

## Visionary

### Step 1: Focus on your role

- Read Chapter 1: The Visionary
- Take the assessment at the end of the chapter
- Answer two questions:
  1. What are my 6-9 strengths as the Visionary?
  2. What are 2 things I need to work on to be more effective in that role?

### Step 2: Focus on your Integrator partner

- Read Chapter 2: The Integrator
- Take the assessment at the end of the chapter, answering the questions based on your perception of the Integrator in that role
- Answer two questions:
  1. What are their 6-9 strengths as the Integrator
  2. What are 2 things they need to work on to be more effective in that role?

### Step 3: Focus on how you build and maintain the relationship and alignment with the Integrator

- Read Chapter 5: The 5 Rules
- Answer this question: What do we (V/I) need to: 1) Keep doing 2) Start doing 3) Stop doing so that we are an effective team in leading this organization?

## Integrator

### Step 1: Focus on your role

- Read Chapter 2: The Integrator
- Take the assessment at the end of the chapter
- Answer two questions:
  3. What are my 6-9 strengths as the Integrator?
  4. What are 2 things I need to work on to be more effective in that role?

### Step 2: Focus on your Integrator partner

- Read Chapter 1: The Visionary
- Take the assessment at the end of the chapter, answering the questions based on your perception of the Integrator in that role
- Answer two questions:
  3. What are their 6-9 strengths as the Visionary?
  4. What are 2 things they need to work on to be more effective in that role?

### Step 3: Focus on how you build and maintain the relationship and alignment with the Integrator

- Read Chapter 5: The 5 Rules
- Answer this question: What do we (V/I) need to: 1) Keep doing 2) Start doing 3) Stop doing so that we are an effective team in leading this organization?

## The Conversation

Set aside 2 hours to share learnings. Preferably pick an offsite location where you are uninterrupted and comfortable.

### Visionary feedback

- Compare how each of you scored the Visionary in their role using the assessment at the end of chapter 1.
- What common strengths do you both see? Each provide a brief answer – Why do I see this as a strength?
- What were your largest deviations in scoring? Take turns answering – What were the reasons I answered it this way?
- Visionary: What are my takeaways from this conversation? (think GWC / 5 Leadership Abilities / LMA Checklist)
- Integrator: Ask the question: I can I support you as you continue to grow into the Visionary role?

### Integrator feedback

- Compare how each of you scored the Integrator in their role using the assessment at the end of chapter 2.
- What common strengths do you both see? Each provide a brief answer – Why do I see this as a strength?
- What were your largest deviations in scoring? Take turns answering – What were the reasons I answered it this way?
- Visionary: What are my takeaways from this conversation? (think GWC / 5 Leadership Abilities / LMA Checklist)
- Integrator: Ask the question: I can I support you as you continue to grow into the Visionary role?

### The Relationship

- Each person take turns sharing their Keep doing, Start doing, and Stop doing lists they generated based on reading chapter 5.
- Answer the question: What does our master Keep/Start/Stop list look like?
- Answer the question: What are 2 commitments we make as a team leaving this conversation?
- Follow-up: Take 20 minutes in the next L10 meeting (or Quarterly Pulsing session) to share it with the team and get their feedback.

If you need support in having this conversation, I am available to facilitate this session.

In an effort to continue to make these extra EOS® tools *healthier and smarter*, please send me a note on what worked and what you would change to make it a better conversation.