

InspireCorps @ Macquarie | Workshop 1 | Timing Plan



Timing	Plan	15min	60min	5-10min	5min
	Actual		()	()	()
Time	Plan	0800	0815	0915	0945
	Actual	—			

Sub-Sections / Notes

<ul style="list-style-type: none"> •[2] likely start late •[5] Welcome - David •[2] PDL Framework re intro 	<p>[2] Purpose – the questions [20] Purpose – Why WORK: Think (3-4) Pairs (10) Share out (5) [5] Purpose – why the questions [5] Priorities / 'Rocks' [25] 'Rocks' - WORK Think (5), Fours (10), Share (5) [</p>	<p>[10] Potential – Think (5) + Share (10) [20] Progress + Conc</p>	<p>[3] Get ready for Pre-work for next time [2] Michael Jr [+]? Questions</p>
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November 5th 2021

DRAFT



INSPIRED, PURPOSE-DRIVEN TEAM

Building Inspiration + Purpose-Driven Performance



Kick-off

David Hochberg



Today

Check-in and
Framework

Purpose to Priorities

Priorities to Potential
+ Performance

Review +
& Preview of what's
next



Welcome Back

1. Diversity & Identities – Bring it in

Diversity of people and ideas is proven to breed innovation, resilience & excellence. It's actively encouraged here (and to seek it in your work and life *outside* this room too!).

Identities that are important to you are important here

2. Inclusion & Subtleties

If you need anything said or done to make you feel **truly welcome**, please let us know and please use the 'chat'

3. Be Kind and Be Present: Pen and Paper - no competing screens please



Today

Intros + Context

Journey + Key
Frameworks

Expectations +
Norms

Next Steps: SP360
and more

25min

5-10min

5min

5min



WORKSHOP SUMMARY

Personal Leadership

Team Leadership

Wider Company
and System Engagement

Dates <i>(Suggested tbc)</i>	Thurs October 28th	Thurs Nov 4 th	Thurs November 18th	Thurs December 9 th	Thurs January 6th	Thurs January 20th
Time	Normally 7am CT, 8am ET, 2pm CET, 8pm Singapore, 10pm Sydney					
Duration	45-60min	4 x 2hr				45-60min
Focus of Session	Intro People, Framework(s) + Pre-work	Self	Self to Team (DH in Minnesota)	Team & Macquarie-wide (DH in Geneva)	Creating Change: From Self to System	Wrap-up / reflection / celebration (& new-year accountability check-in if Jan date preferred)
Example Tools and Key Elements	<ul style="list-style-type: none"> • Intros: to people • Intros: to concepts • Norms 	<ul style="list-style-type: none"> • Intro to Purpose-Driven Leadership: From Purpose to Performance • Listening skills • Purpose mapping and Connecting Work 'Rocks' (SharePoint) 	<ul style="list-style-type: none"> • Reviewing PDL – Individual • Leader Summit (leveraging 3 groups of 4) • Human vs Market Adversity (Ladder of Inference, Listening, SBI feedback) • Team Values 	<ul style="list-style-type: none"> • Team – Purpose, Priorities, Potential and Performance • Personal & Team Values • Influence from Full to min control: Johari, Skill-Will, Stakeholder Matrix • SBI Feedback 	<ul style="list-style-type: none"> • <i>Shift Positive 360 results</i> • Work on One Page as enduring tool (co-led with David H) • Time (what's over/under) • [Intro to system thinking] 	<ul style="list-style-type: none"> • Team reflections and look forward – and requests for help • Where has change been positive • Where do we still need to focus?

Scaffolding

Building



Accelerating Leader Development

1. Heat Experiences

2. Time for Reflection + New Knowledge

3. Community of Support



A Cross-Sector, Cross-Life Logic Flow



**Know why you're here
and those around you**

**Know what's important
and be very clear of the destination**

**Drive actions from first two
and Get It On One Page**



PURPOSE-DRIVEN LEADERSHIP

PURPOSE

Questioned + Confirmed

PRIORITIES

Clarified +

POTENTIAL

Personalized

Visualized +

PROGRESS

Vivid

Illuminated +

High-Performance



PURPOSE-DRIVEN LEADERSHIP

PURPOSE

PRIORITIES

POTENTIAL

PERFORMANCE



PURPOSE

Questioning and Confirming Why

NAM
E
DATE

Your Fork

a) Why did you decide to be here?
Why did you choose to be at this particular fork in the road?
At Macquarie and more generally

b) Why do you think you're a good person to be here?
What attributes have you brought to this fork?
Why were you hired / why are you good to have around

1

Your Horizons

a) Why are you excited about where you could be in 5-10 years?

b) If you knew you only had a few months left here, what would you ensure gets done & why?

2

Your Inner Engine

a) When are you in flow? What activities cause you to forget to eat + drink? and if you can, describe why
i) at work ii) at play iii) back in childhood

b) Why are you here?
...for "your one wild and precious life" (Mary Oliver)

3

Your

Impact

e.g. I believe

I want to bring X to do/create

Y

Some Work


- **Few minutes on your own:** Review your pre-work first & best thoughts, no essays/sentences
- **Circle** the question that got you thinking most / caused you to write something interesting down
- **Pairs**

PURPOSE Questioning and Confirming Why

NAME _____
DATE _____

<p>Your Fork</p> <p>a) Why did you decide to be here? Why did you choose to be at this particular fork in the road? <i>Came to Yale / join this class and more generally</i></p> <p>b) Why do you think you're a good person to be here? What attributes have you brought to this fork? <i>Why you got in / were picked / generally good to have around</i></p> <p>1</p>	<p>Your Horizons</p> <p>a) Why are you excited about where you could be in 5-10 years?</p> <p>b) If you knew you only had a few months left here / on this, what would you ensure gets done & why?</p> <p>2</p>	<p>Your Inner Engine</p> <p>a) When are you in flow? What activities cause you to forget eat + drink? and if you can, describe why <i>(at work is) at play 40 back in childhood</i></p> <p>b) Why are you here? ...for "your one wild and precious life" <i>(Mary Oliver)</i></p> <p>3</p>
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My Impact...
e.g. I believe in
I want to bring X to do/create Y

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PARTICIPANTS



Name	Team / Function
David Hochberg	
Andy Page	LDRV Lead
Dan McPherson	Gasoline Lead
Jason Volz	Crude Lead
Josh Bothager	Distillates Lead
Eng Hoe Kan	LPG/PETC Lead
Penghai Wu	Asia Lead
Peter Taylor	Geneva Office Head / EMEA Bus Dev Lead
Aarnoud van Weelderin	America's Bus Dev Lead
Jennifer McSorley	America's Operations Lead
Vannan VR	EMEA/Asia Operations Lead
Lars Pohjola ??	LDRV #2 & Senior Leader in MCT

Meredith as observer / partner



Name	Team / Function
Jen Grace Baron	Co-CEO & Growth Officer
Peter Boyd	Senior Partner
Gabi Joyce	Senior Director of Client Experience
Katie Giasullo	Team Coordinator

Penghai + Peter Taylor
Eng Hoe + Vannan / Vernon

Dan + Aarnoud
Josh + Jennifer

Jason + Andy
Lars + David



Notes

- 2b – Mateusz / Josh /
 - artificial deadline, on this planet / legacy, became emotional
- Life like a basketball
- Dan – 1a – why am I here – this career can be transitory – its about the people and the culture – dynamic business
- David and Lars - Needed a beer and another 30min. 2b. Also like:
 - 1a: here for 10; left for 7; wanted to come back – good and smart people; trust leader; solve problems; make money
 - 3a: anything highstress / dialed in solving problem; a.2 adrenalin outside a.3 sports + maths / trig
 - Lars on 1a: everything stems from this. Safe environment (too safe?) smart people

1a Penghai + Eng Hoe

1b Dan + Aarnoud

2a Vernon + Peter Taylor

2b Mateusz + Josh

3a Jennifer + Jason

3b David + Lars



Work now and after...

