace and ministry.



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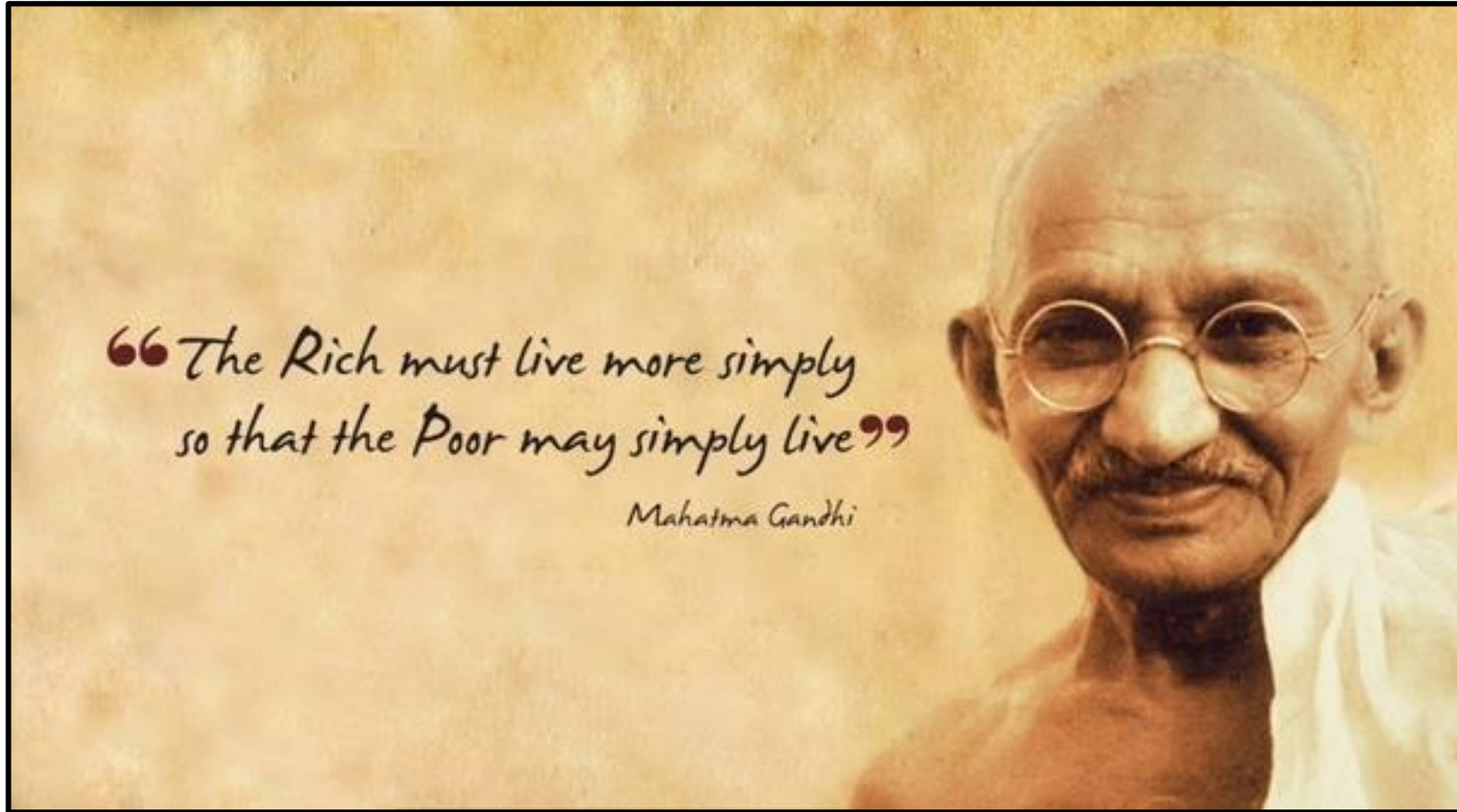
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Break Time

Who Has a Story of a Great Leader?



What are the characteristics that stand out about this leader?

Define Your Ideal Leader

Three Questions

- **What does She/He KNOW?**
- **What does She/He BELIEVE?**
- **What does She/He DO?**



Management vs Leadership

- What do leaders *know, do and believe*?
- Leader = Expert – Mentor – Manager – Coach...
- “Behavior is the cord –
Practices are the melody”

Historical Backdrop and Applications

- **Why is it?**
- **How it came to be**
- **Current applications**
- **Invitation to *studenthood***

Management vs Leadership

- What is his/her Activity?
- What is his/her Language?
- What is his/her Focus?



Management vs Leadership

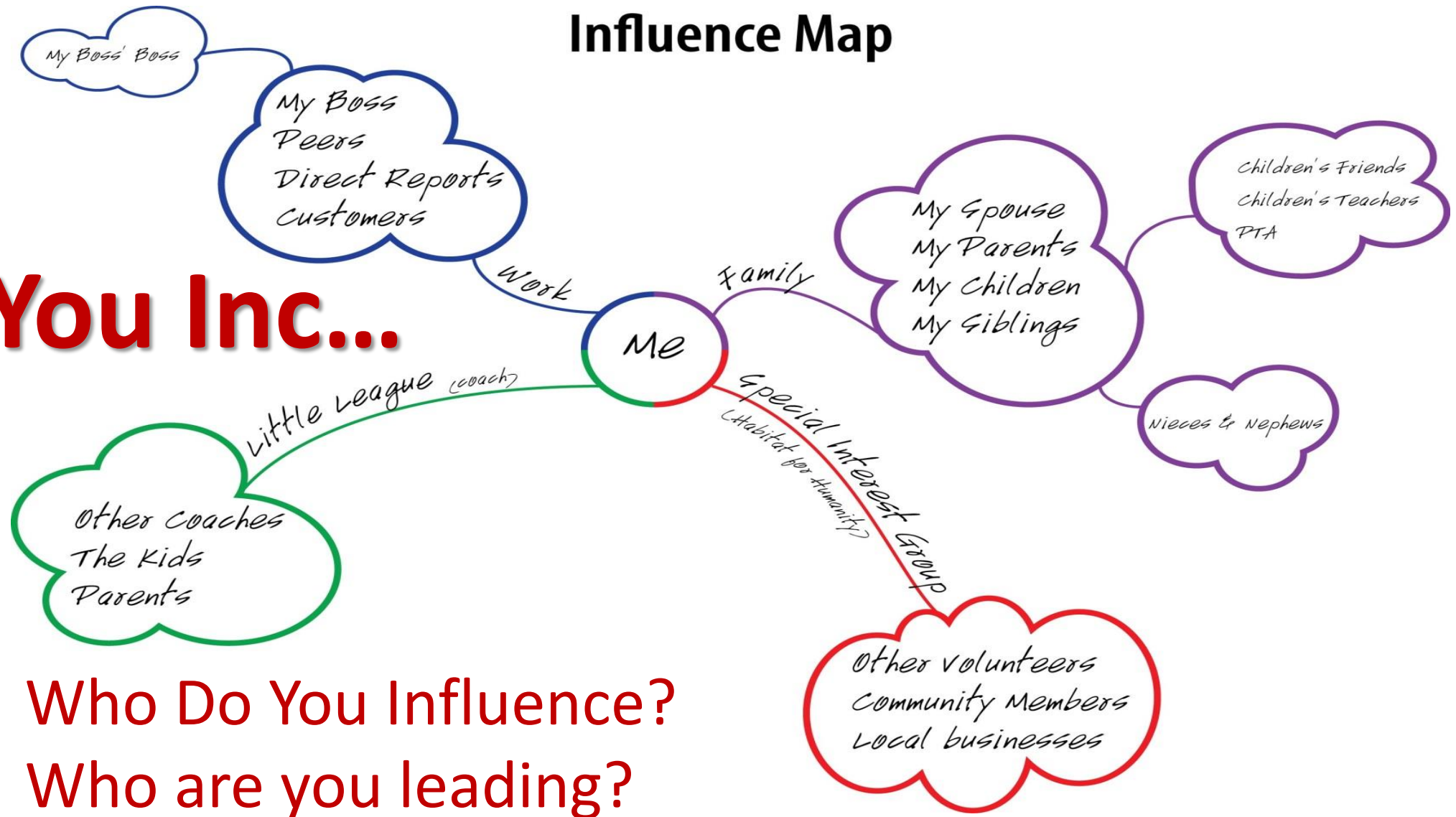


[illegible]

**Organizational Leadership
Coaching**
www.olcoaching.com

Influence Map

You Inc...

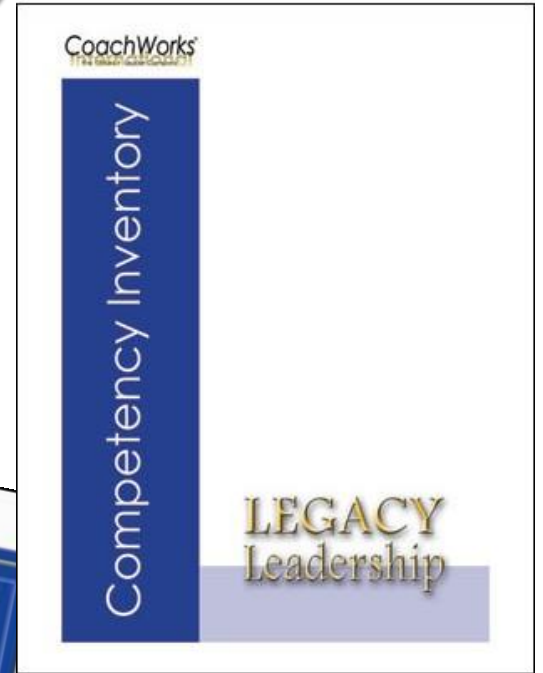


**Who Do You Influence?
Who are you leading?**

Benchmarking Your Leadership

Who are you as a leader?

Rate yourself...



**Legacy/Leadership
Competency
Inventory (LLCI)**



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Lunch

Results of Your Leadership



Your *Influence* Power is: 1,885,458



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LL Shot Group...

The Model



*With over 2000 Leadership Models per year what makes **Legacy Leadership** so unique?*

Kouzes/Posner: “The Leadership Challenge”

Covey: “Principle-Centered Leadership”

Nanus: “Visionary Leadership”

Greenleaf: “Servant Leadership”

Oakley/Krug: “Enlightened Leadership”

Blanchard: “Situational Leadership”

Ball: “DNA Leadership”



- Legacy Leadership® is about LIVING your legacy, not just leaving it.
- Legacy Leadership® is not a leadership style – it is a life system and a way of *being*, not just *doing*.
- It is based on 5 best practices, which we also call “Legacy Practices.”

Each of the 5 Best Practices has three components: one part ***being***, and two parts ***doing***. Great leaders don't just do, they are.

A great leader is first a ***holder***, a ***creator***, an ***influencer***, an ***advocator*** and a ***calibrator***. Leadership greatness resides in who the leader ***is*** first, and what he or she ***does*** second.



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The Model

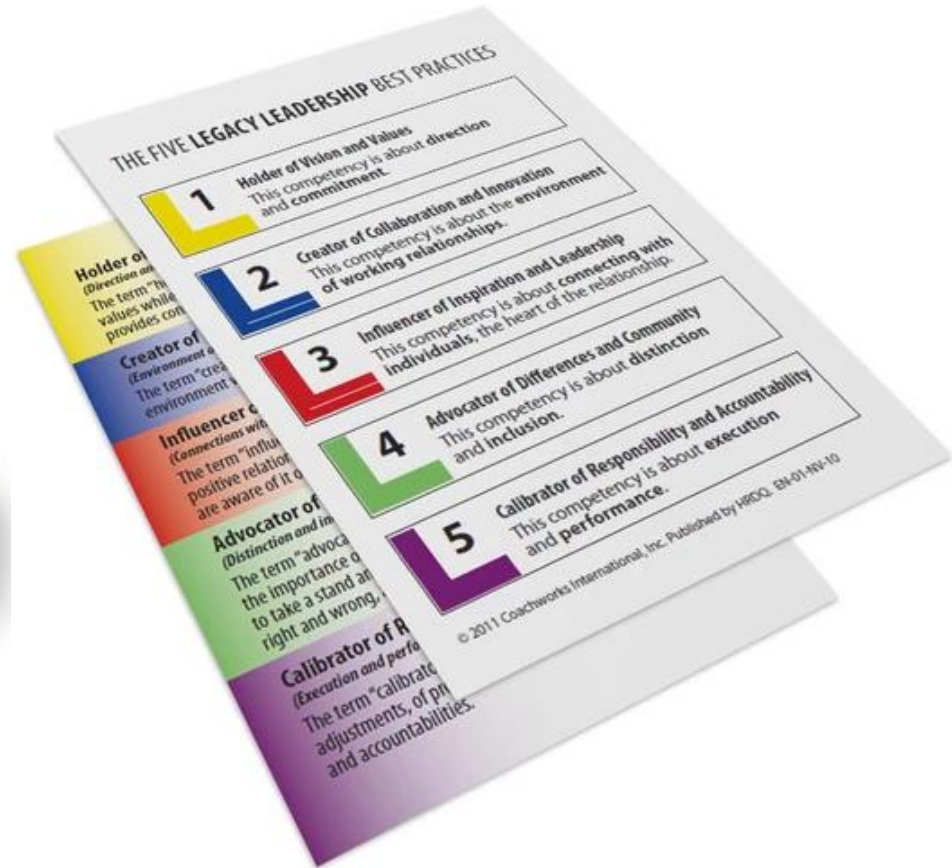
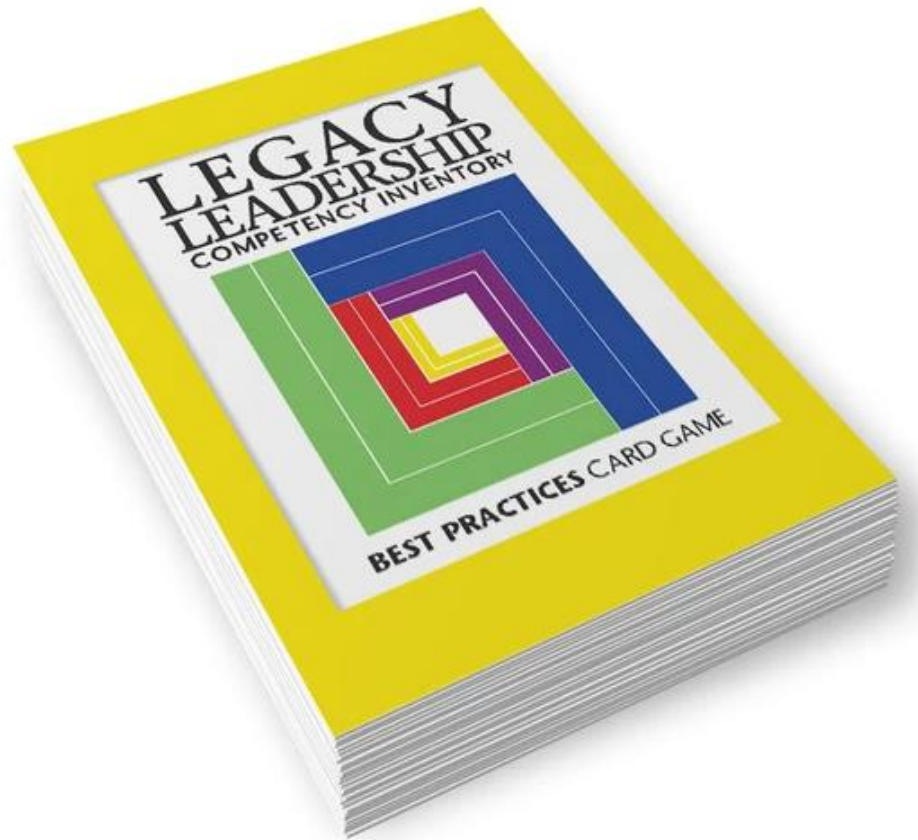


