



InspireCorps X Macquarie AFI - Session 2 of 3 - **Part 1**

Inspiring Team Performance

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RESET



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An abstract, expressive sketch of a hand, rendered in dark brown and black lines with some color washes of blue, orange, and green. The hand is positioned as if holding or gesturing towards the text.

Our Partnership

-  2½ of 3 Team Sessions Completed
-  Shift+ 360 Completed
-  Coaching Programs Winding Down



Roadmap for Today



10:00 AM - 10:30 AM

Introduction + Where We Are



10:30 AM - 12:00

Leader Summit



12:00 PM - 12:30

Insights + Close + What's Ahead





Outcomes

- **Building new understanding and awareness around leadership for self and team**
- **Next level knowing, new perspectives on each other**
- **Connections between trust and what is most needed in leading now**



Where We Have Been



Macquarie AFI
Top Team Character
Strengths

→ **Honesty**

→ **Humility**

→ **Appreciation of Beauty &
Excellence**

→ **Gratitude**

→ **Kindness**



4 C's Trust Model

CHARACTER

You can trust that what I tell you is true and reliable, I am honest.



COMPETENCE

You can trust I have the ability to do my job, I will ask for help if I need it.

CARE

You can trust me to prioritize yours and the team's interests, I have your back.



COMMITMENT

You can trust me to meet the commitments I make, I keep my promises.

(Adapted from The Thin Book of Trust, Charles Feltman and The Speed of Trust, Covey)

Shift+ 360



Where we landed in March

May 16th/May 23 Agendas:

- Leader Summit
- Leading Change

Commitments:

- Applying the Manifesto
- Actions you agree to take with Brett
- Actions with your independent teams
- Leader Summit pre-work



Where We Are



Today's Objectives



- Stand on life experience and resilience to guide leadership now
- Grow stronger as a cohort, build connection and collaboration across this team
- Activate next level through an Authentic Leadership
- Understand the connection between inspiration and hardship



The Leader Summit



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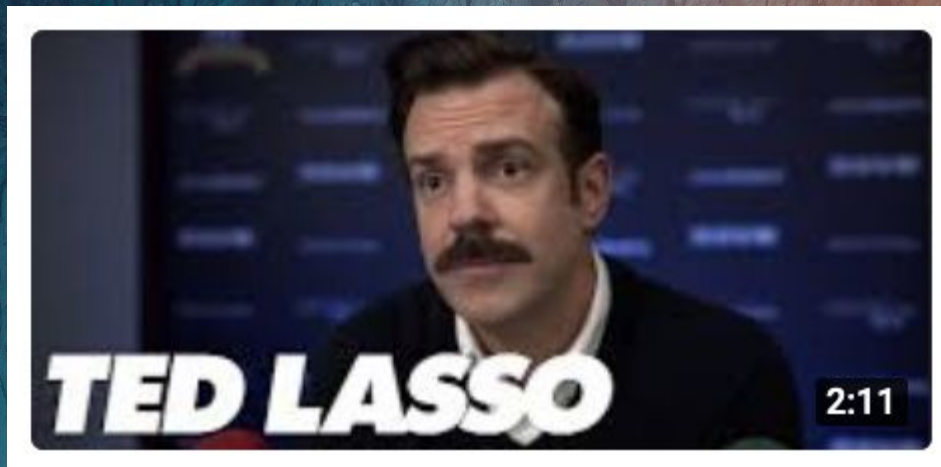
The background of the slide is a photograph of several people climbing a large, dark-colored rope net structure. The net is made of thick ropes and is suspended in the air. The people are seen from various angles, some reaching up, some pulling themselves up. The overall scene is set outdoors, with some greenery visible in the background. The image has a dark teal overlay, which makes the white text stand out.

VERTICAL DEVELOPMENT

1. Heat Experiences

2. Time for Reflection + New Knowledge

3. Community of Support



<https://www.youtube.com/watch?v=rgAix4-nK08>



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Engines of Inspiration

Sparked By You



Values + Purpose



Achievements



New Perspectives



Activating Strengths



Unstructured Time



Movement + Presence

Sparked By Others



Mentors + Heroes



Serving Others



Vulnerability



Belonging



Getting a Lift



Shared Mission

Sparked By Circumstances



Inspiring Environments



Witnessing Excellence



Shared Group Experiences



Overcoming Constraints



Making a Difference



Grief, Loss, or Failure



The Leader Summit

- The Hero's Journey (Campbell)
- Positive Psychology and human thriving and resilience, PTG (Seligman, Reivich)
- Character strengths (Peterson, Seligman)
- 3-D experiential learning (modified from Bill George, True North)
- Inspiring Leadership + Performance Model (InspireCorps)