- **Few minutes on your own:** Review your pre-work first & best thoughts, no essays/sentences
- **Circle** the question that got you thinking most / caused you to write something interesting down
- **Pairs**
- **Drop in to Chat** function:
 - What you circled from the 1a-3b (and why?)
- Anyone want to **share**?
- Further options - Read / Watch:
 - Christensen on 'how will you measure...'
 - Sinek on 'lead from why'
 - Wrzesniewski on 'Calling'
 - ...and many more!
- **Do:**
 - Refer / refine – especially impact statement - with bit more time on your own?
 - Ikigai
 - Personality Tests such as VIA.org

PURPOSE

Questioning and Confirming Why

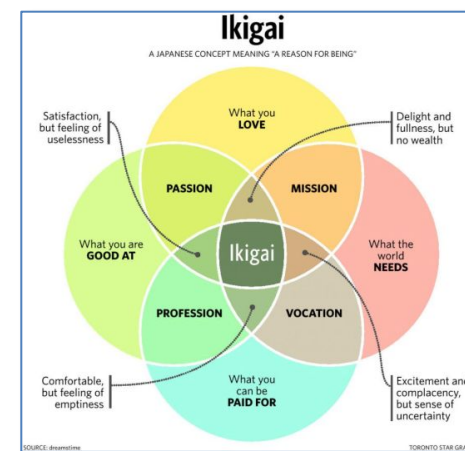
NAME _____
DATE _____

Your Fork	Your Horizons	Your Inner Engine
a) Why did you decide to be here? Why did you choose to be at this particular fork in the road? <small>(at this point of the journey, with this set of choices)</small>	a) Why are you excited about where you could be in 5-10 years?	a) When are you in flow? What activities cause you to forget eat + drink? and if you can, describe why <small>i) at work ii) at play iii) back in childhood</small>
b) Why do you think you're a good person to be here? What attributes have you brought to this fork? <small>Why you got in / were picked / generally good to have around</small>	b) If you knew you only had a few months left here / on this, what would you ensure gets done & why?	b) Why are you here? ...for "your one wild and precious life" <small>(Mary Oliver)</small>

1
2
3

My Impact...
e.g. I believe in
 I want to bring X to do/create Y

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PURPOSE

Questioning and
Confirming Why

NAM
E
DATE

Your Fork

a) Why did you decide to be here?
Why did you choose to be at this particular fork in the road?
At Macquarie and more generally

Individual:

Anchor

Team:

Similarity / complementarity

b) Why do you think you're a good person to be here?
What attributes have you brought to this fork?
Why were you hired / why are you good to have around

Individual:

Boost / pitch

Team:

Synergy + differences

1

Your Horizons

a) Why are you excited about where you could be in 5-10 years?

Individual:

Eye on prize - current building towards this?

Individual & Team:

Useful words for (personal) vision + mission?

b) If you knew you only had a few months left here, what would you ensure gets done & why?

Individual & Team:

Really useful for priorities

2

Your Inner Engine

a) When are you in flow? What activities cause you to forget to eat + drink? and if you can, describe why
i) at work ii) at play iii) back in childhood

Individual:

- i. Job craft?
- ii. Recharge?
- iii. Useful Frame?

Team:

Sensitive to differences

b) Why are you here?
...for "your one wild and precious life" (Mary Oliver)

Individual:

Mission/Calling align with time?

Team:

Appreciation of those around you. Fostering orientation to 'Calling' rather than 'Job'

3

Your

Impact

e.g. I believe

I want to bring X to do/create

Y

CONNECTED LEADERSHIP

PURPOSE

PRIORITIES

POTENTIAL

PERFORMANCE

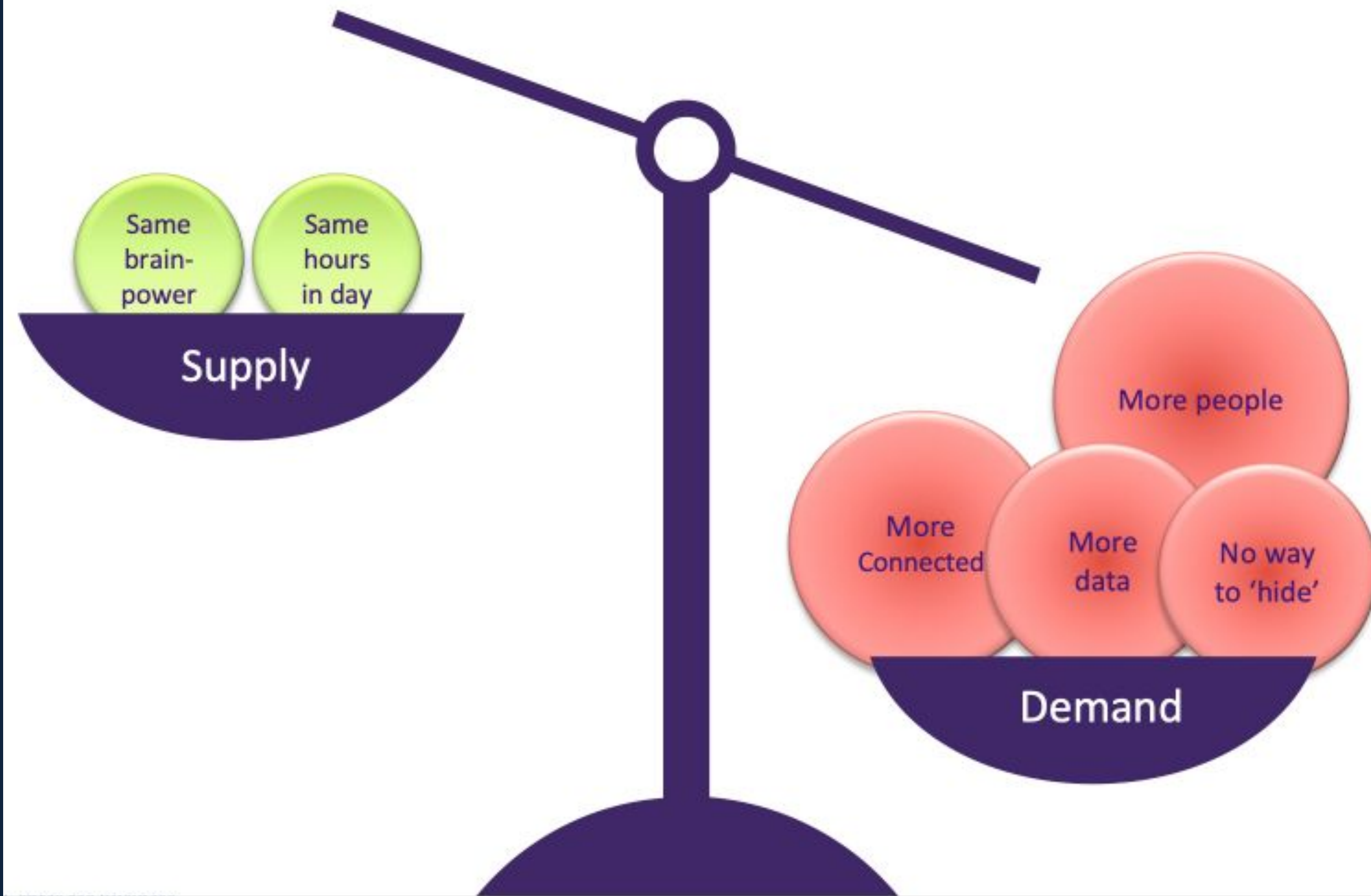






Image: PC © Lemberg Vector Studio, Tetris graphic © Tatiana Popova / Shutterstock.com





PRIORITIES

A Powerful
Mental Model





4 Thoughts on Your 'Rocks'

1. **Crucial to your 'why'**
2. **'Future-Proof' Inventory:** How you would be proud to spend most of your time (not a target); now and in the next (few) year(s)
3. **Words Matter:** Name with care. e.g. big **nouns** and *personalized* adjectives
4. **4 is the sweet-spot:** 3-5 good for the brain – think altitude or legs...



Priorities: For 'Rocks', 4 could be the sweetspot

Nelson Cowan (Current Directions in Psychological Science, 2010)
The Magical Mystery Four: How Is Working Memory Capacity Limited, and Why?

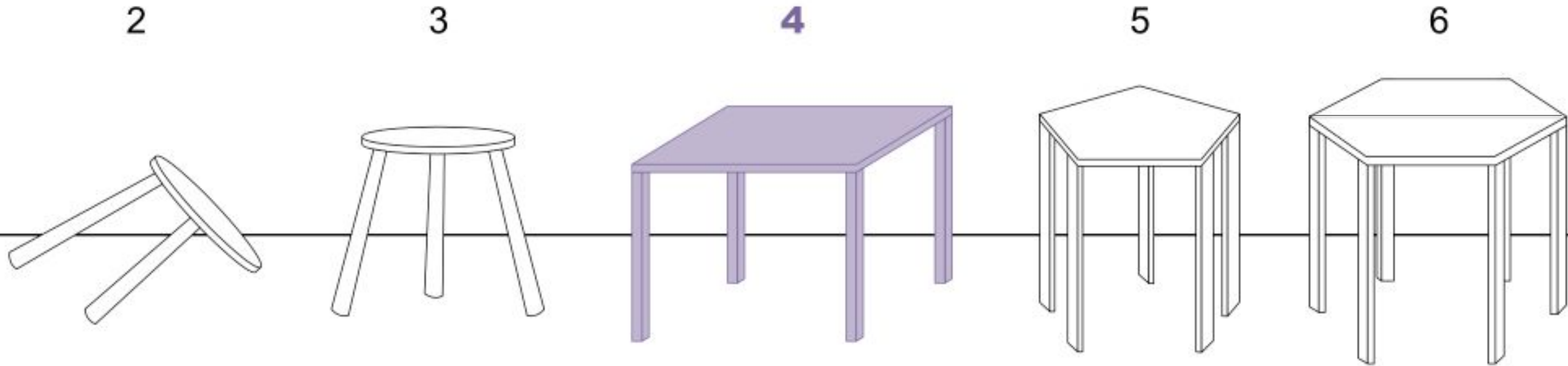


Image: EmmaFunk Design for Time4Good

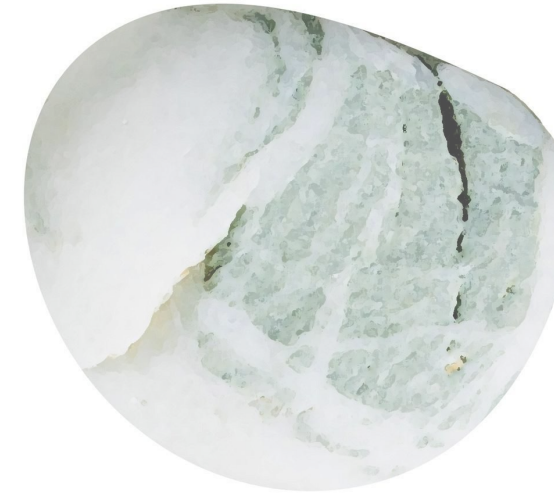


PRIORITIES

Clarifying and
Personalizing 'Rocks'