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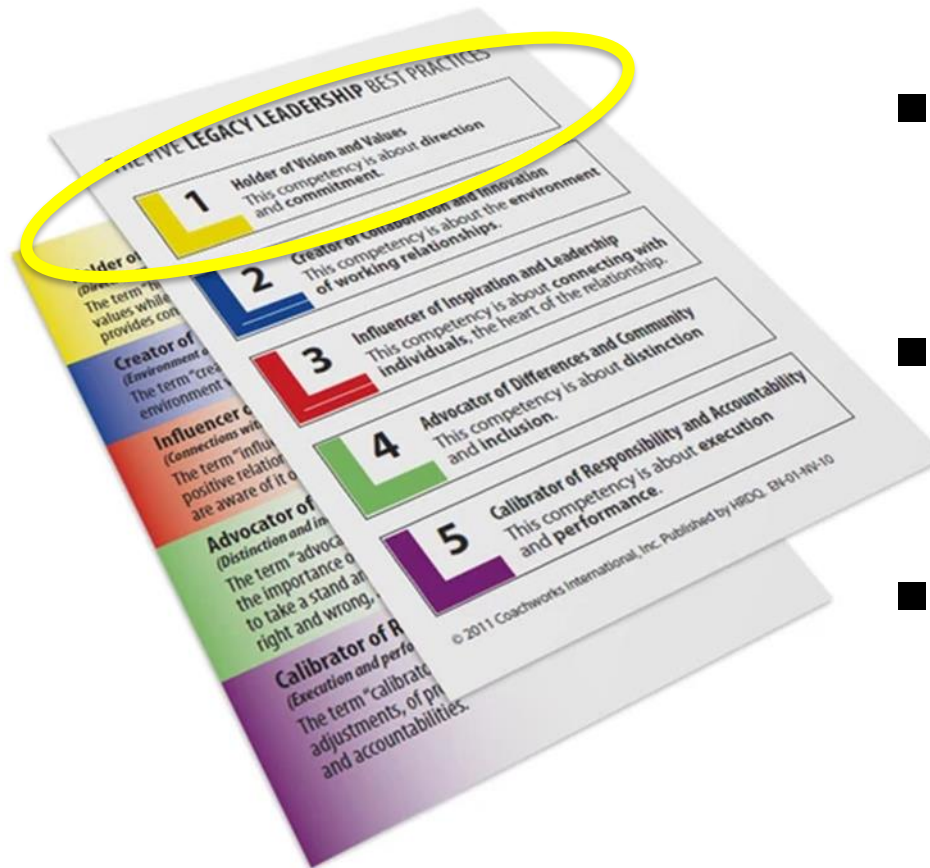
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Exploring the Best Practices



Legacy Leadership Card Game

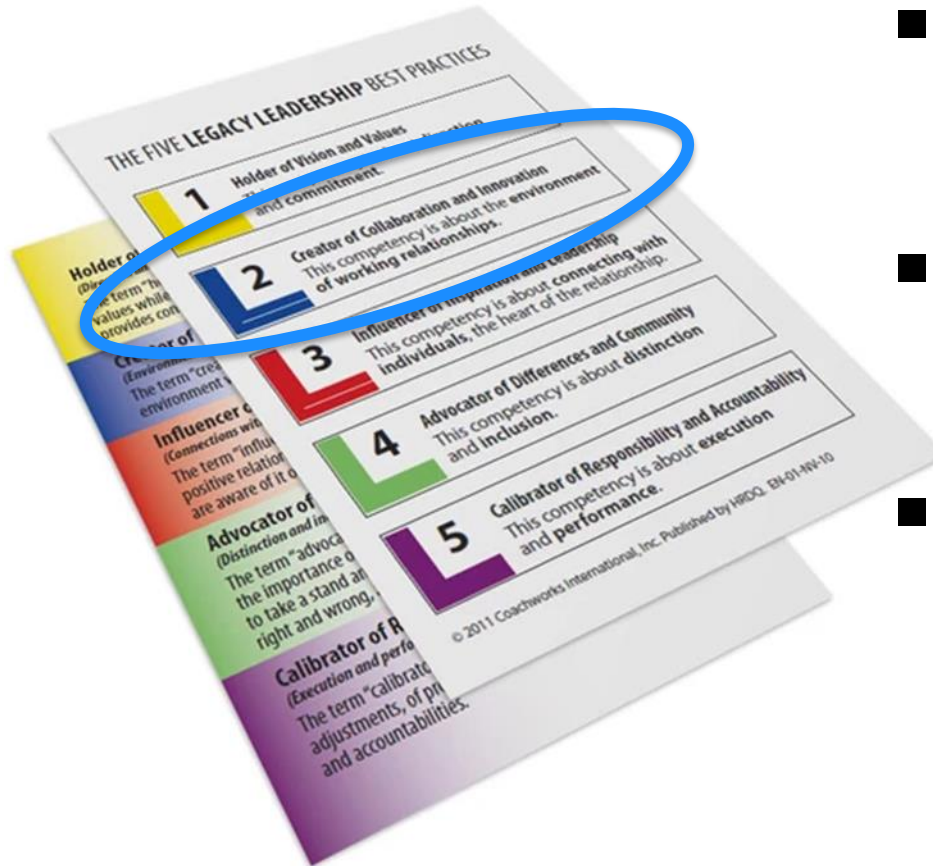
Session 1: Holder of Vision and Values™



- Pick a card from the deck
- Each person asks and answers their question.
- Play for 10 minutes then debrief.

Legacy Leadership Card Game

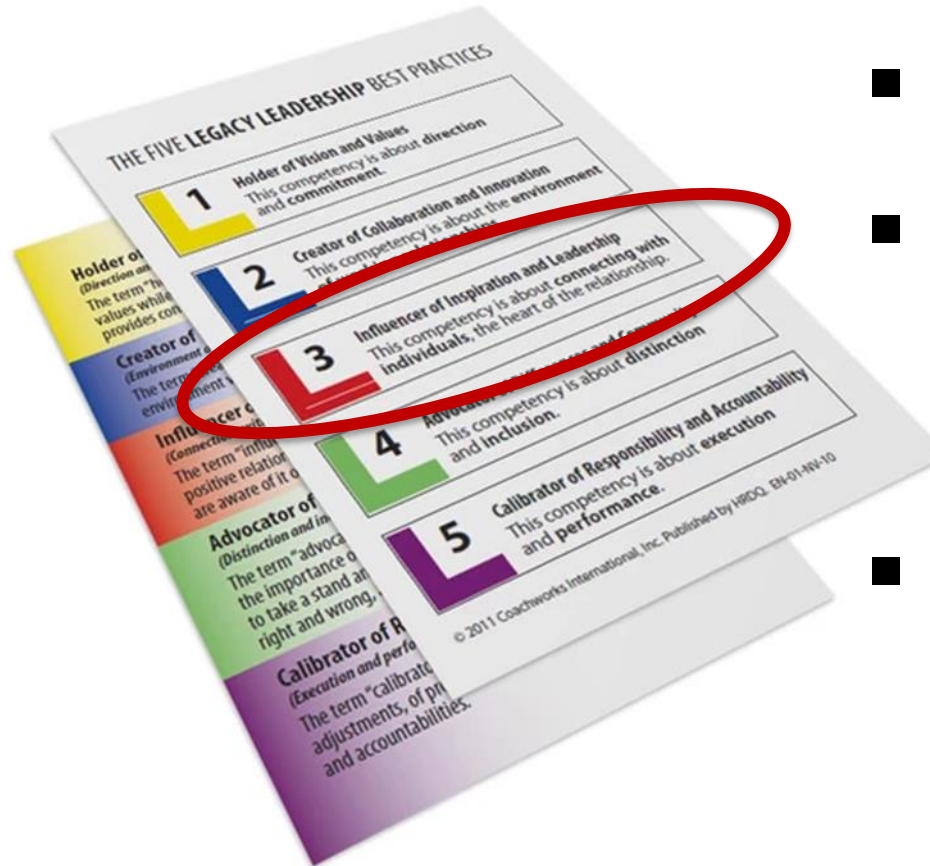
Session 2: Creator of Collaboration and Innovation™



- Pick a card from the deck
- Ask the question to someone next to you.
- Play for 10 minutes then debrief.

Legacy Leadership Card Game

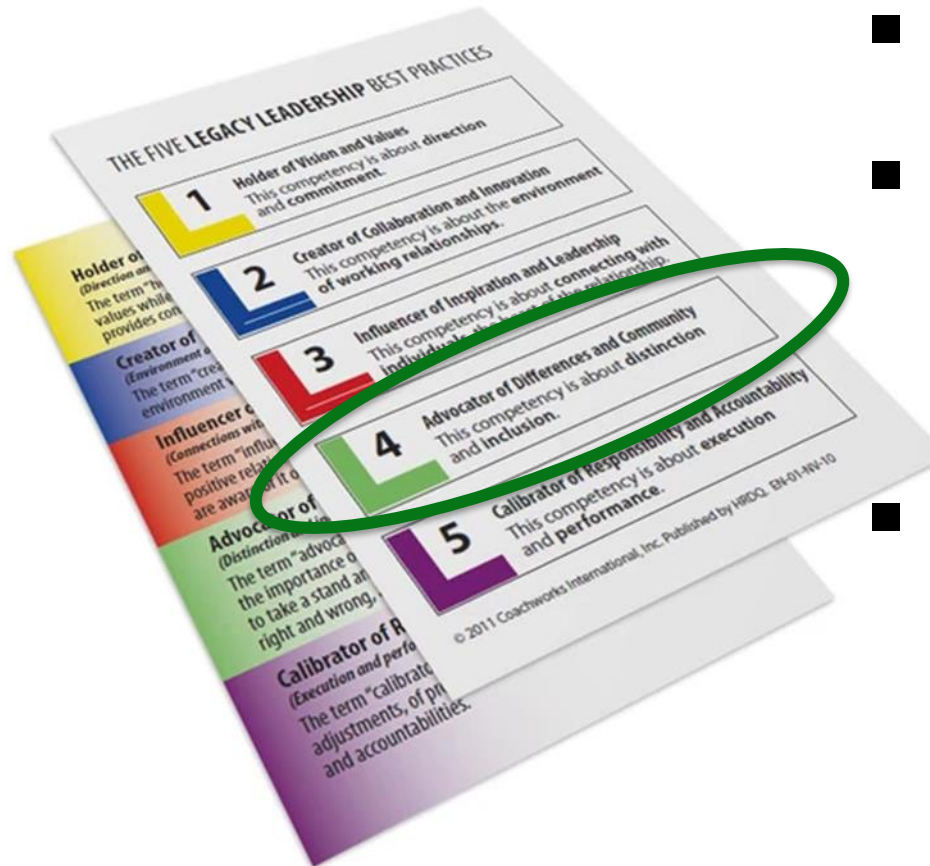
Session 3: Influencer of Inspiration and Leadership™



- Pick a card from the deck
- Choose someone from someone across the table.
- Play for 10 minutes then debrief.

