

Collective Leadership Certification

LCP Group Report Debrief #1

1 day version

Facilitator Guide; DO NOT SHARE

November-December 2016



The Leadership Circle®

Leadership Circle Profile Group Report Debriefing

1 Day Session (9.00am – 5.30pm)

TOPIC / EVENT	TIME	KEY CONTENT AND ACTIVITIES	WHO
Welcome and Context Setting	45 minutes (9:00—9:45)	Purpose: To convene and connect the team/group members to the context for the day Process: <ul style="list-style-type: none"> • (5') Welcome and context-setting • (30') Check-in: The Essence of Leadership. Either share "free-form" in a circle, or use Visual Explorer or other Picture Card Deck to catalyse the expressions of the meaning of leadership. • (10') Debrief the experience. 	Sr. Leader Facilitator
Setting the Stage for the work ahead	45 minutes (9:45—10:30)	Purpose: To give the leaders agenda overview, the connections to the business, and the process of working together throughout the day Process: <ul style="list-style-type: none"> • (5') Agenda Overview and Objectives • (30-40') Strategic Context • (as we go) Team Discussion 	PPT &/or Handouts Facilitator - Sr. Leader - PPT or Handouts
Morning Break	15 minutes (10:30—10:45)		
Core Framing	Two hours (10:45—12:45)	Purpose: to provide overview of the TLC framework and take the leadership team further into the developmental perspective we use Process: <ul style="list-style-type: none"> • (30') Intro to TLC – History and Theory Base • (45-60') Stages of Development Framework • (30') Group Activity – Gravity Stick or Other 	PPT & Handout Facilitator Stages of Development Framework (foldout or handout) Gravity Stick

TOPIC / EVENT	TIME	KEY CONTENT AND ACTIVITIES	WHO
Lunch	45 minutes (12:45—1:30)		
LCP Framework and Their Group Report	Two hours (1:30—3:30)	<p>Purpose: To prepare the leadership team to dig into the implications of their collective profile (the LCP Group Report)</p> <p>Process:</p> <ul style="list-style-type: none"> • (30') Debrief: Reactive and Creative Loops • (30') LCP Framework (high-level walk-through, if all have had individual profiles and debriefs. If not yet had individual debriefs, then more detailed walk through) • (30') How to read LCP Graph plus Correlations to Leadership Effectiveness and Business Performance • (30') Debrief: Leadership Team LCP Group Report graph 	<p>Facilitator</p> <p><u>PPT & Handouts</u></p> <p>LCP brochure</p> <p>Correlations to LE and BP</p> <p><u>Resources</u></p> <p>LCP Mat Group</p> <p>LCP Graph</p>
Afternoon Break	15 minutes (3:30—3:45)		
Leadership Team Effectiveness	45 minutes (3:45—5:15)	<p>Purpose: To explore the implications and interpretations of the leadership team's effectiveness based on the feedback, as well as their vision for team performance</p> <p>Process:</p> <ul style="list-style-type: none"> • (30') Leadership Team Dynamics—Exploring Current Reality and Envisioned Future on the Mat • (60') Conversations about "who and where we want to be," Gaps, 2-4 Critical Success Factors 	<p>Facilitator</p> <p><u>Resources</u></p> <p>LCP Mat</p> <p>ALL supported by Facilitator</p> <p>Flip charts</p>
What's Next	15 minutes	<p>Purpose: set the stage for the next steps of work</p> <p>Process:</p> <ul style="list-style-type: none"> • (5') Confirm the next meeting time and objectives / confirm dates of debriefs (if not yet had) & coaching sessions • (10') Check out in the circle 	<p>ALL supported by Facilitator</p>