NAM
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DATE











PRIORITIES

Clarifying and
Personalizing 'Rocks'

NAM
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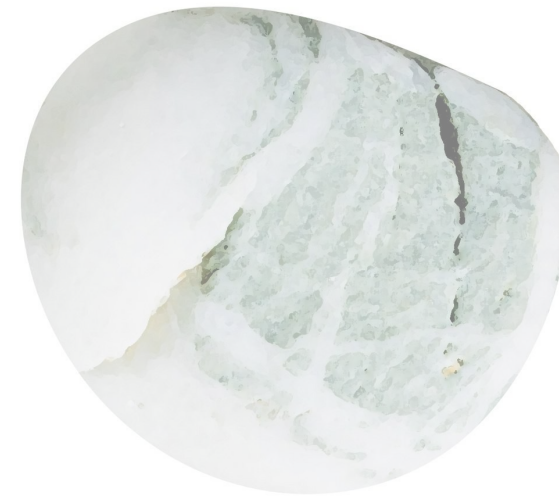


wife

kids

cat

mum













Exercise – Few Mins On Your Own

4 Thoughts on ‘Rocks’

1. **Crucial to your ‘why’**
2. **‘Future-Proof’ Inventory:** How you would be proud to spend most of your time (not a target); across your life
3. **Words Matter:** Name with care. e.g., big **nouns** and *personalized* adjectives
4. **4 is the sweet-spot:** 3-5 good for the brain – think altitude or legs...

PRIORITIES		Clarifying and Personalizing ‘Rocks’		NAME DATE
	<hr/> <hr/> <hr/> <hr/>		<hr/> <hr/> <hr/> <hr/>	
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Active Listening – Ten Minutes



125

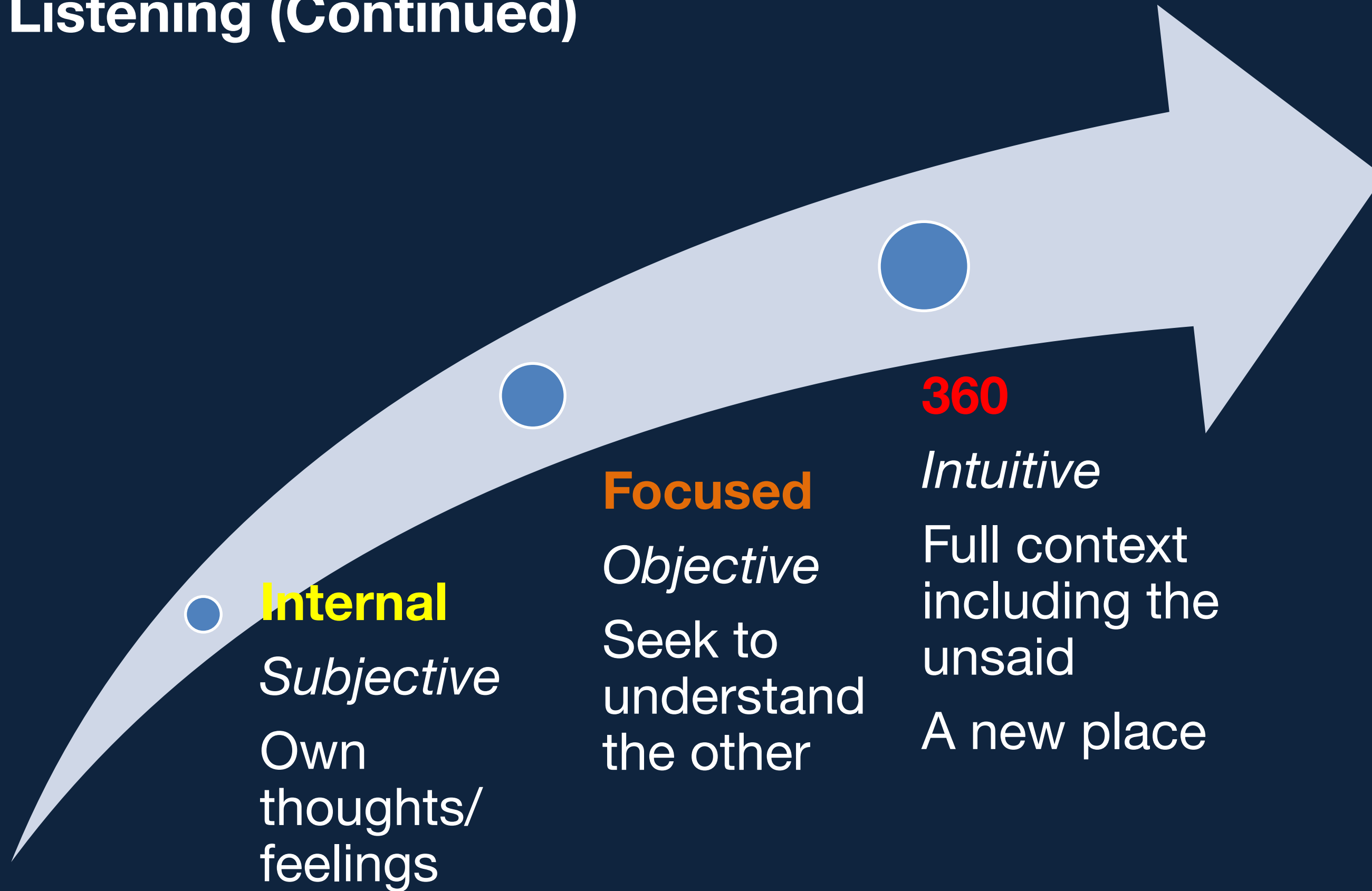


400

Image: Kris Wongsuphasat @ medium



Active Listening (Continued)



Back In Groups (10min)

Active Listening (400>125)
Plagiarize and Trade

1a Penghai + Eng Hoe

1b Dan + Aarnoud

2a Vernon + Peter Taylor

2b Mateusz + Josh

3a Jennifer + Jason

3b David + Lars



Rocks That Resonated? – Whiteboard



1a Penghai + Eng Hoe

1b Dan + Aarnoud

2a Vernon + Peter Taylor

2b Mateusz + Josh

3a Jennifer + Jason

3b David + Lars



Today

Check-In, Recap, Reflection

Purpose to **Priorities**

Priorities to **Potential + Performance**

Review +
Tools & Preview of what's next



CONNECTED LEADERSHIP

PURPOSE

PRIORITIES

POTENTIAL

PERFORMANCE



A Simple, Cross-Sector, Cross-Life Logic Flow



Know why you're here
and those around you

Know what's important
and be very clear of the destination

Drive actions from first two
and Get It On One Page



POTENTIAL

Vivid Visualization of Success by December 31st 2022

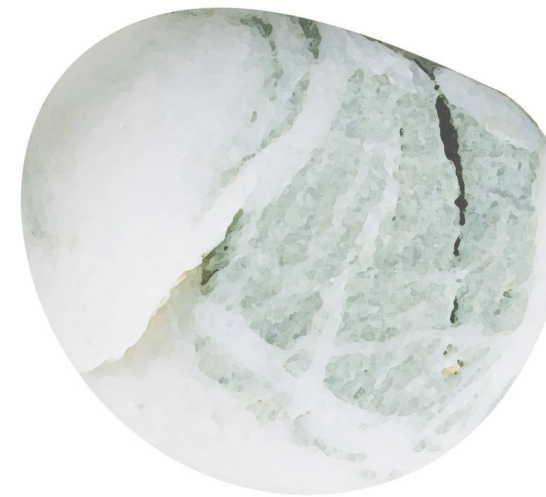
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*Strong, Committed,
Creative*
Team