Legacy Leadership Card Game

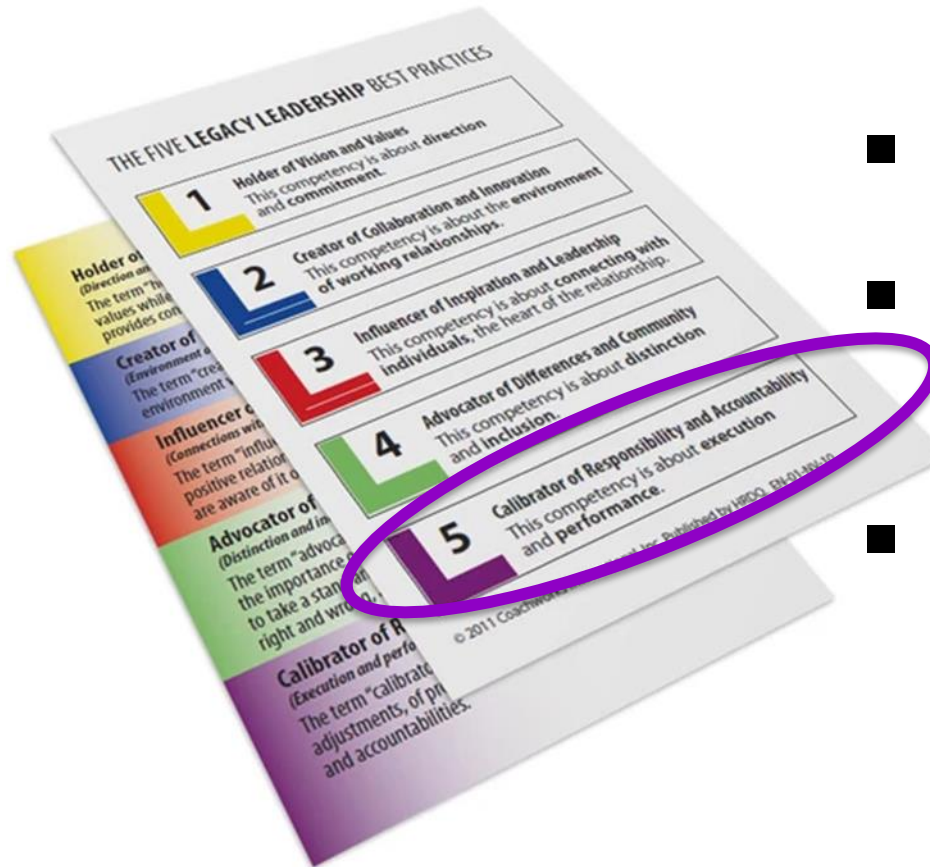
Session 4: Advocator of Differences and Community™



- Pick a card from the deck
- Pick someone to answer the question in 3 minutes.
- Play for 10 minutes then debrief.

Legacy Leadership Card Game

Session 5: Calibrator of Responsibility and Accountability™



- Pick a card from the deck
- Tell how it is a perfect question for you.
- Play for 10 minutes then debrief.



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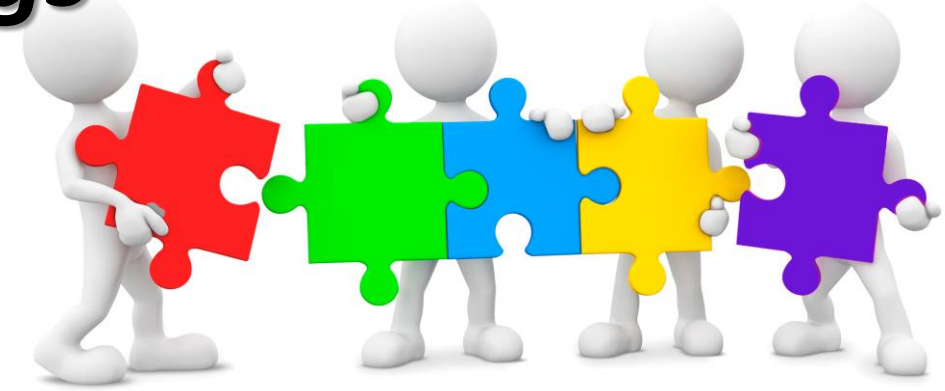


Break Time

Connecting the Learnings

Meet with your partner

- Reflect on your LLCI
- Differentiate strengths, weaknesses, growing edges
- Ponder your YOU, Inc.
- What support do you need?
- Who?
- What is your level of Commitment?
- Which Best Practice will you focus on?



The Journey So Far...

- Leadership styles
- Learning partners
- Leadership Challenges
- Institute expectations
- Institute materials
- Learning Objectives
- Leader Shifts
- What Leaders Know/Believe/Do
- Leadership Influence – “*You Inc.*”
- Legacy Leadership® Model
- BP Focus
- Reflection





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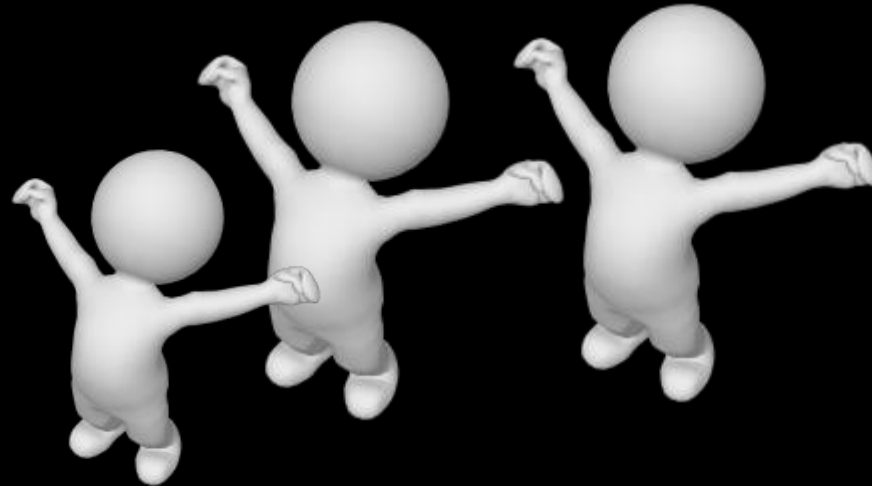
Tonight's Homework

Read Business Applications for Legacy Leadership® in the Resources Section (PWB 98-115)**

- Which had the greatest impact on you?
- How would you utilize the materials?
- Record your thoughts and applications.
- Be prepared to discuss in class tomorrow.

*“End your day with a
smile, a happy thought
and a grateful heart.”*

Clint Walker





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Welcome to the Legacy Leadership® Institute

Facilitators:

Dr. Jeannine Sandstrom

Dr. Gary Patterson



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Good Morning Legacy Leaders!

*We permit Limitations to Limit Us,
Instead of Limiting our Limitations.*

--WISHGOODMORNING.COM



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Team Teach Review

Homework Review



Business Applications for Legacy Leadership®

(Resources Section, *PWB 97-115*)**

- *Which had the greatest impact on you?*
- *How would you utilize the materials?*
- *Record your thoughts and applications.*
- *Be prepared to discuss in class tomorrow.*



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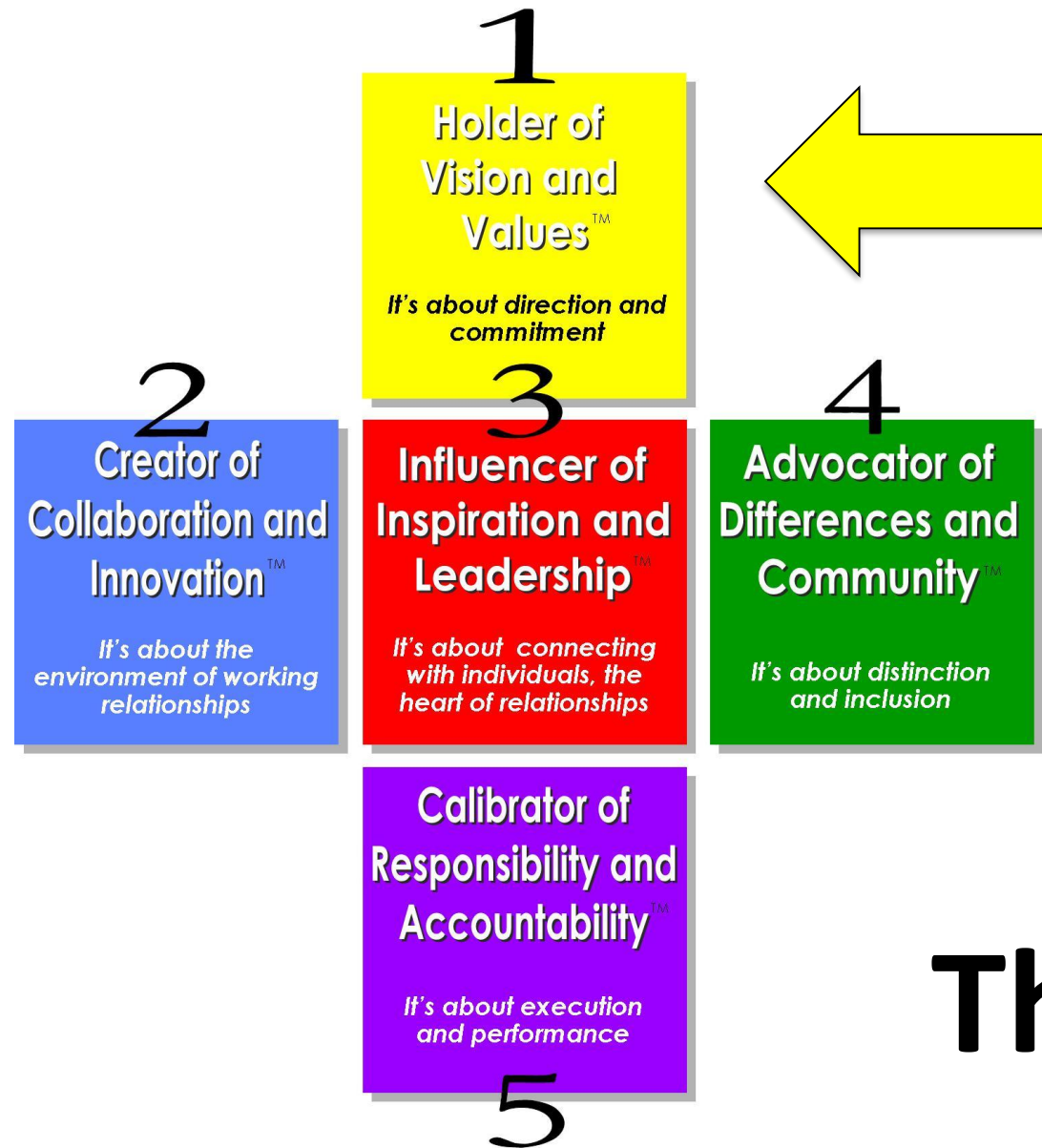
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The Legacy Leadership® Institute

Our Journey Today...

- **Team Presentations**
- **BP 1 – Overview and Definitions**
 - Values Identification
 - Vision Creations
- **BP 5 – Overview and Definitions**
 - Mapping Your Plan
- **BP 3 – Overview and Definitions**
 - Qualities of and Inspirational Leader
 - Story Telling
- Reflections of the day
- Preparations for the final Institute day



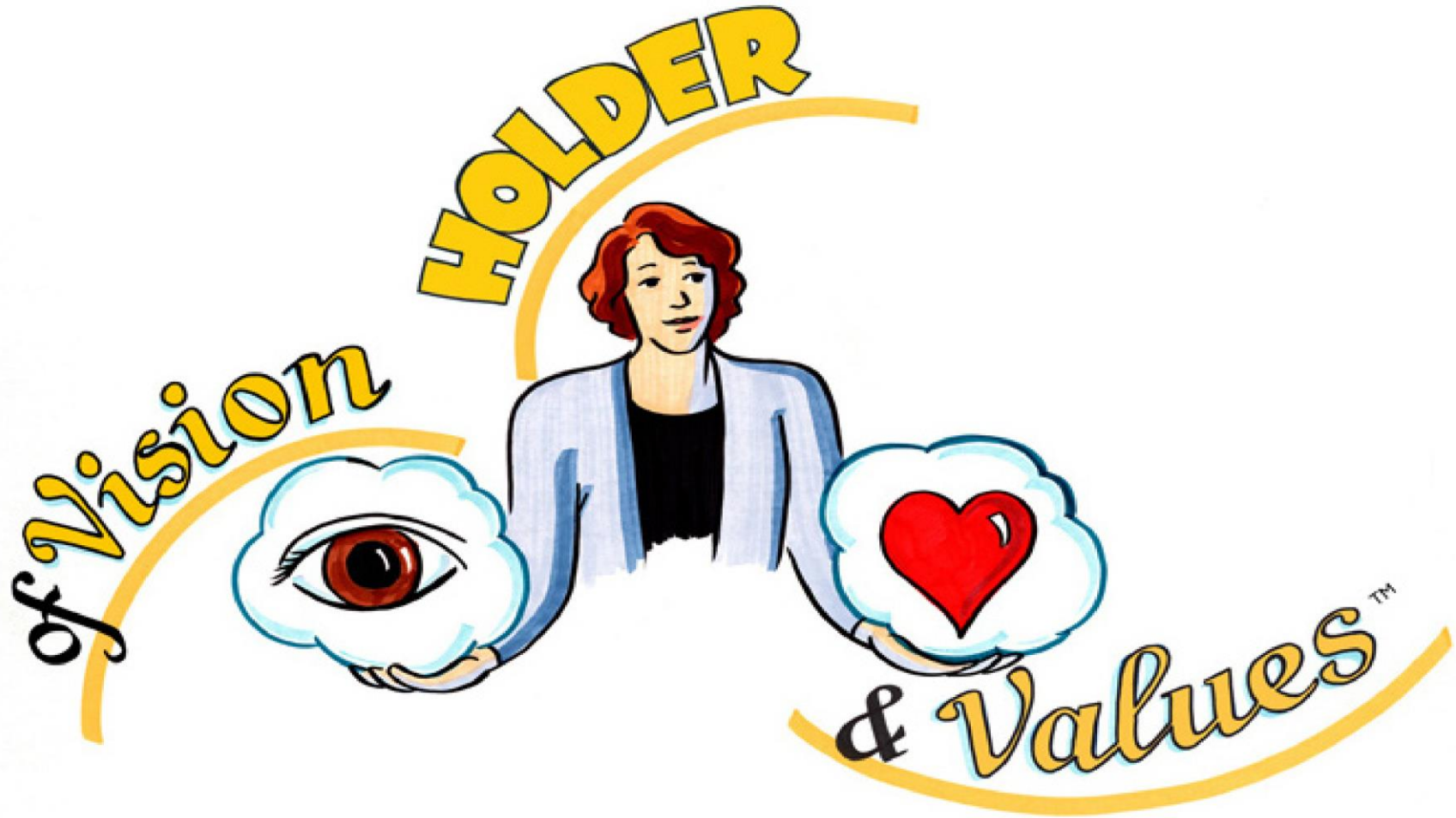
The Model

A HOLDER

“Keeps in hand” those things that are important, embracing and encouraging their remembrance.