**“Knowledge is a rumor until
it lives in the muscle”**

The Asaro Tribe of New Guinea



OVERVIEW



15 Minutes

Individual Time

Map/Sketch your
leader journey



15 Minutes

HERO/ MENTOR



15 Minutes

HARDSHIP



15 Minutes

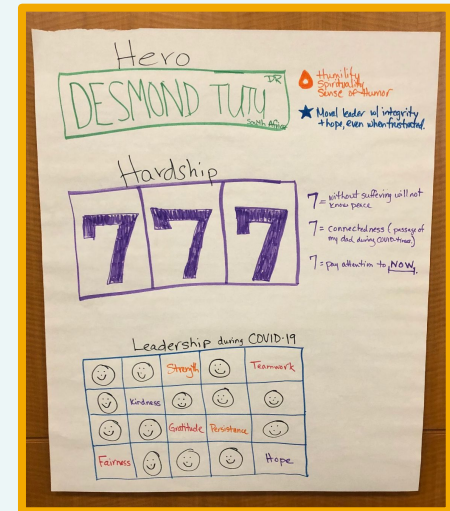
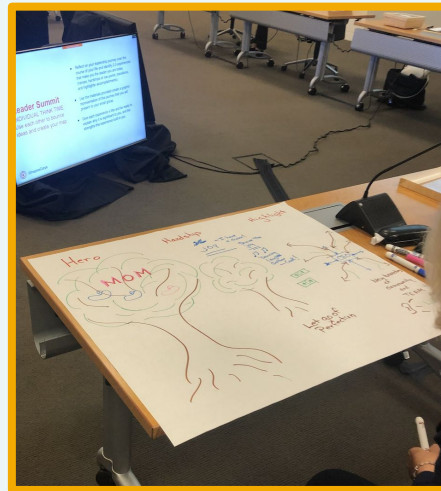
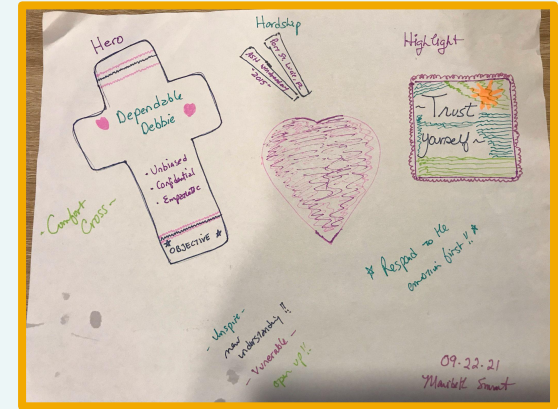
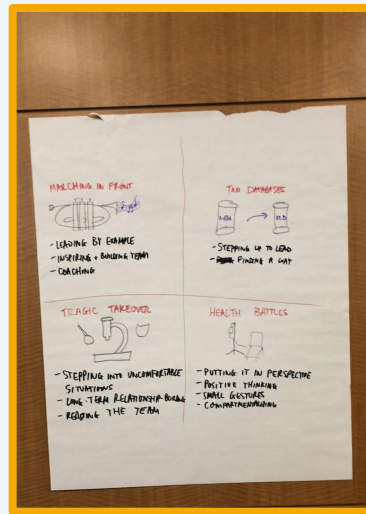
HIGHLIGHT



20 Minutes

Group Debrief

Examples



Roles

Presenter:

Tell a story that highlights your experiences (2 minutes)

Listeners:

Ask clarifying questions; offer observations and acknowledgements

Timekeeper:

Designate someone to keep time

Reporter:

Designate someone to report out key insights from the process in the large group debrief

RESPECT ABSOLUTE CONFIDENTIALITY



Leader Summit

Part 1 - Individual

- Reflect on your leadership journey over the course of your life and identify 2-3 experiences that make you the leader you are today (highlights, low points, transitions, and critical events).
- Use the materials provided create a graphic representation of this journey that you will present to your small group.
- Give each experience a title and be ready to explain why it is significant to you, and the strengths this experience built in you.



Leader Summit

Part 2 - Presentations

- **Leader Summit Presentations (2 min per person)**
 - Select a **timekeeper**
 - **Presenter:** tell a story that highlights your pivotal experience
 - **Listeners:**
 - Ask clarifying questions; offer observations and acknowledgements
 - Capture key values and strengths you hear/see in the stories
 - Go in the same order each round



Leader Summit

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

HERO/MENTOR

- 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 personal or professional hardship?
- List 1-3 strengths this experience built in you.
- Identify 1 way this hardship shaped you as a leader.

HIGHLIGHT

- What was the highlight or accomplishment?
- List 1-3 strengths you used.
- Identify 1 way this highlight shaped you as a leader.

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

SMALL GROUP PRESENTATION ROLES:

- **Facilitator:** responsible for moving the conversation forward
- **Timekeeper:** timing 2 minute presentations
- **Reporter:** capture themes and a key insight, be ready to share in the large group
- **Presenters:** tell a story that highlights your experiences
- **Listeners:** offer acknowledgement

NOTES:



Group Discussion

INSPIRING INSIGHTS



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Large Group Debrief

**“I wonder how many people I’ve
looked at all my life and never seen.”**

John Steinbeck



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BIG 5 Insights

Look at how amazing you are

Heroes have extraordinary impact

**We're deeply shaped by our experiences,
leadership is a lifelong craft**

**Know each other deeply; vulnerability is a
trust accelerator**

**We can't connect the dots forward, but
when we look back...**



Q&A



Where We Are Going



NEXT STEPS

Next Session:

- 5/23 Virtual Session: Leading Change

Homework:



Thank You!

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