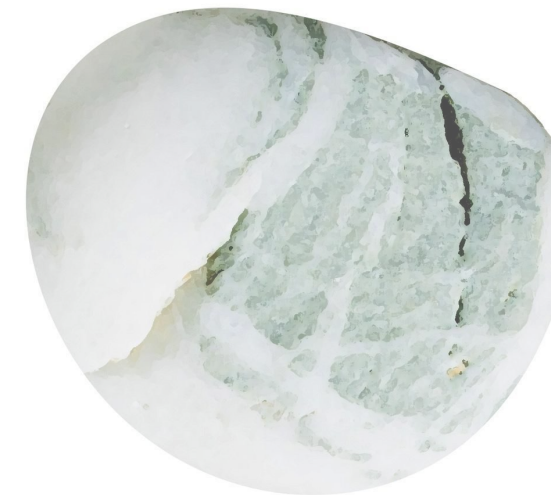


- Past Tense – “Toastable” Sentence(s) you want to be true
- Think both Concrete / Quantitative (eg numbers) AND Vivid / Qualitative (‘champagne moments’)





- I. We have **Personal Development Plans** in place for all people leaders & **Succession Plans** for all critical positions.
- II. We completed a **Training Needs Assessment** for the entire team and developed a 2021 training plan, including bi-weekly LinkedIn training sessions for everyone.
- III. We achieved our **Headcount Objective** for 2021, i.e. we have reduced our net HC by 2 FTEs and have simultaneously absorbed new activities / work from other areas equivalent to 3 FTEs.
- IV. We took several forward-looking sourcing decisions, e.g. for our invoice booking & acceptance.
- V. We received guidance from HR on how to attract a more **diverse candidate pool** and have incorporate these in all our 2021 recruitment processes.



Exercise

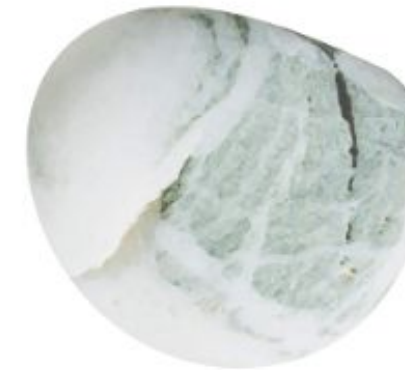
POTENTIAL

Vivid Visualization
of Success by December 31st 2022

NAME
DATE



- Past Tense – “Toastable” Sentence(s) you want to be true
- Think both Concrete / Quantitative (eg numbers) AND Vivid / Qualitative (‘champagne moments’)



- Next Step - Pick a Rock then just a few min to jot down the first couple of sentences
- Any adventurous ‘sharers’?
- **Please work on these and take them in to your pairs to test / refine**



PURPOSE-DRIVEN LEADERSHIP

Framework + Workbook

PURPOSE

PRIORITIES

POTENTIAL

PERFORMANCE



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For questions + comments:

peter.boyd@yale.edu

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PERFORMANCE

Connected & Illuminated
Life on one page

NAME
DATE

Priority Area ('Rock')	Defined Success by [date 12+ months out / end of project]	Priorities to [eg date 7-30-90 days out as required]	Progress (Rating + status) as of [date today]
[Rock]	[Potential]	[the bridge]	[current status]
Life On One Page			



PROGRESS

Connected & Illuminated
Life on one page

NAM
E
DATE

CONNECTED
LEADERSHIP
Framework - Workbook
FALL 2021

Page
15

Purpose / Impact:

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PROGRESS

Connected & Illuminated
Life on one page

NAM
E
DATE

Purpose / Impact:

Priority Area ('Rock')	Defined Success by [date 12+ months out / end of project]	Priorities to [eg date 7-30-90 days out as required]	Progress (Rating + status) as of [date today]
[Rock]	[Potential]	[the bridge]	[current status] 



PROGRESS UPDATE

Progress
on one page

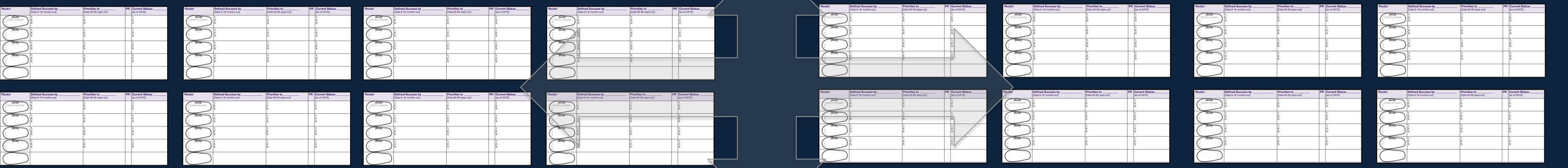
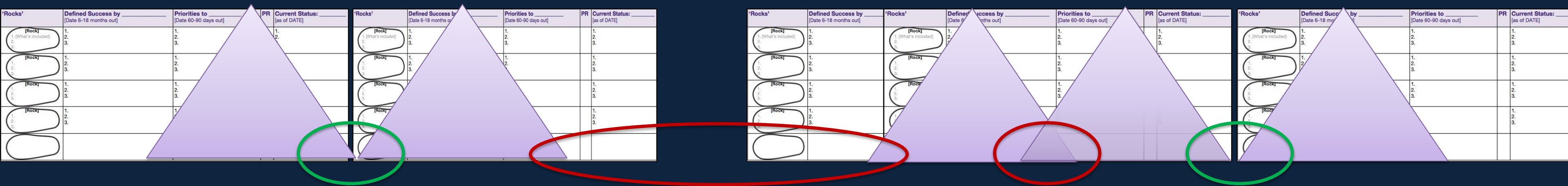
NAM
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DATE

Priority Area ('Rock')	Progress as of [date today] – Progress since last meeting	Priorities to [eg til next meeting]



Powerful For Teams...

'Rocks'	Defined Success by [Date 6-18 months out]	Priorities to [Date 60-90 days out]	PR	Current Status: [as of DATE]
[Rock] 1. [What's included] 2. 3.	1. 2. 3.	1.		1. 2. 3.
[Rock] 1. 2. 3.	1. 2. 3.			1. 2. 3.
[Rock] 1. 2. 3.	1. 2. 3.			1. 2. 3.
[Rock] 1. 2. 3.	1. 2. 3.			1. 2. 3.
[Rock] 1. 2. 3.	1. 2. 3.			1. 2. 3.



Hunt for – and
keep to – a
system that
works you



Tasks in Teams; ToDo in Outlook
Vizio / Microsoft Project/Excel



PURPOSE

Vision:

Mission:

Today:

PRIORITIES

'Rocks'

POTENTIAL

By end of day...

For Tomorrow/To Remember

PERFORMANCE

Time inventory + wins

[slide the lines to accommodate your 'Rocks' according to how much vertical space each needs on a daily sheet – need not be equal]

Big 'Rocks'

Elements of each Rock



3-5 max key wins for the day (double squares?)

and other tasks to win the day (single square?).

Tasks/Wins that you need to remember but are a distraction for today

Black or **Blue** ink @ start of day, the other as day progresses

Red – New to be aware; **Green** – victories, 'done', insights, gratitude

- Record time as used & rating of how time spent (eg Rate 1-4; 4 great move of rock; 1 is 'sand')
- Wins? (eg with Asterisk to refer back to?)

Manage Your Energy - especially in this time....



Source: Loehr & Schwartz, 2005



Time Maximization In Pandemic

THEN

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	WEEKEND!!
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NOW