Best Practice #1

Holder of Vision and Values™



Best Practice #1

Holder of Vision and Values™

Definitions by Group

Holder

Vision

Values

Best Practice #1

Holder of Vision and Values™

Being a **HOLDER**...



A HOLDER “keeps in hand” those things that are important, embracing and encouraging their remembrance....

Best Practice #1

Holder of Vision and Values™



Being a **HOLDER**...

A Holder of Vision creates the environment that generates a shift from fuzzy to focused. Instead of a team working with fuzzy, un-communicated and poorly stated vision and goals, each individual is empowered with a clear understanding of the organization's vision, allowing them to work in a focused and targeted manner.

A HOLDER

“Keeps in hand” those things that are important, embracing and encouraging their remembrance.

Best Practice #1

Holder of Vision and Values™



VISION

A clear view and understanding of realizable goals, plans and intentions.

VALUES

Those things considered right, worthwhile, and desirable – the basis of guiding principles and standards.

Best Practice #1

Holder of Vision and Values™

- Clear compelling organizational vision in writing
- Excellent communication of vision throughout organization
- Ways to measure vision
- Roadmap and milestones
- Compelling strategic design throughout organization
- Knowledge of personal vision and match to organizational vision

Best Practice #1

Holder of Vision and Values™

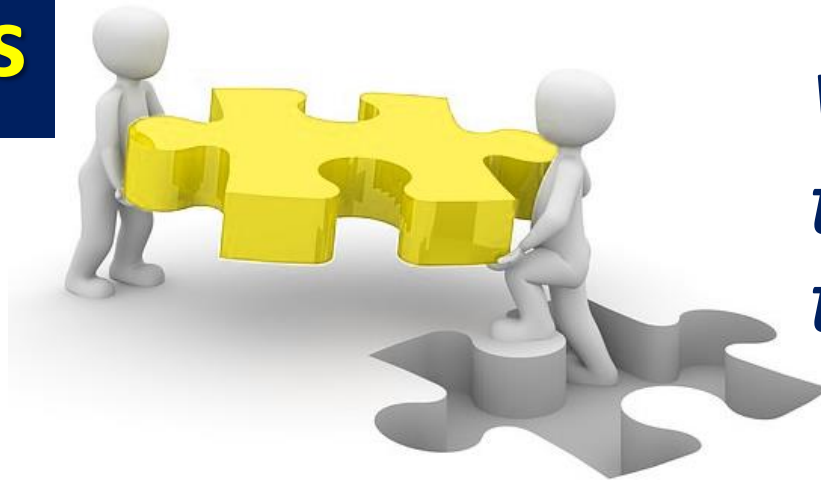
- Fully developed values statement and guiding principles that are clearly defined
- Organization-wide communication of values
- Measurement methods
- Employee clarity and acceptance of values
- Attitude of values underlying all work

Best Practice #1

Holder of Vision and Values™

“BP 1 is only successful if the key pieces are in place. What do you consider the 7 most important pieces (behaviors) that TOGETHER make the whole picture of BP 1.” *(Use list provided on PWB 26.)*

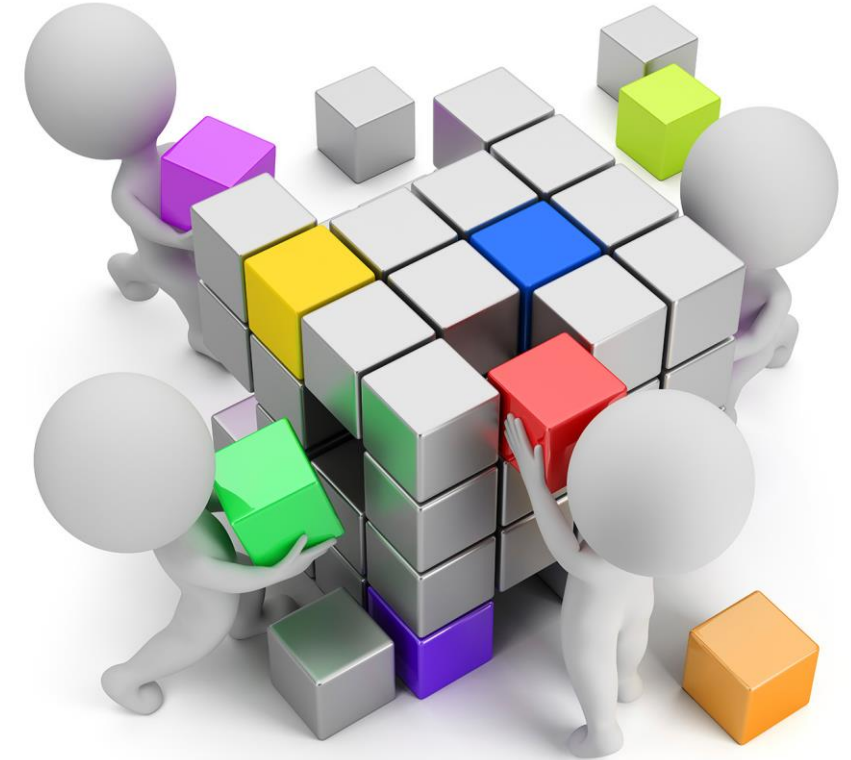
7 Important Pieces



What are your thoughts about these?

Developing a VISION Statement

**What is your
personal *vision*
for use of
Legacy
Leadership®?**

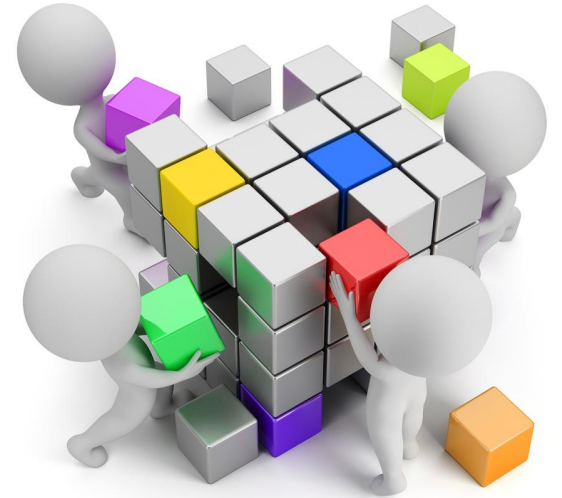


Developing a VISION Statement

By/Within 5 Years I will Create
(When) (Action)

Positive environments
(What/Objective)

For shifts in individuals or organizations I coach
(For Whom)



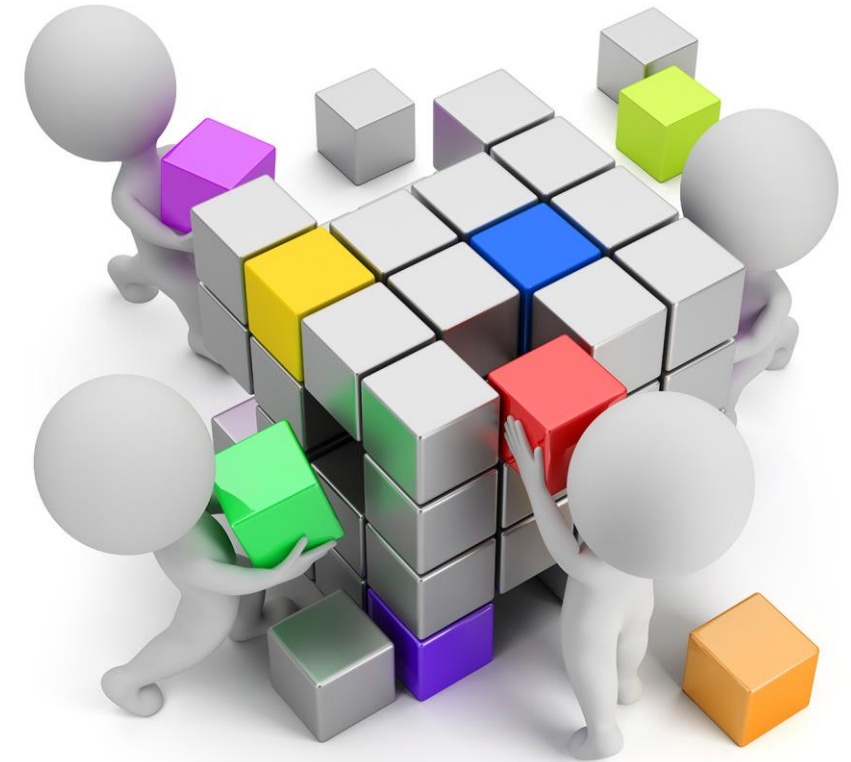
Developing a VISION Statement



YOUR Vision Statement

Developing a VISION Statement

Identifying Values Exercise



Connecting Values to VISION



“Those things considered right, worthwhile, and desirable – the basis of guiding principles and standards.”

**Do your
Value
statements
support
your
personal
LL Vision?**

Break Time





The Model

CALIBRATOR

“Sets the mark,”
determining the
quantitative
measurement of
acceptance.

Best Practice #5

Calibrator of Responsibility and Accountability™



“Being” A CALIBRATOR...



The Max Factor
“Beauty Calibrator”
(1932)

Not what we mean!

But rather “Being” a CALIBRATOR...



This Legacy practice is about the CALIBRATION of People and Progress to yield a more powerful and successful future.

Best Practice #5

Calibrator of Responsibility and Accountability™

Responsibility_____

*The ability to respond correctly to –
and meet – stated expectations.*

Accountability_____

*The obligation to explain or justify
conduct, conditions or circumstances.*

Best Practice #5

Calibrator of Responsibility and Accountability™

- Leaders who provide consistent role models of acceptable behavior
- Clear expectations
- Stated and understood vision and values
- Desire to develop others
- The right people in the right jobs
- Excellent communication system
- Measurement systems

Best Practice #5

Calibrator of Responsibility and Accountability™

- Clarity
- Modeling of personal responsibility
- Respect for others
- Desire to develop others
- Clear standards of behavior, expectations and accountabilities
- Inclusiveness
- Process of measurement
- Identified levels of accountability (Individual, team department, etc.)
- Excellent, consistent, and clear communication



Best Practice 5 Salient Questions

Take out the cards and separate the purple ones on BP 5.

- Give each member at your table a card and have him/her read it to themselves.
- Then have each person, one at a time, read the question on the card to the person on their left and pause.
- The person only listens to the question and does not answer.
- After a pause of reflection go to the next person.

This should take 5-6 minutes to do.

Best Practice #1

Holder of Vision and Values™



**Bridging
the Gap**

Best Practice #5

Calibrator of Responsibility and Accountability™



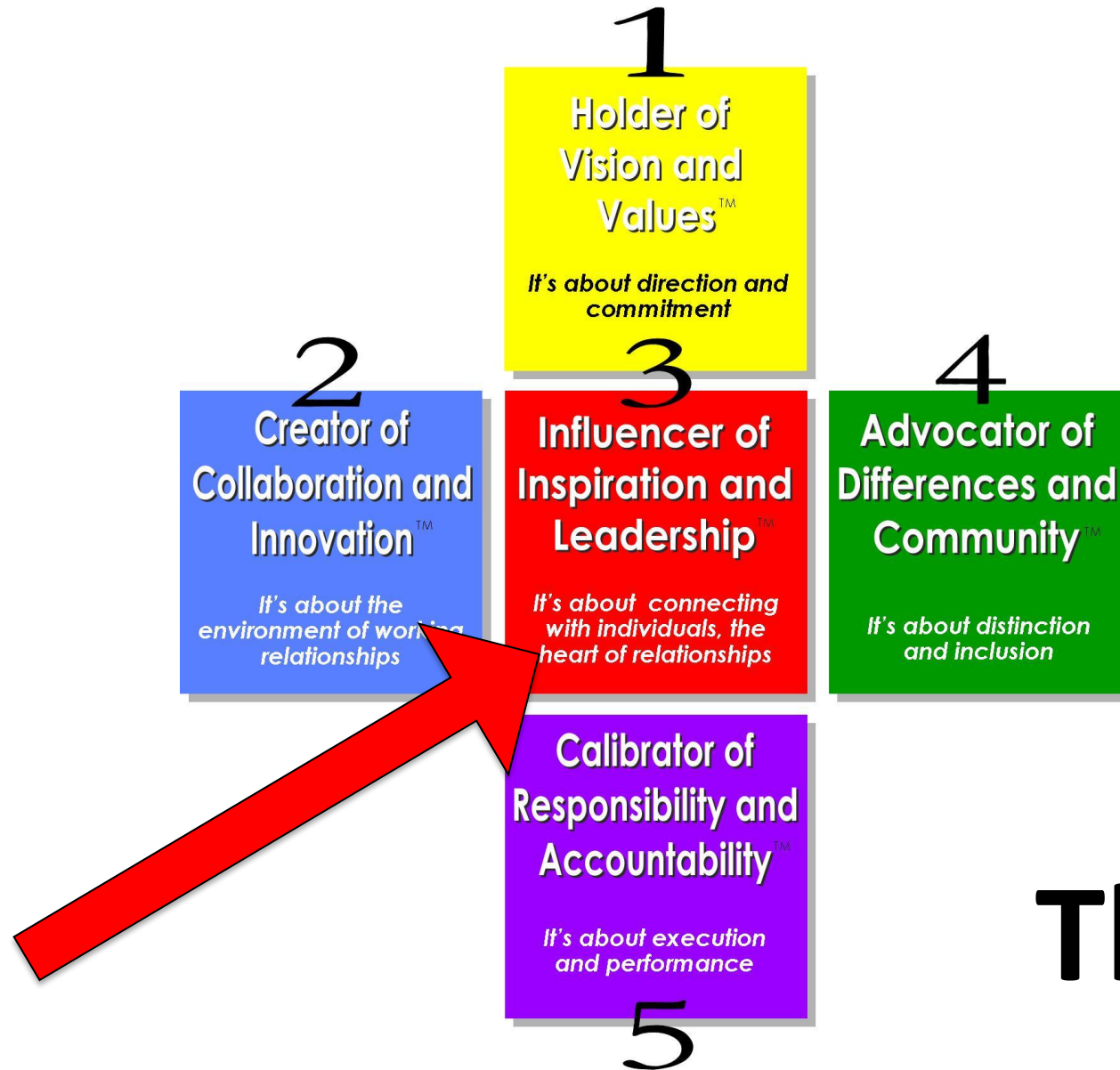
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Lunch Time



The Model

Best Practice #3

Influencer of Inspiration and Leadership™

The Inside Story of Legacy Leadership



Dr. Jeannine Sandstrom

An INFLUENCER

Brings about a desired effect in others, either by direct or indirect means.

Best Practice #3

Influencer of Inspiration and Leadership™



Best Practice #3

Influencer of Inspiration and Leadership™

What does an Influential leader look like?



What does that person do that makes them influential? What makes them connect so powerfully with others?

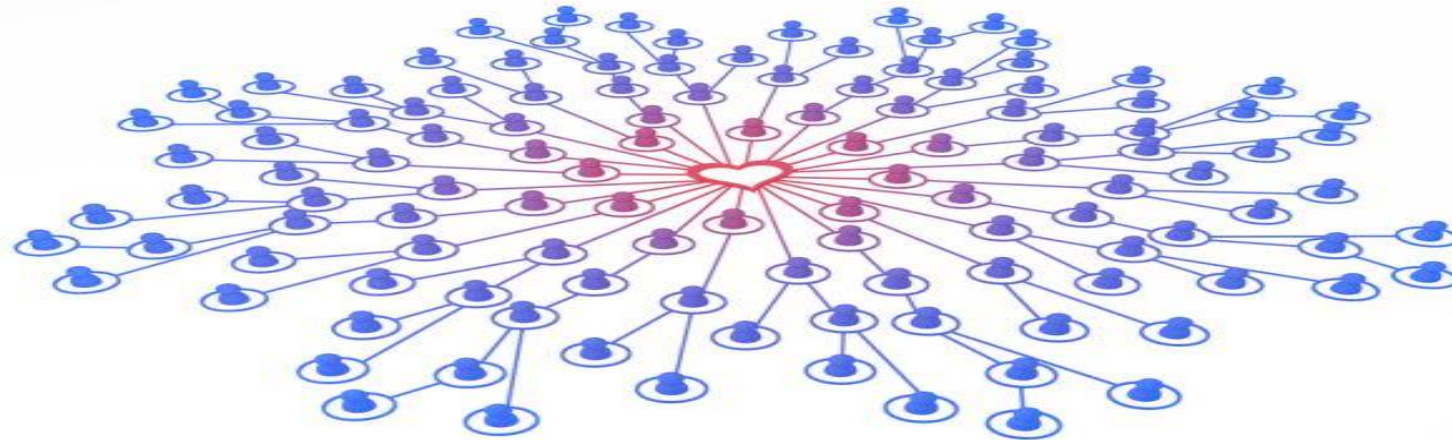
An INFLUENCER

Brings about a desired effect in others, either by direct or indirect means.

Best Practice #3

Influencer of Inspiration and Leadership™

WHO ARE OUR GREATEST INFLUENCERS?



This Legacy Practice stokes the fires of great leadership. It is what drives and sustains this leadership model. Legacy Leaders are intentional about their influence.



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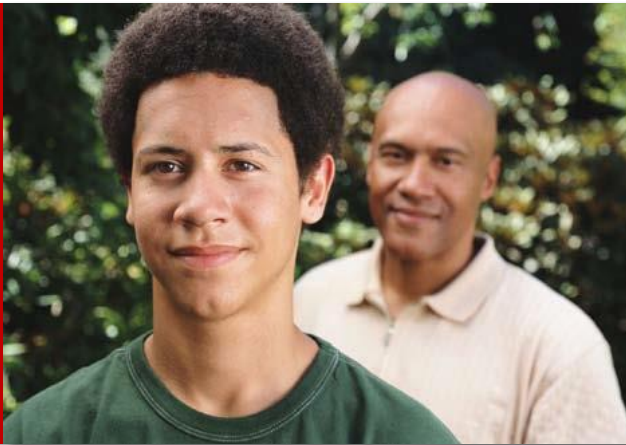
An INFLUENCER

Brings about a desired effect in others, either by direct or indirect means.

Best Practice #3

Influencer of Inspiration and Leadership™

LEGACY LEADERS ARE INTENTIONAL



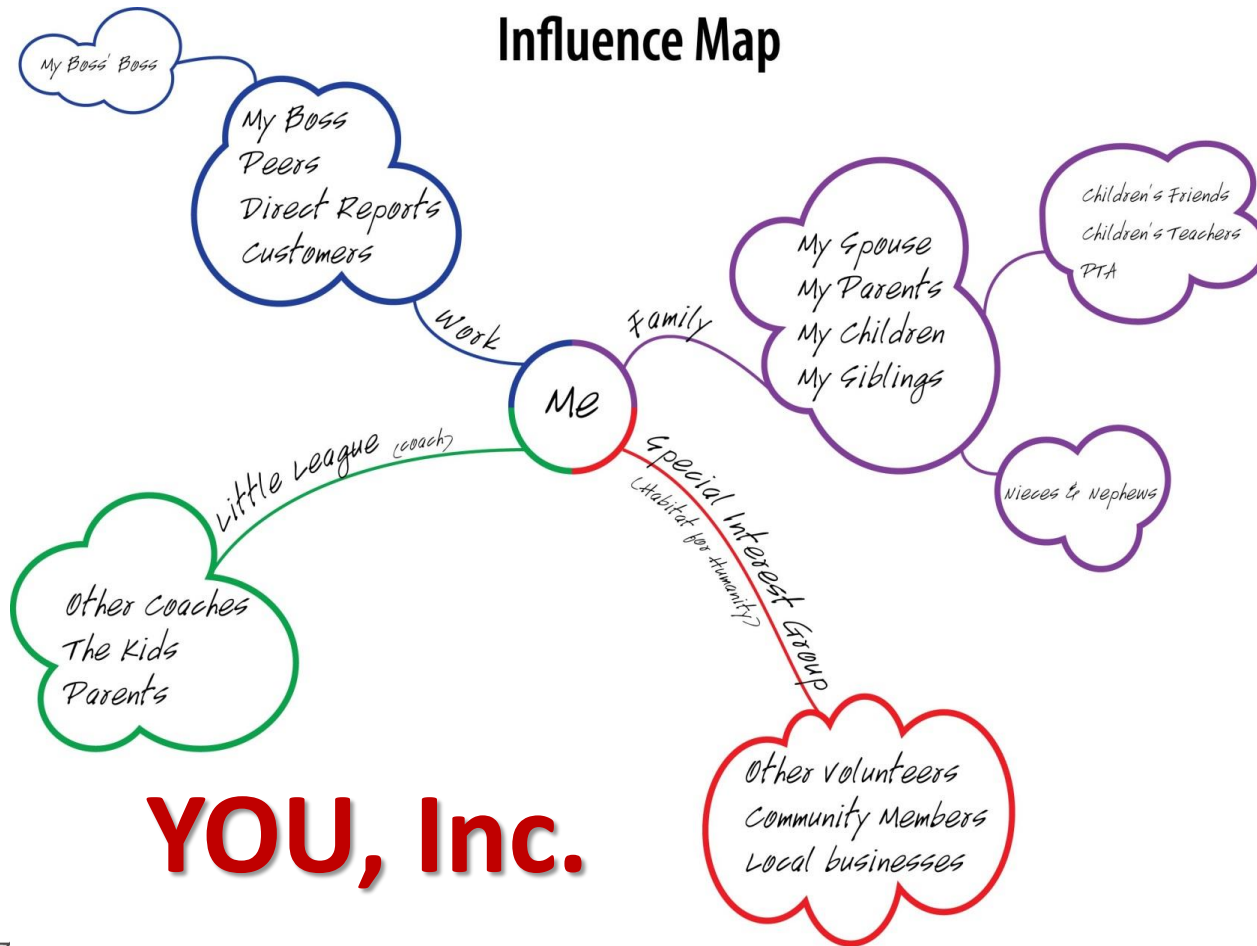
Generally the greatest influencers in our lives are those with whom we have interacted in everyday life, not those seen from afar and observed through plasma screens.

An INFLUENCER

Brings about a desired effect in others, either by direct or indirect means.

Best Practice #3

Influencer of Inspiration and Leadership™



- What did you notice?
- How did you feel?
- What might this mean to you?
- What might you do with this awareness?

Best Practice #3

Influencer of Inspiration and Leadership™

Inspiration_____

*The process of animating, motivating or
encouraging others to reach new levels of
achievement.*

Leadership_____

*The process of guiding and directing
others to shared success.*

Best Practice #3

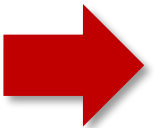
Influencer of Inspiration and Leadership™

- Strong sense of vision and values
- Desire to encourage and inspire others
- Understanding of others' strengths
- Mental “library” of stories that inspire
- Understanding of what inspires self, and others
- Desire and ability to live a role model for others
- Understanding of own personal passion

Best Practice #3

Influencer of Inspiration and Leadership™

- Ability to influence others in a positive way
- Ability to look at challenges as opportunities for growth and innovation
- A desire to be a positive influence on others
- A solid working knowledge of the cutting edge technology of various leadership models and styles
- Ability and desire to build relationships



Best Practice #3

Influencer of Inspiration and Leadership™

- Consistent positive thinking
- Desire to mentor
- More importance on the development of others, rather than self
- Clear vision and values (personal and organizational)

Best Practice #3

Influencer of Inspiration and Leadership™

***In the Business
Articles you
brought, what
comes up
for you?***





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Break Time

An **INFLUENCER**

Brings about a desired effect in others, either by direct or indirect means.

Best Practice #3

Influencer of Inspiration and Leadership™

Inspiration

- Personal Leadership Development, and Influencing sound Leadership in others.
- Motivation – vs – Inspiration *(What's the Difference?)*
- Not “**Pumping Up**” for burst of energy...
- Motivation **lights** the fire, but inspiration is the **wind** that keeps it roaring.

An INFLUENCER

Brings about a desired effect in others, either by direct or indirect means.

Best Practice #3

Influencer of Inspiration and Leadership™

Inspiration in Stories

Influential Inspiration is connecting with others **personally and deeply, revealing and developing their strengths, using anecdotal stories that genuinely inspire, and understanding what does and does not inspire others.**



An INFLUENCER

Brings about a desired effect in others, either by direct or indirect means.

Best Practice #3

Influencer of Inspiration and Leadership™

The Point of Telling a Story

International Story Telling Center

“While management philosophies come and go, and new approaches to running 21st century businesses and institutions are introduced, one thing may be immutable – the need to share stories.”



Best Practice #3

Influencer of Inspiration and Leadership™

Leadership and Storytelling

Four Points of a Story

- **Have a point**
- **Get to the point**
- **Make the point**
- **Anchor the point**



Anatomy of a Story

Key Elements

- Introduction and setting of characters
- Explanation of state of affairs
- Initiating event, a problem
- Emotional response OR statement of goal by the protagonist
- Complicating actions
- An outcome
- Reactions to the outcome

Anatomy of a Story



*And now...
HHEERRE'S
Jack!*

Storytelling



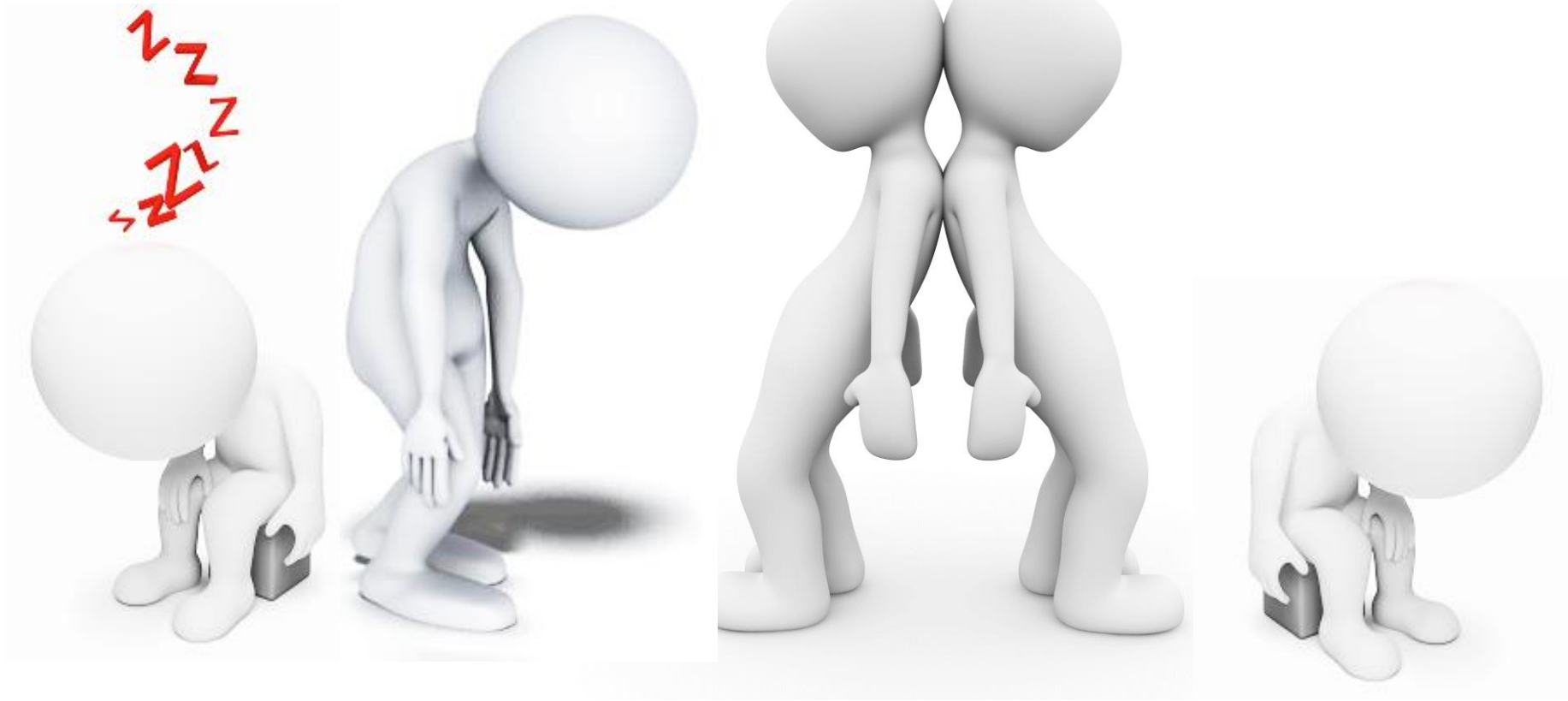
Select a
picture for
your story

Storytelling



**Let's hear
them!**

Break Time



Anatomy of Leadership

LEADERSHIP is about ...