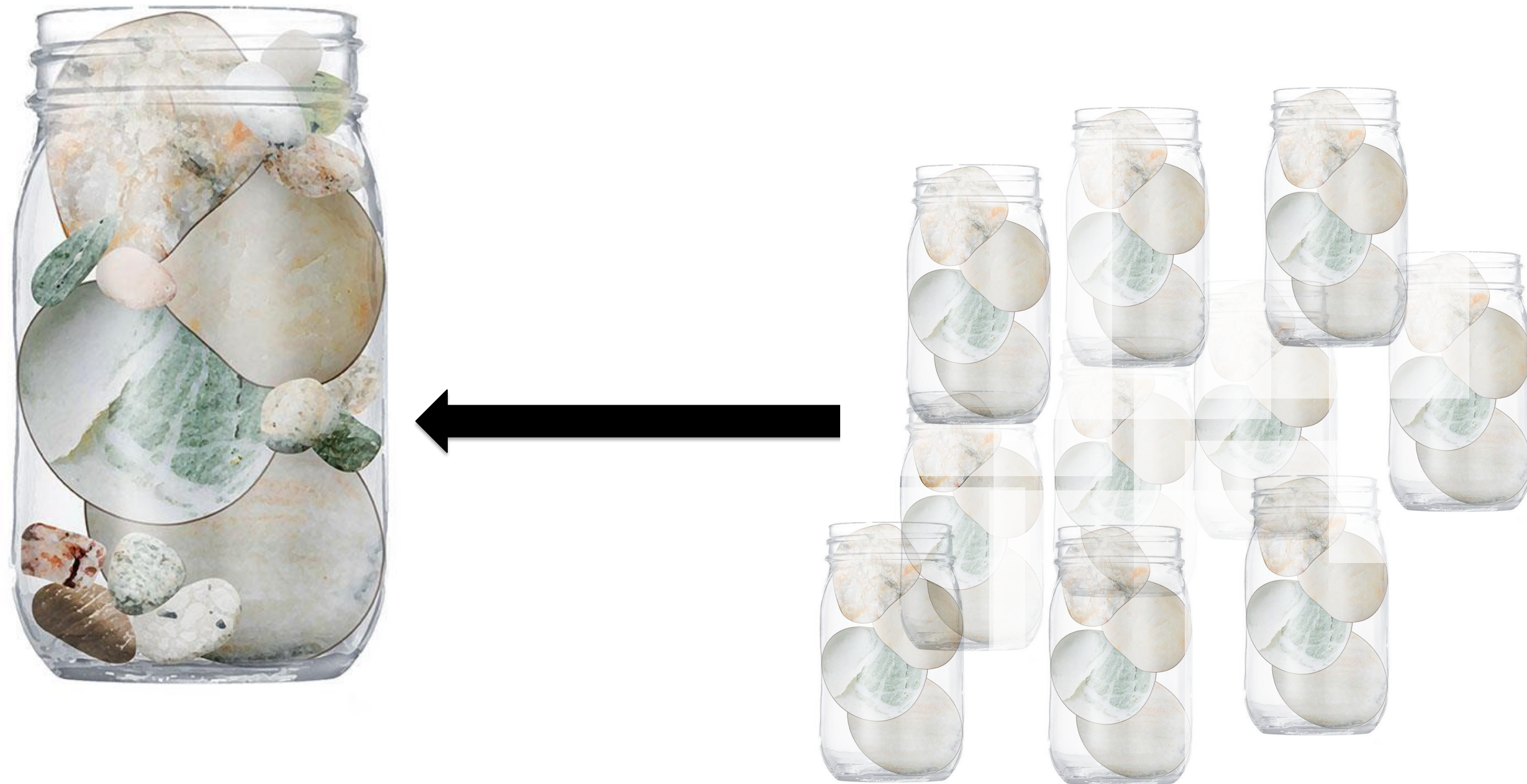
YESTERDAY	TODAY	TOMORROW
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Working Remotely – COVID-19 Principles

1. You are not “working from home”, you are “at your home, during a crisis, trying to work”.
2. Your personal physical, mental, and emotional health is far more important than anything else right now.
3. You should not try to compensate for lost productivity by working longer hours.
4. You will be kind to yourself and not judge how you are coping based on how you see others coping.
5. You will be kind to others and not judge how they are coping based on how you are coping.
6. Your team’s success will not be measured the same way it was when things were normal.



Other Time Management Tips | Pebbles...





"No, Thursday's out. How about never—is never good for you?"

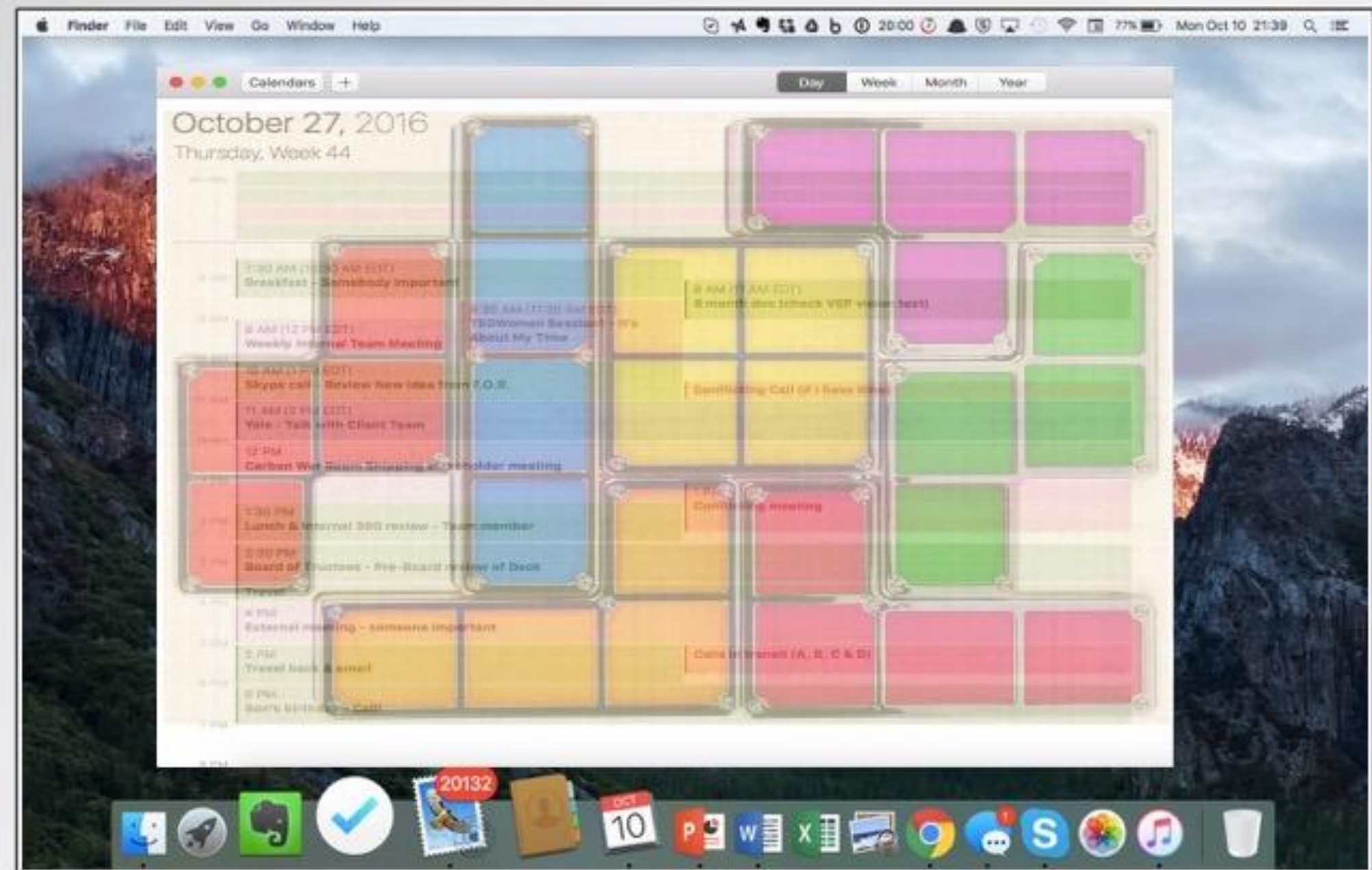




in "a few weeks" (plural noun)

A mythical place where one is able to deal with non-priority items





Switch the app

From a reactive use of
email in-box...
(Inbox Zero anyone?)

...to a conscious use of
Calendar to schedule
Rocks & Pebbles
(and buffers between)