Building and Maintaining Relationships!

If this best Practice is the heart of Legacy Leadership, then building solid relationships is the heart of this practice. The distinguishing mark of a great leader is the importance they place on personal relationships...



Anatomy of Leadership

LEADERSHIP is about ...

Keeping It Positive!

- Ensuring a positive - vs – negative attitude thus Impacting and Influencing others to see the greater good...
- Often buried just below the negative surface are the positive jewels.



Anatomy of Leadership

LEADERSHIP is about ...

Minimizing Negatives of Tough Decisions

- Leadership is all about choices – we choose whether we model the negative or positive in all situations.
- “Negative” leaves us Cold and Dark
- “Positive” connotes Warmth and Light = Leadership Effectiveness



Anatomy of Leadership

LEADERSHIP is about ...

Bringing out the Best...then Acknowledging it!

- Bring out the best in people...
- Always encourage and expect the best...



Anatomy of Leadership

LEADERSHIP is about ...

Delegating to Develop!

- Legacy Leaders are thoughtful and deliberate, with specific intent to develop others.
- Delegation becomes a pathway to development.



Anatomy of Leadership

LEADERSHIP is about ...
Inspiring to Take Risk!

The true Legacy
Leader Models risk-
taking courageously
in order to inspire
others to follow.

You miss **100%**
of the shots
you don't take
-Wayne Gretzky



Anatomy of Leadership

LEADERSHIP is about ...

Humility and Unwavering Resolve!

- A true Legacy Leader must lead with humility.
- “Unwavering Resolve” is the “10” on the commitment scale of 1 – 10.

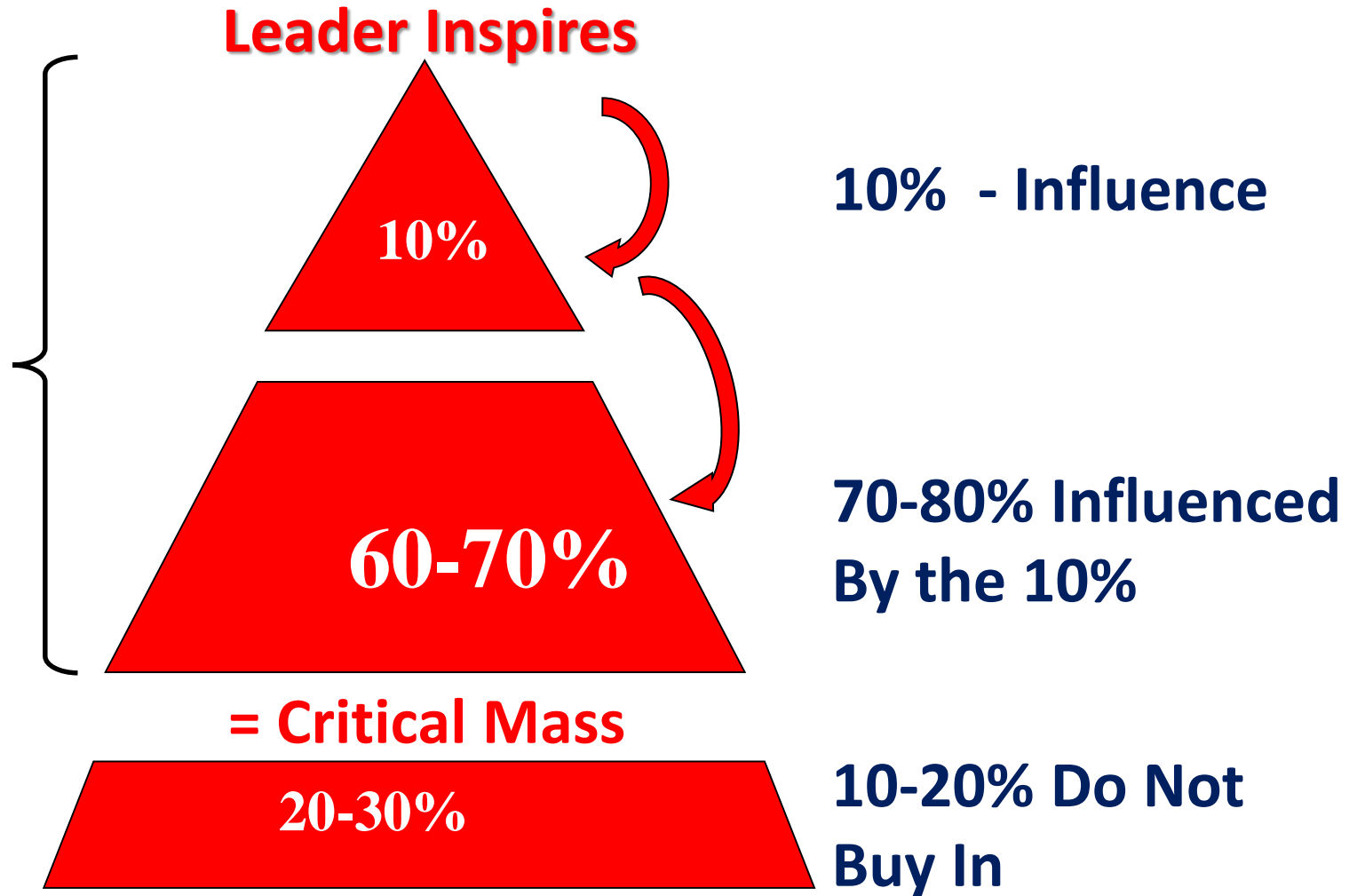
“Humility does not mean you think less of yourself. It means you think of yourself less.”

Ken Blanchard

Richard Olivier Triangle

Inspirational Leadership, Henry V and the Muse of Fire, Timeless insights from Shakespeare's greatest leader

70%
80%



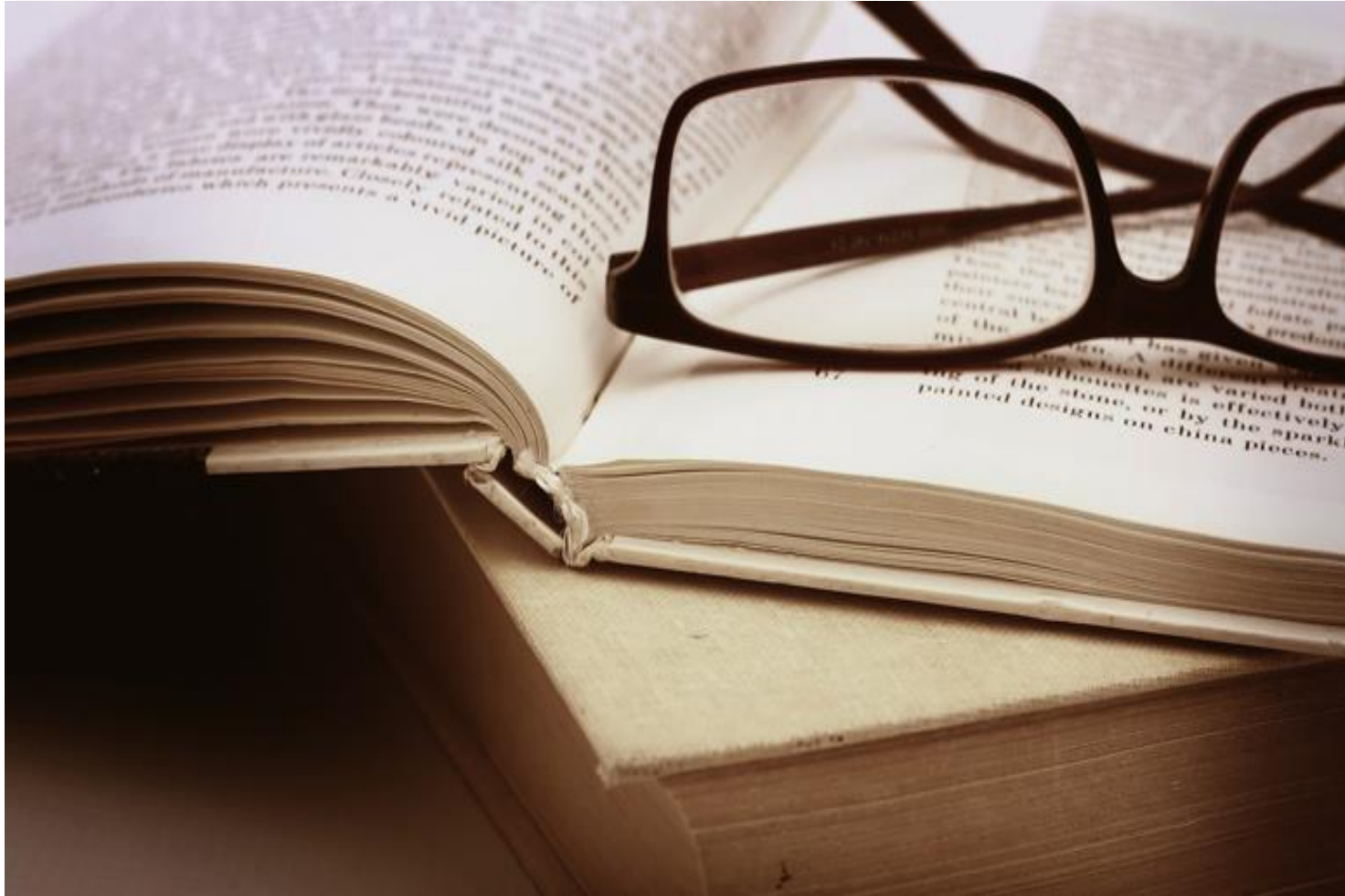
Summing Up Leadership

*To lead people, walk beside them...
As for the best leaders,
the people do not notice their existence.
The next best, the people honor and praise.
The next, the people fear.
And the next,
The people hate.
When the best leader's work is done
the people say,
“We did it ourselves”*



Lao Tzu
Ancient Philosopher

Leadership Model Comparison



The Legacy Leadership® Institute

Our Journey Today...

- Team Presentations
- BP 1 – Overview and Definitions
 - Values Identification
 - Vision Creations
- BP 5 – Overview and Definitions
 - Mapping Your Plan
- BP 3 – Overview and Definitions
 - Qualities of and Inspirational Leader
 - Story Telling
- Reflections of the day
- Preparations for the final Institute day



INSTITUTE

DAY

2

Team Teach Review





Tonight's Homework

- Answer the Questions: ***“How am I an influential leader who inspires others? How am I not? How can I improve, and what concrete steps will I take to do that? PWB 50***
- Take the PCSI



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DAY
2

*Have a
Good
Night!*



SCHULZ

© PNTS



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DAY

3



Welcome to the Legacy Leadership® Institute

Facilitators:

Dr. Jeannine Sandstrom

Dr. Gary Patterson



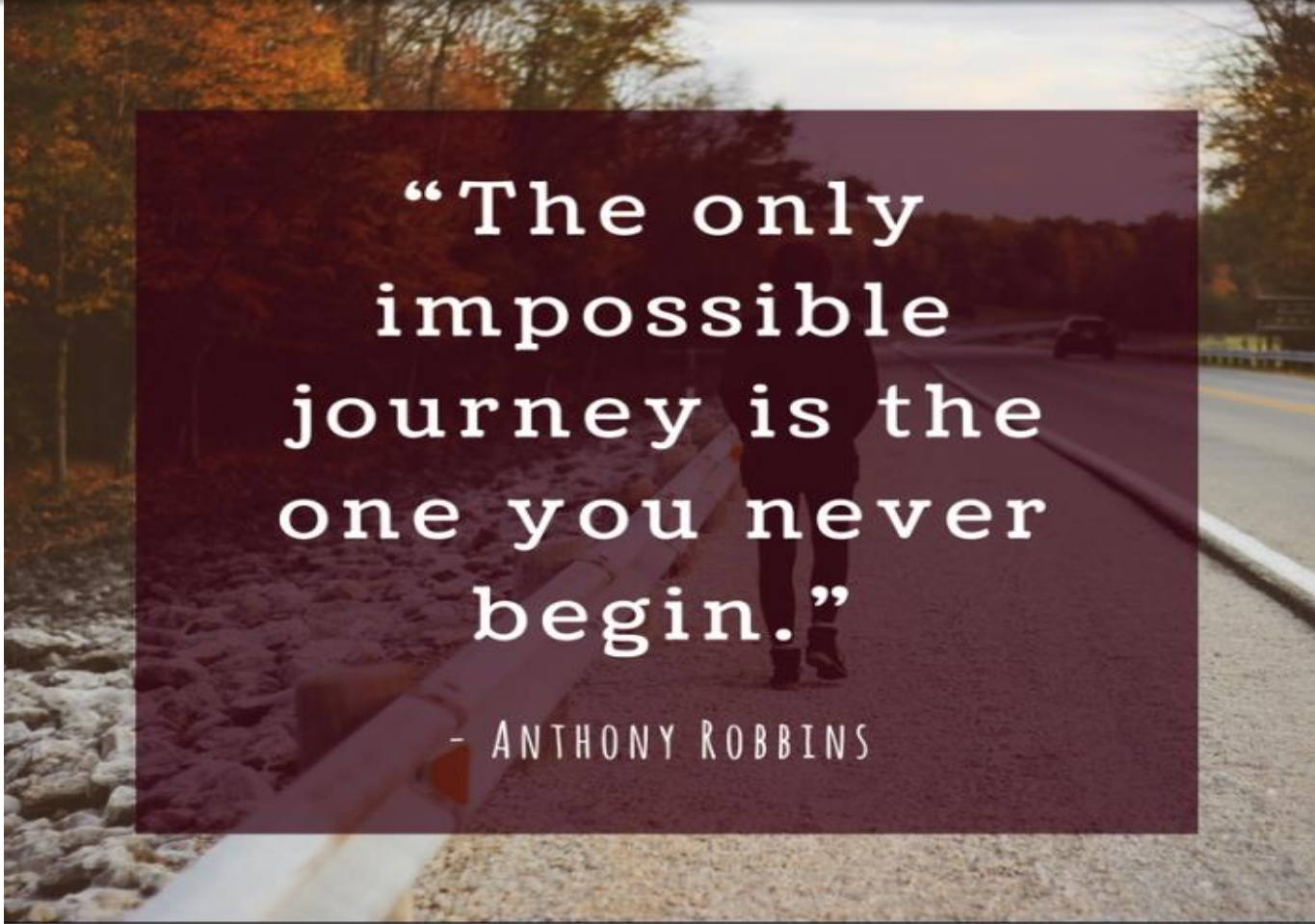
LEGACY
Leadership®

INSTITUTE

DAY

3

Good Morning Legacy Leaders!

A photograph of a person walking away on a paved path that leads into a wooded area with autumn foliage. A semi-transparent dark purple rectangle is overlaid on the center of the image, containing white text.

“The only
impossible
journey is the
one you never
begin.”

- ANTHONY ROBBINS

KeepInspiring.me



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DAY

3

Team Teach Review

Homework Review



- Answer the Questions: ***“How am I an influential leader who inspires others? How am I not? How can I improve, and what concrete steps will I take to do that? PWB 50***
- Take the PCSI



INSTITUTE

DAY

3

Agenda: The Practitioner

Day 1	Day 2	Day 3
Session 1-1 Welcome and Introductions	Session 2-1 Welcome/Teachback/ Homework Debrief	Session 3-1 Welcome/Teachback/ Homework Debrief
	Session 2-2 Best Practice #1	Session 3-2 Best Practice #2
Session 1-2 LL Institute Overview	Session 2-3 Best Practice #5	Session 3-3 Best Practice #4
Session 1-3 Legacy Leadership and General Leadership Overview	Session 2-4 Bridging the Gap between 1-5	
LUNCH	LUNCH	LUNCH
Session 1-4 Competencies and Legacy	Session 2-5 Best Practice #3	Session 3-4 Analysis and Planning
	Session 2-6 Situational Story Development	
Session 1-5 Reflection/Wrap/Calibration	Session 2-7 Reflection/Wrap/Calibration	Session 3-5 Summaries
		Session 3-6 Reflection/Final Calibration Celebration!



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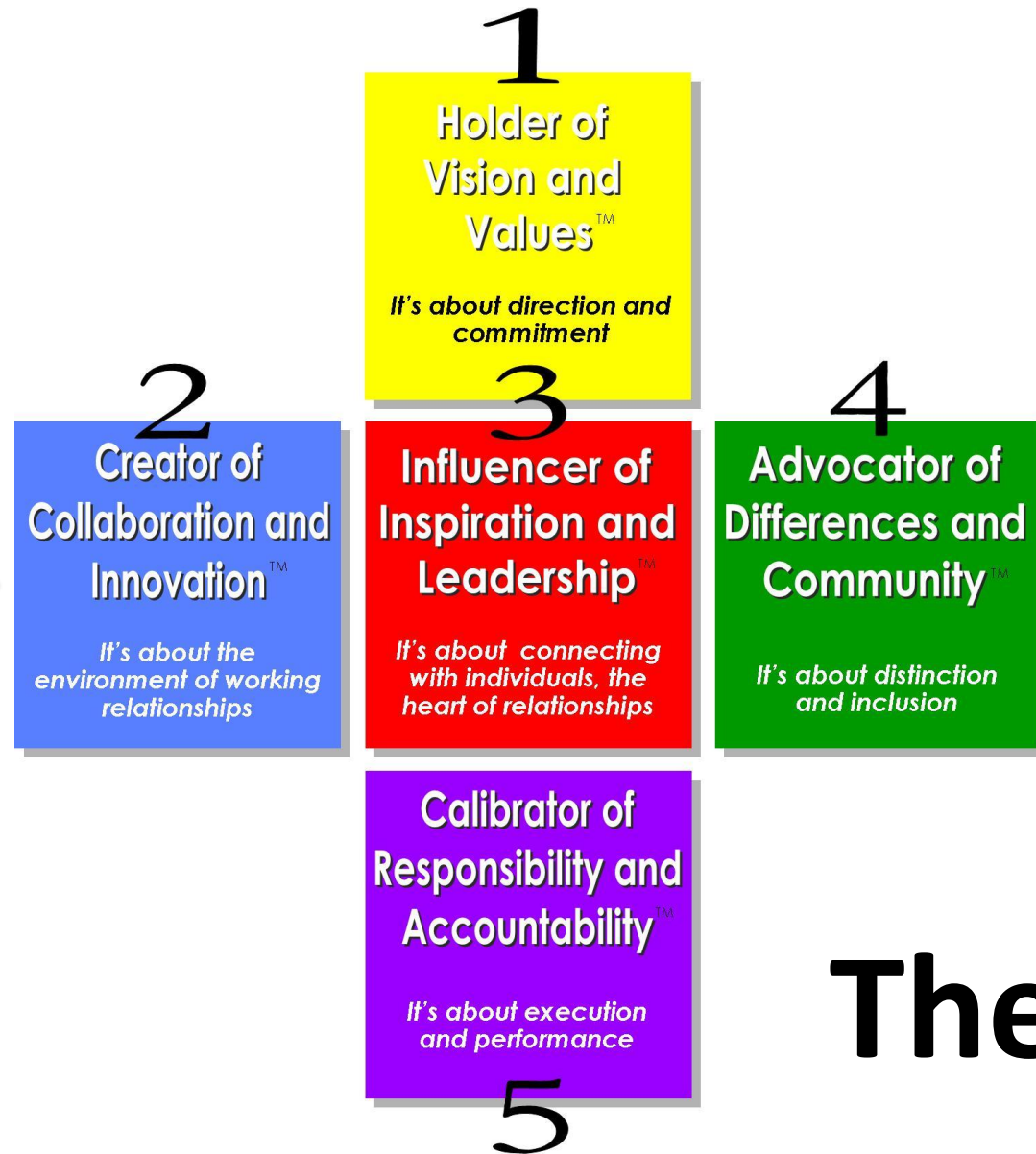
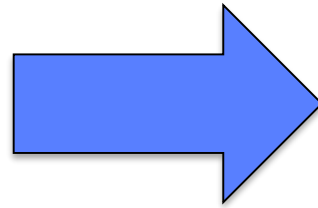
DAY

3

The Legacy Leadership® Institute

Our Journey Today...

- Team Presentations
- BP 2 – Overview and Definitions
 - Building Trust
- BP 4 – Overview and Definitions
 - PCSI
 - Legacy Synthesis
 - House of Legacy
- Development Plan & Review
- Institute Evaluations
- Reflections of the day
- Learner Partner Symbol Exchange
- Reflections



The Model

A CREATOR

Causes something to “come into being” often through original or inventive means.

Best Practice #2

Creator of Collaboration and Innovation™



A CREATOR

Causes something to “come into being” often through original or inventive means.

Best Practice #2

Creator of Collaboration and Innovation™

Your Definition of the “Being” word **CREATOR.....**

- What comes to mind for you as a definition of CREATOR? Please write it down.
- Let’s Popcorn the thoughts...



A CREATOR

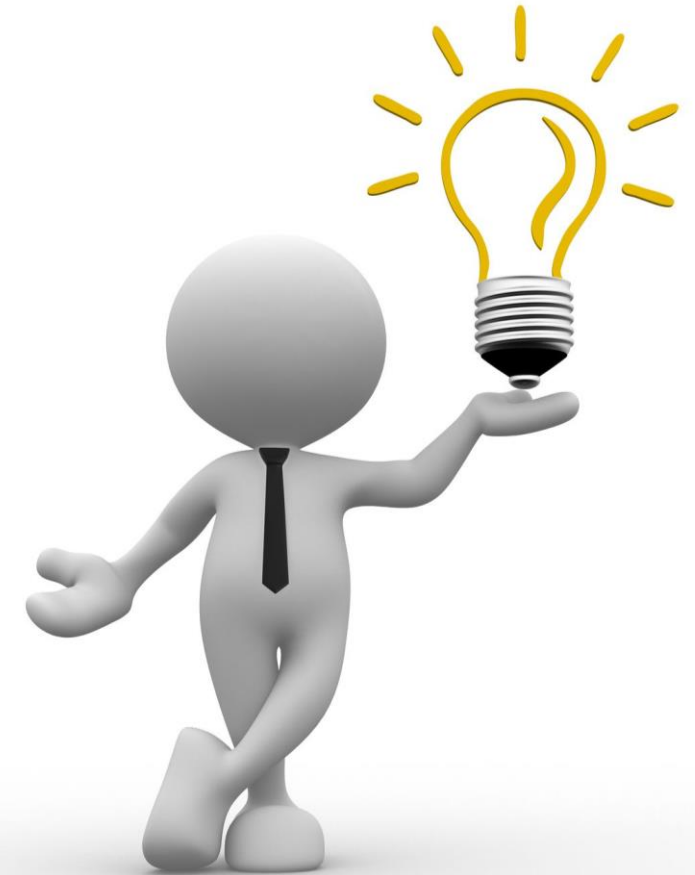
Causes something to “come into being” often through original or inventive means.

Best Practice #2

Creator of Collaboration and Innovation™

Your Ideas or Definitions

**Give ONE Definition for
CREATOR**



A CREATOR

Causes something to “come into being” often through original or inventive means.

Best Practice #2

Creator of Collaboration and Innovation™

The BEING of a Creator

A CREATOR causes something to “come into being” often through original or inventive means.



A CREATOR

Causes something to “come into being” often through original or inventive means.

Best Practice #2

Creator of Collaboration and Innovation™

The BEING of a Creator

There is more than one way to be the creator. The first is to create something ourselves. A second way is to create a trust space for the brilliance of others to show up.

Best Practice #2

Creator of Collaboration and Innovation™

Legacy Leaders CREATE Trust

This Best Practice is about creating a positive environment for working relationships.



The term “creator” indicates the leader’s ability to create a learning, trusting environment where collaboration and innovation can occur. Collaboration and innovation are not automatic functions. They are to be encouraged, nurtured – with opportunities created by leaders.

Best Practice #2

Creator of Collaboration and Innovation™

Note the Trust Index...



TRUST

A CREATOR

Causes something to “come into being” often through original or inventive means.

Best Practice #2

Creator of Collaboration and Innovation™

Collaboration_____

The process of working together to achieve common goals instead of personal agenda.

Innovation_____

The introduction of something new and different in the process of achieving goals.