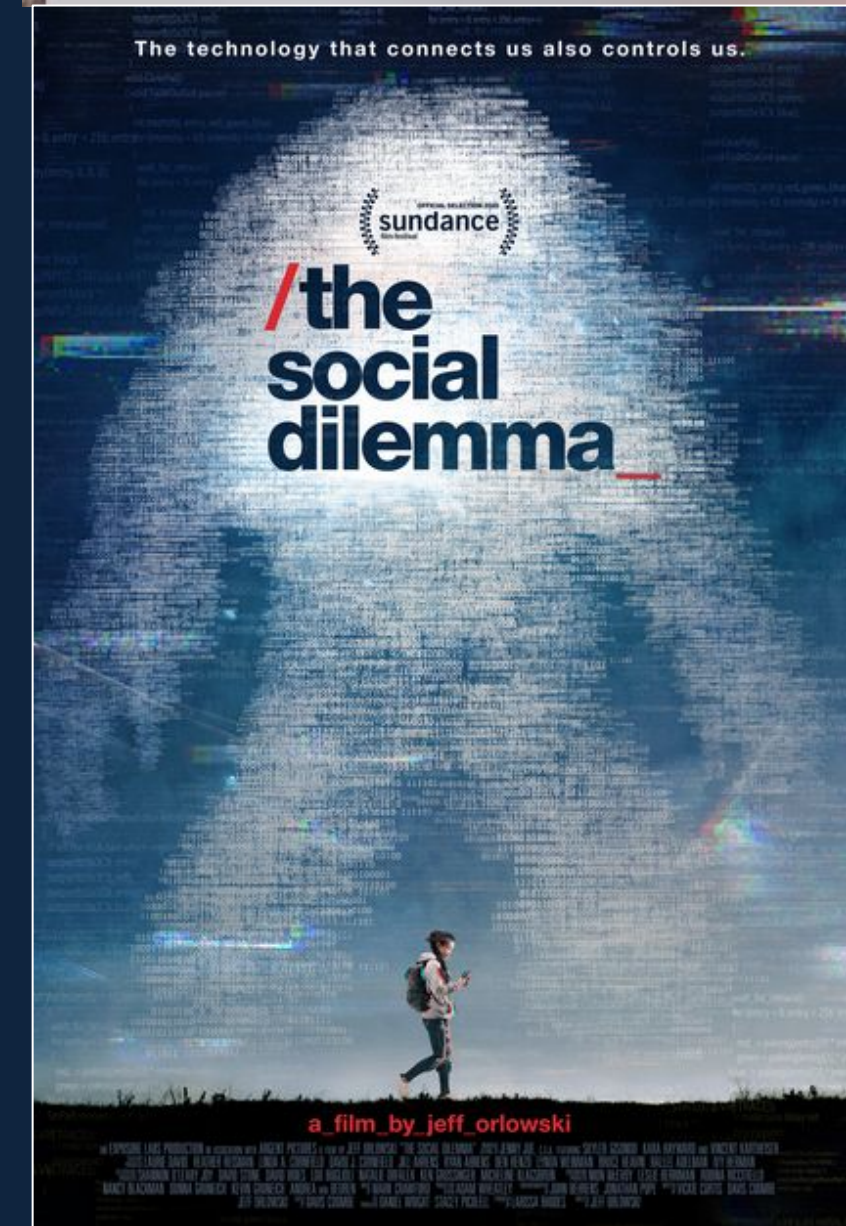
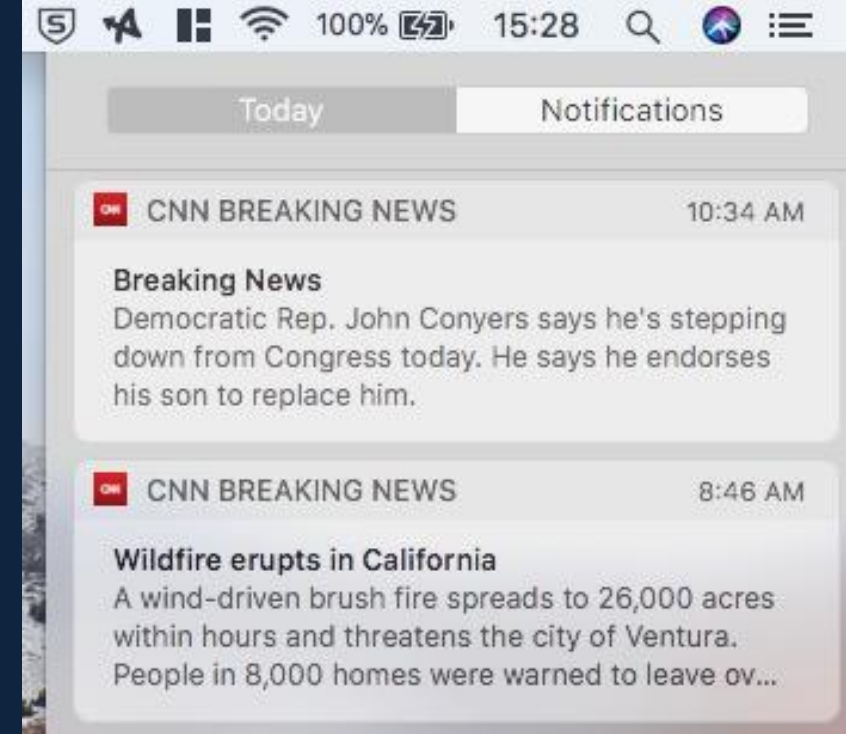


Sand...



Know Your Tech

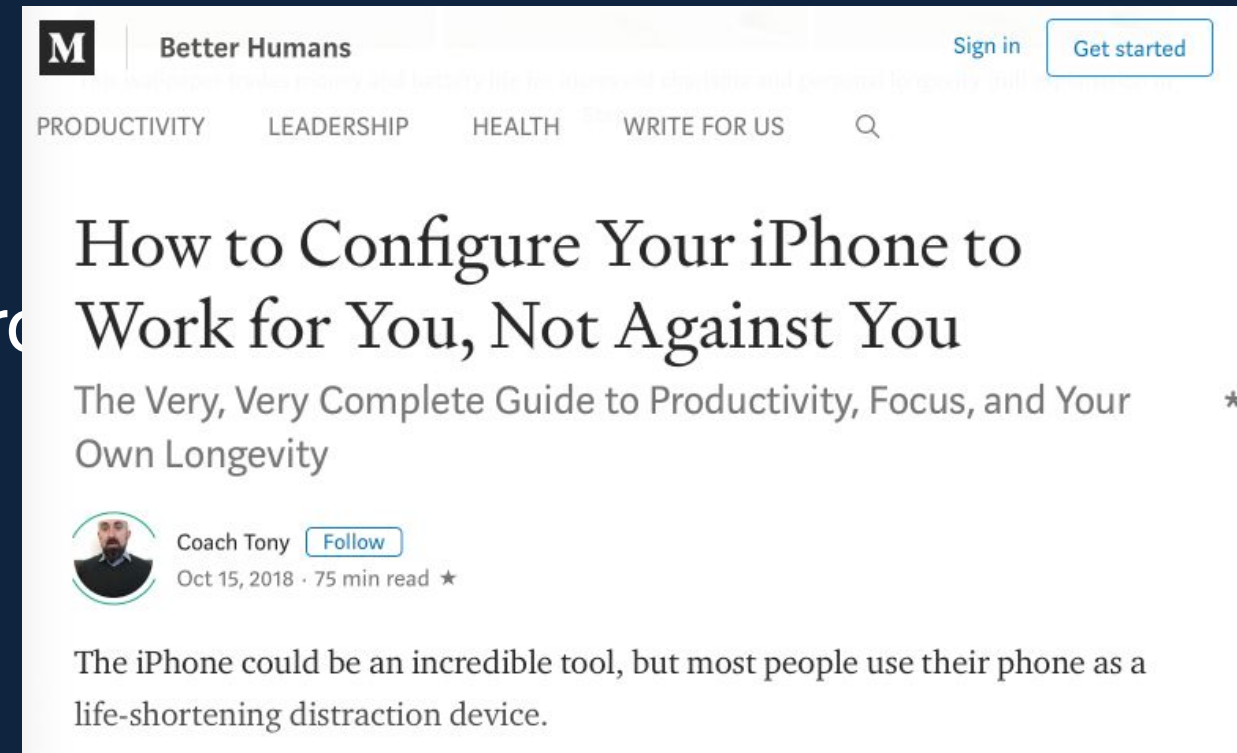
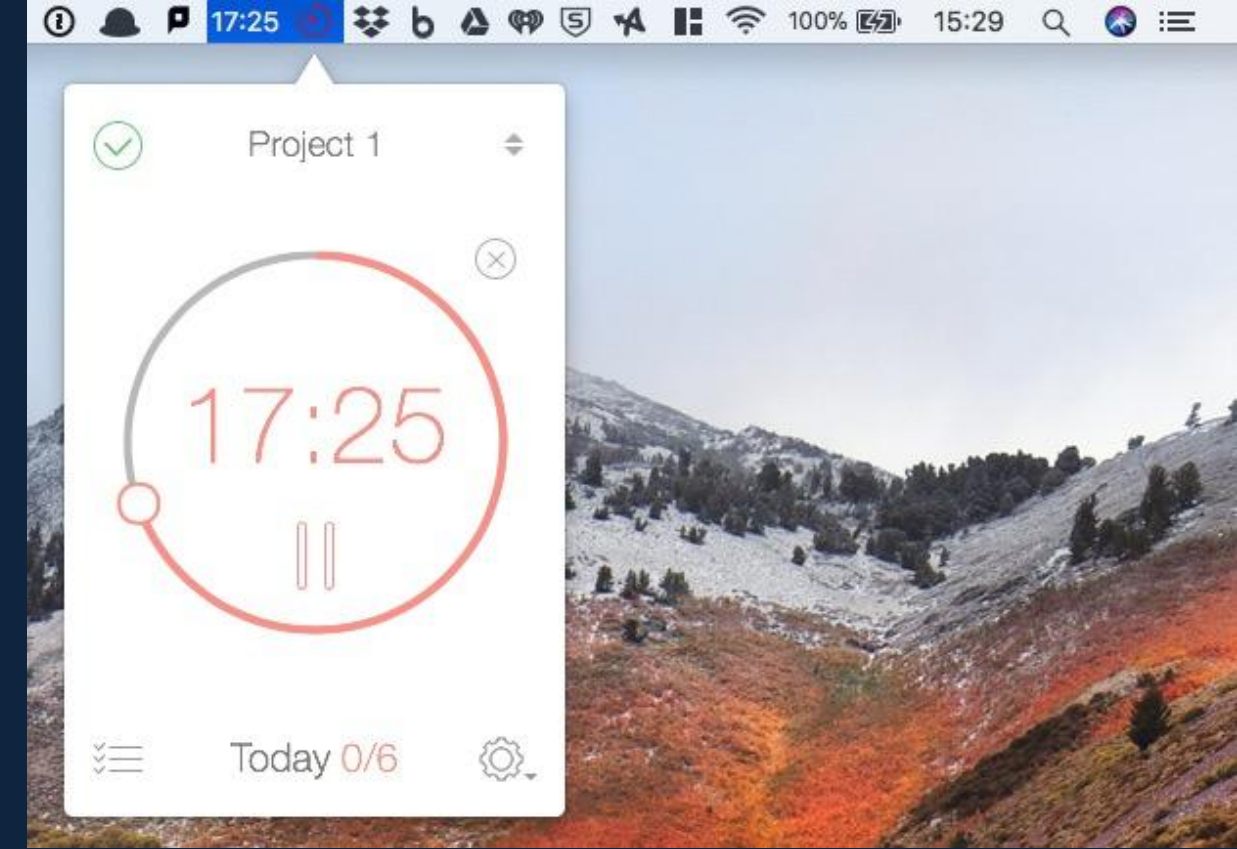
Convert it From Hijacking your attention...