**TWO GROUPS
DEFINE... SILENTLY**

Best Practice #2

Creator of Collaboration and Innovation™

- High levels of trust throughout the organization
- “Team” mindset to achieve common goals
- Processes for building collaboration
- Processes for capturing outcomes
- Everyone assumes personal responsibility for bringing their best to the table
- Established process for follow-through

Best Practice #2

Creator of Collaboration and Innovation™

- A creative environment
- A commitment to innovation and innovative thinking
- High levels of trust
- Framework for collaboration
- “No boundaries” in thought processes

Best Practice #2

Advocator of Differences and Community™

PCSI Debrief

This is NOT a test, but
an INVENTORY



Best Practice #2

Advocator of Differences and Community™

Personality Preferences

The Nature of Personal Preferences

- Preferences are not Good or Bad - Just Different
- Preferences Show Highest Ease of Function
- Preferences don't Indicate how well we do a Function
- Preferences Help Us Find our Passion
- Preferences Help Reduce our Stress and Strain

Best Practice #2

Advocator of Differences and Community™

PCSI – SCORING REVIEW

One high score (4+ pts)

strong preference

Two high scores (within 2 pts)

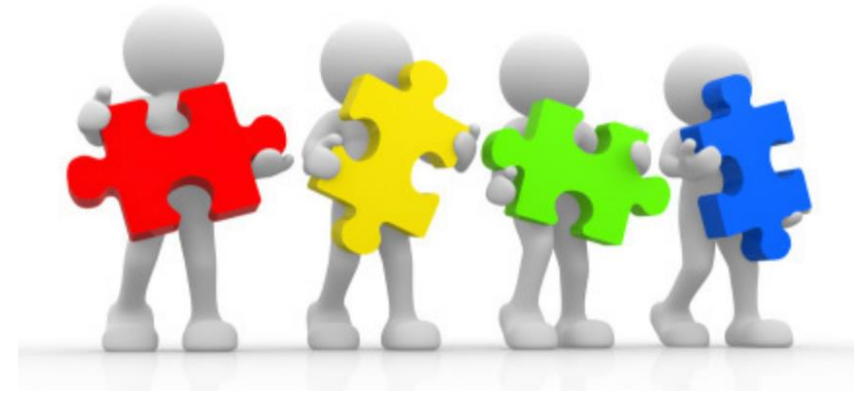
may lead with preferred style and can draw from others

Three close scores

will lead with a preferred style, may have developed from experience

Equal scores in all four styles

highly adaptable, may appear inconsistent to others



Personal Coaching Styles Inventory©

THE DIRECTING STYLE

Strengths

- Fast paced, quick thinkers
- Focus on action/results
- Decisive
- Takes responsibility
- Natural leaders
- Visionary, big picture

Liabilities

- Impatient with those working too slowly
- Prefers to work alone
- Can be judgmental
- Tendency to dominate
- Difficulty trusting others with work
- Need to be in control causes frustrations



Personal Coaching Styles Inventory©

THE PRESENTING STYLE

Strengths

- Knows how to have fun
- Always up, energetic
- Communicates easily
- Motivates others
- Lots and lots of ideas
- Enjoys/prefers new projects

Liabilities

- May not always be taken seriously
- Poor operational follow through
- Easily bored
- May overpromise and under-deliver
- Would rather talk than listen
- Does not manage time well



Personal Coaching Styles Inventory©

THE MEDIATING STYLE

Strengths

- Subtle, gentle, indirect and inclusive
- Good listener
- Expert
- Loved by everyone
- Champion of others
- Encourages others through appreciation

Liabilities

- Likes privacy, may be difficult to get to know
- Focuses on people issues over business progress
- Reluctant to correct difficult people problems
- Doesn't like risk taking
- Doesn't care for surprises
- May avoid center stage



Personal Coaching Styles Inventory©

THE STRATEGIZING STYLE

Strengths

- Likes people, not large groups
- Confident if facts are known
- Likes to give advice
- Very thorough
- Fair and unbiased
- Enjoys structure

Liabilities

- Difficult to stop pursuing accuracy
- Fear of mistakes creates time consuming tasks
- Facts needed before risk
- Tends to be critical
- Worries frequently
- Slower to embrace new



Personal Coaching Styles Inventory©

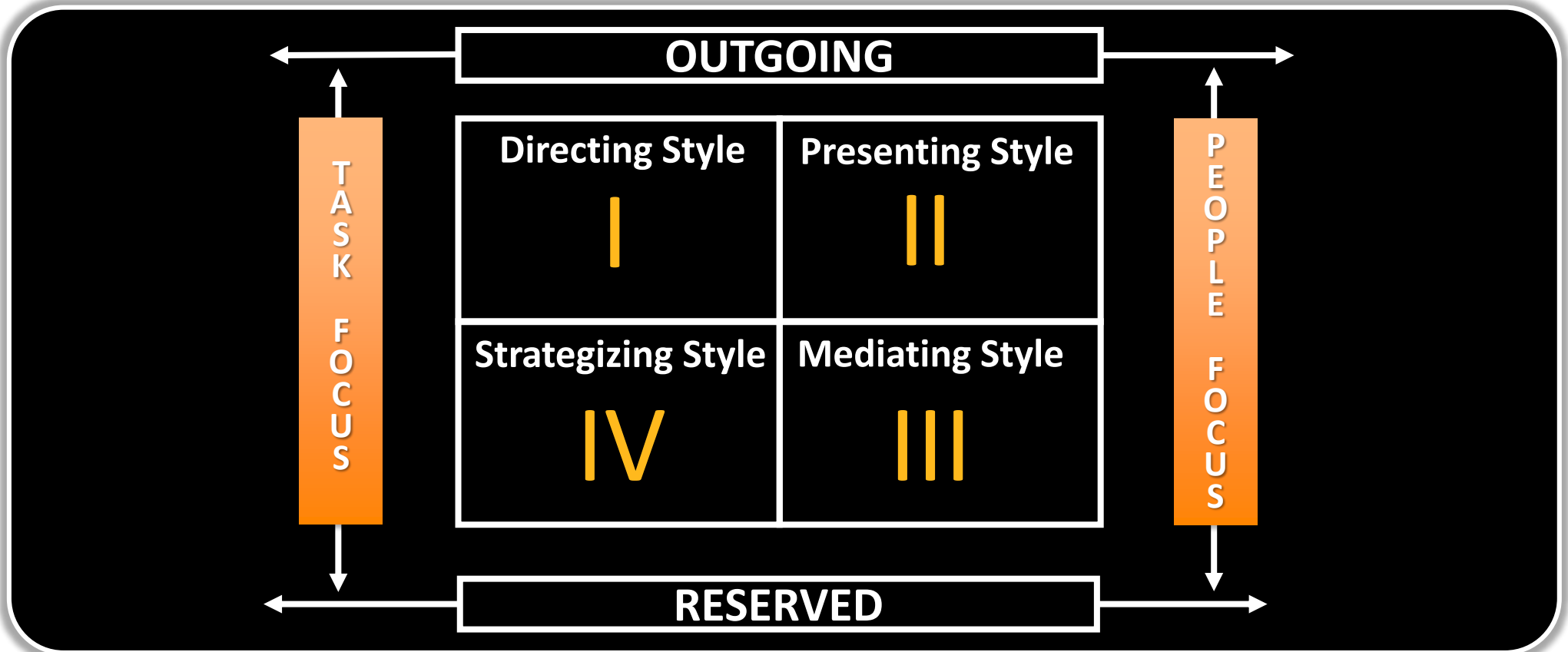
Practical Exercise

In your group prepare your responses

- Key characteristics of your style
- How your style likes to be coached?
- How does your style run a meeting?
- How does your style buy a gift?
- **Prepare and present a TV ad that represents your style (2 minutes long)**

Personal Coaching Styles Inventory©

Relationships in Styles





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DAY

3

Personal Coaching Styles Inventory©

	DIRECTOR	PRESENTER	MEDIATOR	STRATEGIST
NATURE	Fire	Air	Water	Earth
TOOL BOX	Hammer	Paint Brush	Level	Measuring Rod
MASH	Col. Potter	Hawkeye	Radar	Frank, Hot Lips
STAR TREK	Capt. Kirk	Scotty, Bones	Lt. Uhura	Spock
SONGS	"I Did it My Way"	"Let the Good Times Roll"	"He Ain't Heavy He's My Brother"	"I Can't Get No Satisfaction"
FAMOUS LINES, SAYINGS	"Show me the money"	"If you could see me now!"	"Is everybody happy?"	"Just the facts, Ma'am"

Adapted with permission from the *Corporate Coach U PCSI©*
WWW.CoachU-HQ



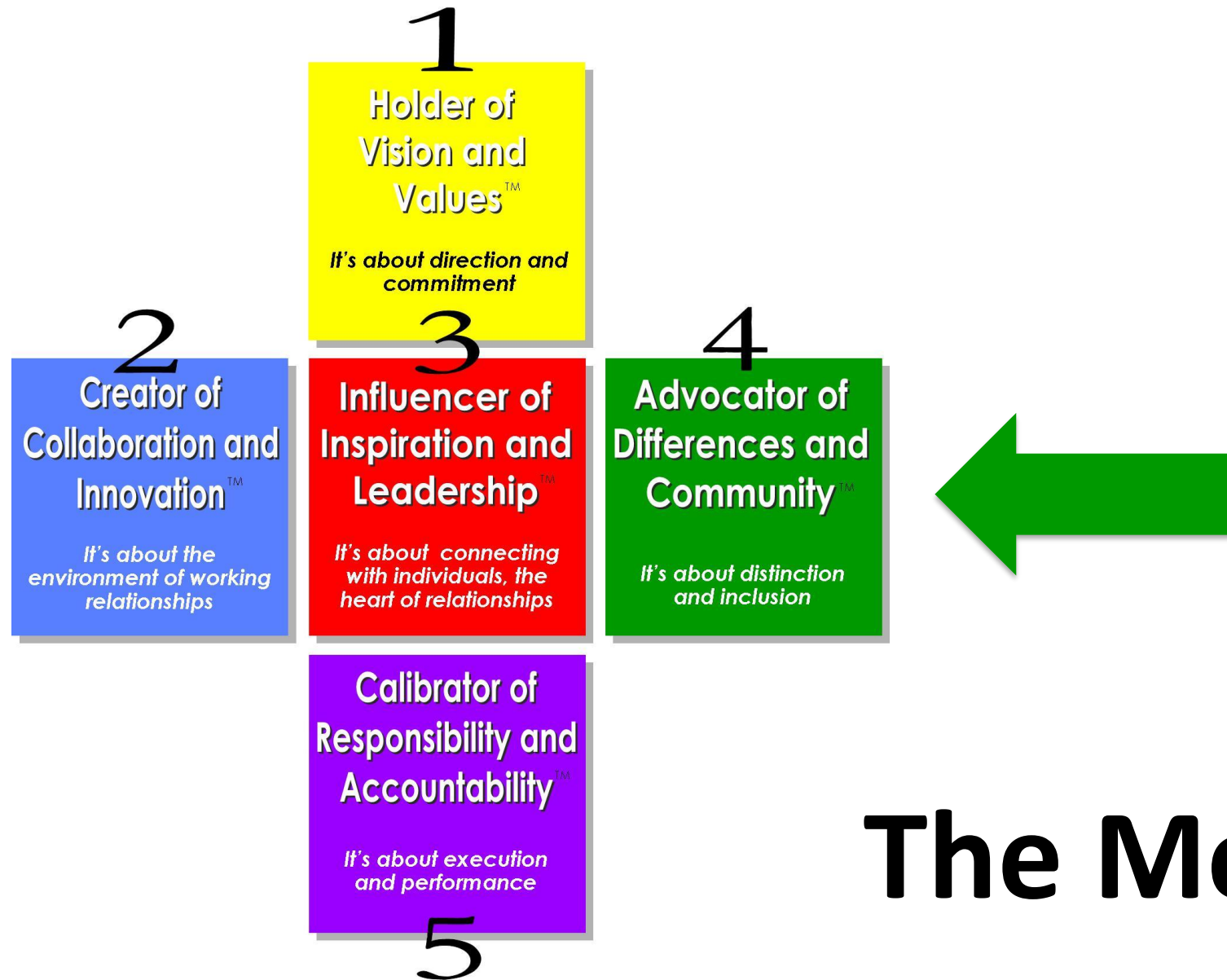
INSTITUTE

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3

Break Time





An
ADVOCATOR

Stands in
support of a
cause, a
practice or a
person on its
or their behalf.

Best Practice #4

Advocator of Differences and Community™



Best Practice #4

Advocator of Differences and Community™

Differences_____

Those qualities that distinguish people or things from other people or things.

Community_____

A group of people with shared interest working together to achieve shared success.

Best Practice #4

Advocator of Differences and Community™

- Acknowledgement of the importance and benefit of differences
- Environment that promotes relationships
- Openness to diverse perspectives
- Complete lack of prejudices or other difference-limiting mindsets
- Passion for learning, discovery
- Individual egos that take a backseat to wholeness
- Lack of labels and stereotypes

Best Practice #2

Advocator of Differences and Community™

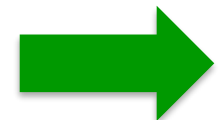
- Understanding that as one grows and succeeds, ALL do
- Ability to unit differences into community process
- Desire to embrace and incorporate diversity in all activities
- Excellent, consistent, and clear communication



Best Practice #4

Advocator of Differences and Community™

- Good team-building environment
- Acknowledgement that all parts are needed to make the whole
- Management that promotes community
- Understanding of the strength afforded in differences
- Keen desire to know others as people, not pawns



An
ADVOCATOR

Stands in
support of a
cause, a
practice or a
person on its
or their behalf.

Best Practice #4

Advocator of Differences and Community™



Best Practice #4

Advocator of Differences and Community™

PCSI Debrief

Ropes





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DAY

3

Lunch Time



Personal Analysis and Planning Analysis LLCI





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DAY

3

Personal Analysis and Planning LLCI Coaching



Personal Analysis and Planning Development Plan





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DAY

3

Institute Feedback





LEGACY
Leadership®

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DAY

3

Break Time



How do You Build Your House of Legacy?



Label the shapes w/BP's and provide bullet points...



Home for Day 4 - Certification

- **Prepare to teach the Best Practices with which you are least comfortable. (20 minutes)**
- Take the Legacy Leadership Review

*Did we
meet the
objectives?*

Evaluation of our journey...

- Describe for others the *Case for integrating Legacy Leadership* into the fabric of all interactions and offerings.
- Identify and practice *teaching the key competencies and behaviors* associated with each of the 5 Best Practices.
- Demonstrate the *use of the LL Competency Inventory (LLCI)* as a tool to aid others in developing competencies in other Leaders.
- Explain their own concrete *action plan to inspire, equip, gain commitment* for and grow Legacy Leaders in all walks of life.
- List the *linkages between LL principles and positive Ministry/Business results* to create the business imperative for pervasive LL in the marketplace and ministry.





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Leadership Symbol Presentations With Feedback



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DAY

3



**Thank You for Attending the
Legacy Leadership® Institute**

Facilitators:

Dr. Jeannine Sandstrom

Dr. Gary Patterson



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DAY

4



Welcome to the Legacy Leadership® Institute Certification

Facilitators:

Dr. Jeannine Sandstrom

Dr. Gary Patterson

The Legacy Leadership® Institute

Certification - *Our Journey Today...*

- Welcome - Leftovers
- Discussion
 - *Why is it a good approach?*
 - *Why does it appeal to me?*
 - *What do you think generally?*
 - *What are your next steps? (Marketing/Sales)*
- Individual Teach-Backs
- Getting down to the Business
 - *Resources*
 - Integrations calls
 - CCU's and Core Competency hours
- Legacy Leadership Contract and IP Orientation
- Marketing Legacy Leadership
- Wrap up – Celebrate and Blessing – “It is Finished”



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4



Welcome to the Legacy Leadership® Institute Certification

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