...to **enabling** your attention

- Wi-Fi (and/or alerts) off
- “Dead-battery sprint”
- Pomodoro, Forest, Self-Control etc
- Control your home-screen
<http://bit.ly/phoneRPS>



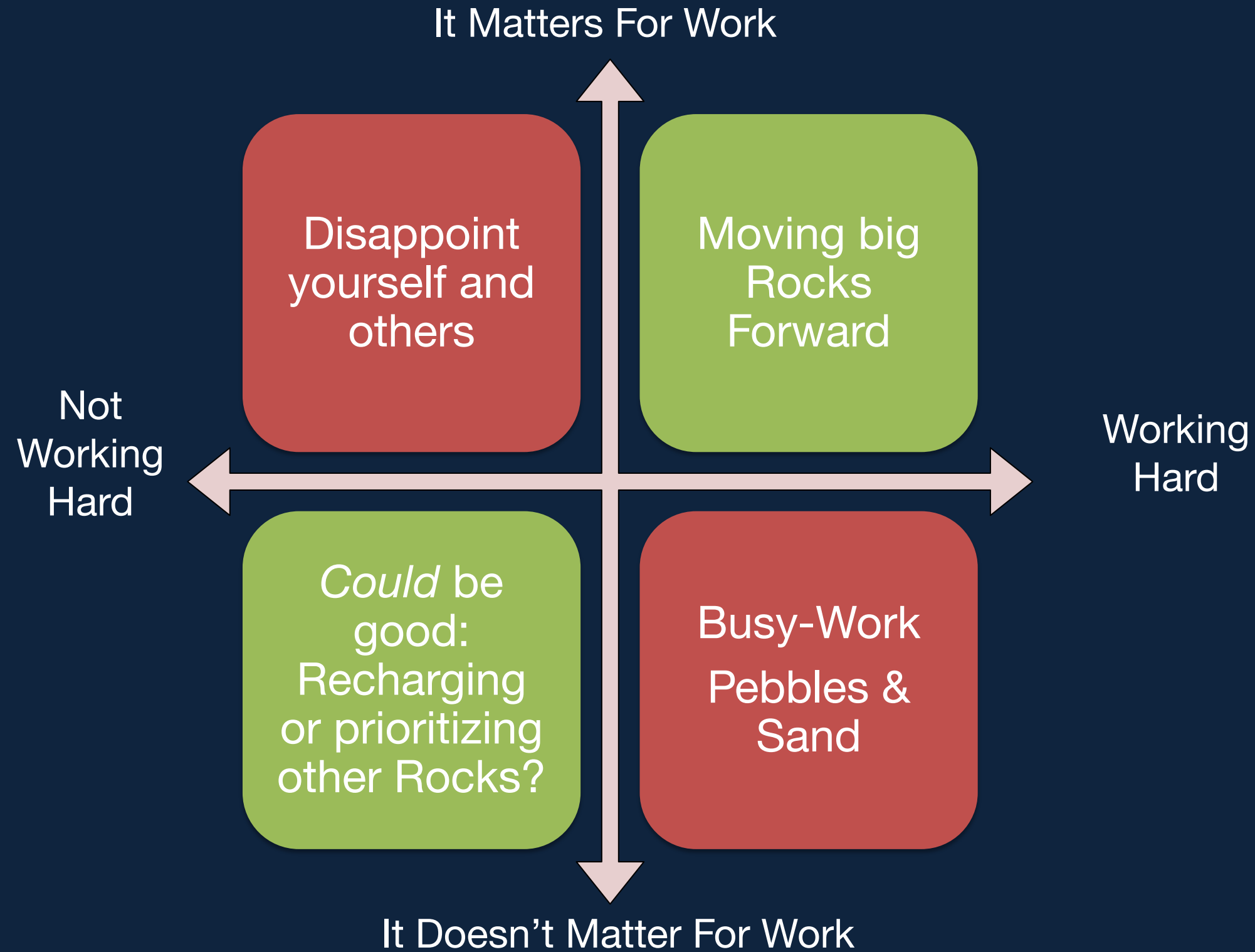


And Know Yourself

- Carrots/Sticks
- 5 second rule



Be Honest...Stay in the green



Adapted from Source: Maarten van Doorn (Medium, 2019) The Uncomfortable Distinction That Is Destroying My Generation



PURPOSE-DRIVEN, CONNECTED LEADERSHIP

A Continuous Journey...

PURPOSE

Questioned + Confirmed

PRIORITIES

Clarified +

POTENTIAL

Personalized

Visualized +

PERFORMANCE

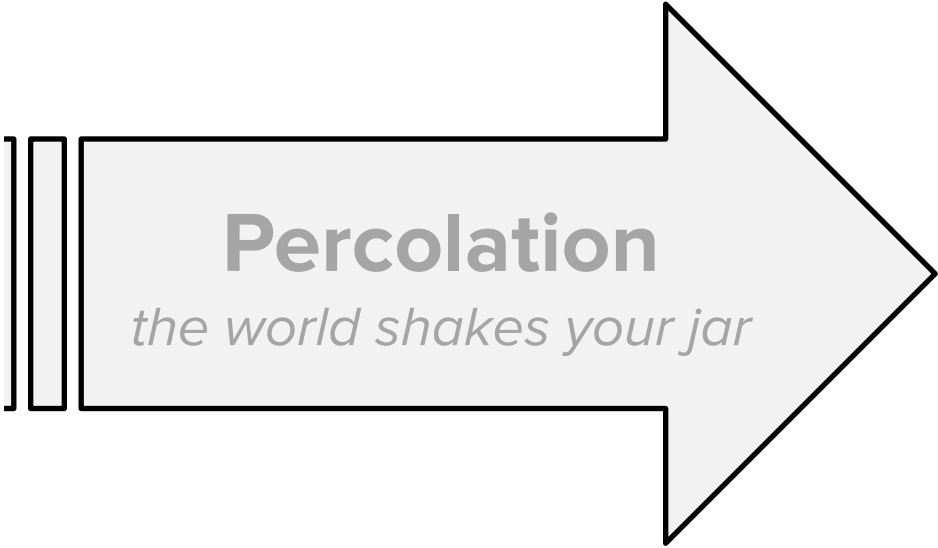
Vivid

Connected +

Illuminated



Two Last 'Ps'...



And Persevere: It's hard to get this right for everyone



Shift Positive 360

- Stakeholder list finalized
 - Andy
 - Joshua
 - Peter
- Interview requests sent
 - Mateusz
 - Eng Hoe
 - Jennifer
 - Aarnoud
- Pending
 - Dan
 - Jason
 - Penghai
 - Vanaan
 - Lars



Leader Summit

Reflect on your leadership journey over the course of your life and identify 2-5 experiences that make you the leader you are today (highlights, low points, transitions, and critical events).

HEROES

- Who is the person and what is your relationship to them?
- List their top 3 strengths or how they inspired you:
- Identify 1 way their influence has shaped you as a leader:

HARDSHIP

- What was the hardship?
- List 1-3 strengths this experience built in you:
- Identify 1 way this hardship shaped you as a leader:

LEADERSHIP HIGHLIGHTS

- What was the leadership highlight or accomplishment?
- List 1-3 strengths you used:

As you reflect on your hero/hardship and highlight - what is important as you look at leading in your role in the next 6-12 months:

NOTES:

Thank you

Thanks and See you next

**PPPP v1.0 Life On One Page
Leader Summit Workshop 2 prep**



Power of Purpose...

Michael Jr





INSPIRING TEAMS

THE PROJECT

Defined Success + What We Can Deliver

Design and deliver an online workshop series that will help:

- 1. Build a Strong, Aligned Culture together:** The team defines then demonstrates a refreshed co-created Macquarie-aligned culture that is obvious to all key stakeholders – maintaining its unique strengths
- 2. Provide Leadership Tools and Common language of what leadership means:** Fully-inclusive, memorable experience, process, and tools that connect leaders' Purpose to Performance
- 3. Foster Better Teamwork:** Research-backed methods to improve the way the team interacts with each other and Macquarie departments outside the immediate team



TEAM TIME TOGETHER

Workshop Dates	Thurs Oct 28th	Thurs Nov 4 th	Thurs Nov 18th	Thurs Dec 9 th	Thurs Jan 6th	Thurs Jan 20th
Time	Normally 7am CT, 8am ET, 2pm CET, 8pm Singapore, 10pm Sydney					
Duration	1hr	4 x 2hr				1hr
SP 360	Interviews at various times				Results ready for sharing	

30-60 Second Intros

Name, Role, Hometown

+ Couple of things that a perfect day would include

+ Something you learned about yourself as a leader in the last 18 months

Think for 1 min; then 30 Seconds each

Verbal 'Bullet points' are fine, no descriptive paragraphs necessary



Jen



INSPIRING TEAMS

THE INSPIRECORPS SOLUTION

Why We Started

InspireCorps has set out to change the way we think, feel and behave at work. We believe it is a birthright to be inspired in your work

Inspiration – The Critical Resource

Inspired people lead innovation and growth and are at the heart of your company's success. To this end, we believe inspiration is a most critical resource to be cultivated and managed

What We Do

Standing on the building blocks of social science research, we create experiences, insights and structures that produce the next level of performance for leaders, teams and organizations through sustainable inspiration



Peter Boyd

Founder & CEO, Time4Good

Yale

- Lecturer - Yale School of the Environment
- Resident Fellow - Center for Business and the Environment
- Lecturer in Practice of Man. – Exec MBA at School of Management

Ideal Day could include...

Family time; long run; course-altering interaction (meeting, class or an IPA)

Experience across...

- *Private Sector* | McKinsey & Co, Virgin Group
- *Non-Profit* | Carbon War Room, The B Team
- *Government* | UK Dept Energy & Climate Change
- *Education* | Yale
- *Run* | Marathon des Sables, Sahara
- *All* | Consult on Connected Leadership across sectors



Round the room...



Today

Intros + Context

Journey + Key Frameworks

Expectations + Norms

Next Steps: SP360 and more

25min

5-10min

5min

5min



The Journey

Personal Leadership

Team Leadership

Wider Company and System
Engagement

Shift Positive 360 for participants



Inspiration “Rainbow Donut”

A Cross-Sector, Cross-Life Logic Flow



**Know why you're here
and those around you**

**Know what's important
and be very clear of the destination**

**Drive actions from first two
and Get It On One Page**



PURPOSE-DRIVEN LEADERSHIP

PURPOSE

Questioned + Confirmed

PRIORITIES

Clarified +

POTENTIAL

Personalized

Visualized +

PROGRESS

Vivid

Illuminated +

High-Performance



PURPOSE-DRIVEN, CONNECTED LEADERSHIP

...From Self To System

“Be yourself, only better”

“...If you want to go far, go together”

“Be the change you wish to see in the world”

PURPOSE

PRIORITIES

POTENTIAL

PROGRESS

PURPOSE Vision + Mission

PRIORITIES For Teams + Individuals

POTENTIAL Common view of future

PROGRESS Transparent + Accountable

PURPOSE Underlying Purpose?

PRIORITIES Key Levers of Change

POTENTIAL Desired End-State?

PROGRESS Track + Update System Map



Today

Intros + Context

Journey + Key Frameworks

Expectations + Norms

Next Steps: SP360 and more

25min

5-10min

5min

5min



In The Chat:

1. It's been a successful Workshop Series! What did you take out that you wanted / needed?

Name

What did you ideally take out from this course...

motivation

Inspiration

meaning/ focus

confidence

Clarity and tools on how to approach the challenges ahead

direction

growing in passion and power

staying true to my values

the Path!

clearer path forward

tools

Life vision that I can refer back to with check boxes in 10 years

self love

An actionable plan to pursue next steps in my career

Aware

Blueprint

To find better balance of work and life and be better at all.

learning more about myself

actionable items

build more confidence

strategy for life



In The Chat:

2. A successful Series: What did you bring to this course and your class-mates?

Name

A succesful term: What did you bring to this course and your class-mates?

My unique experiences and perspective, supportive

No Judgement

Experience, good listener, composure

Discernment

Levity, humor

Perspective, listening, fun

Inspiration, creativity

Empathy, loyalty

Spirit, risk taking

Helpful and meaningful feedback, curious

Positivity and inspiration

Supportive challenge on raising the bar on desired goals and ambitions

Positivity and inspiration, stability

Networking, Humor

Clean talk

Calmness

Experience, unflappable

A mirror, energy, positivity, friendliness

open communication

Honesty

Experience, perseverance



Looks like a good deal!...



What would make these sessions together most useful & interesting to you? Thoughts / Help on...

Inspiration:

Purpose: Confirming or defining

Priorities: Clarifying what's important?

Potential: Turning what's important into
real potential?

Performance: Pulling it all together and
tactics to improve Time Management?

Team Culture: improving how we work
together

Team Purpose: our vision/mission and how
it fits within the whole organization

Team Performance: how we work and
make decisions

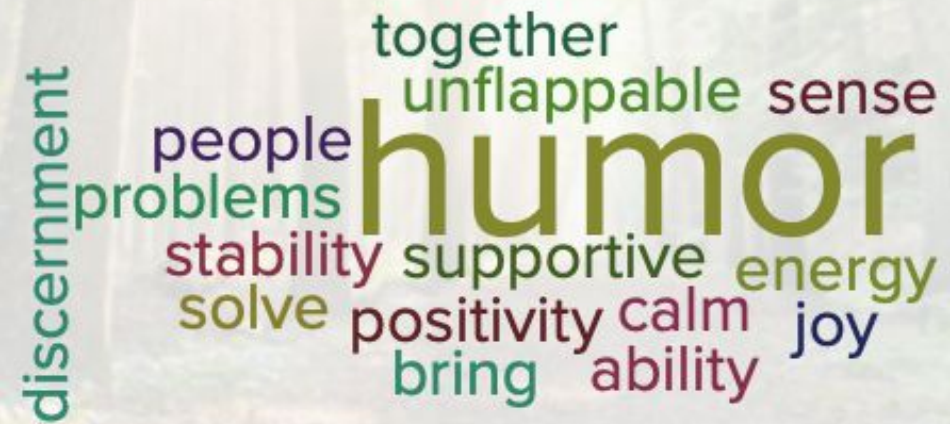
Other

Total Results: 0



Strengths & Weaknesses as PolIEV (anonymous could help here)

S1 | Your biggest strengths (what would friends, families, colleagues say?)



A word cloud of strengths. The most prominent word is 'humor' in large green letters. Other words include 'discernment' (vertical on the left), 'together', 'unflappable', 'sense', 'people', 'problems', 'stability', 'supportive', 'energy', 'solve', 'positivity', 'calm', 'joy', 'bring', and 'ability'. The words are in various colors and sizes, set against a background of a sunlit forest path.

Total Results: 12

S1 | Greatest weaknesses? Faults we should know about now (anonymously)



A word cloud of weaknesses. The most prominent words are 'friendliness' and 'procrastination' in large green letters. The background is a sunlit forest path.

Total Results: 2



Today

Intros + Context

Journey + Key Frameworks

Expectations + Norms

Next Steps: SP360 and more

25min

5-10min

5min

5min



Shift Positive 360

Motivating feedback

6-8 people

Selection is key

Needs access in calendars!





Gabrielle Joyce, LMSW Sr. Director of Client Experience, InspireCorps

Background: Gabi is a relationship-centered change-maker with a passion for taking systems-based approaches to create sustainable solutions that serve the learning and growth of people, teams, and organizations. Gabi utilizes her technical and infrastructure knowledge to accelerate the growth of our clients and of InspireCorps. She uses this creative blend to support organizations and leaders to reach their next level of positive impact on the world.

Expertise: Systems thinking, scaling performance





Katie Giasullo Team Coordinator, InspireCorps

Background: Utilizing her strengths of organization, communication and time management, as the Coordinator for InspireCorps Katie puts her skills to use to ensure the entire InspireCorps team is supported in all necessary aspects. Katie blends her ability to create relationships and big picture problem solving to assist with day-to-day operations and client coordination.

Expertise: Organization, capacity management



APPENDIX

InspireCorps Project Team Bios



PARTICIPANTS



Name	Team / Function
David Hochberg	
Andy Page	LDRV Lead
Dan McPherson	Gasoline Lead
Jason Volz	Crude Lead
Josh Bothager	Distillates Lead
Eng Hoe Kan	LPG/PETC Lead
Penghai Wu	Asia Lead
Peter Taylor	Geneva Office Head / EMEA Bus Dev Lead
Aarnoud van Weelderin	America's Bus Dev Lead
Jennifer McSorley	America's Operations Lead
Vannan VR	EMEA/Asia Operations Lead
Lars Pohjola ??	LDRV #2 & Senior Leader in MCT

Meredith as observer / partner



Name	Team / Function
Jen Grace Baron	Co-CEO & Growth Officer
Peter Boyd	Senior Partner
Gabi Joyce	Senior Director of Client Experience
Katie Giasullo	Team Coordinator

