

## 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 six strengths as the Visionary?
  2. What are two 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 six strengths as the Integrator?
  2. What are two 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:
  1. What are my six strengths as the Integrator?
  2. What are two things I need to work on to be more effective in that role?

### Step 2

#### Focus on your Visionary partner

- Read Chapter 1: The Visionary
- Take the assessment at the end of the chapter, answering the questions based on your perception of the Visionary in that role
- Answer two questions:
  1. What are their six strengths as the Visionary?
  2. What are two 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 Visionary

- 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 two 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? Why do you see this as a strength? Each provide a brief answer.
- What were your largest deviations in scoring? What were the reasons you answered it this way? Take turns answering.
- Visionary: What are my takeaways from this conversation (think GWC/5 Leadership Abilities/LMA Checklist)?
- Integrator: How 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? Why do you see this as a strength? Each provide a brief answer.
- What were your largest deviations in scoring? What were the reasons you answered it this way? Take turns answering.
- Integrator: What are my takeaways from this conversation (think GWC/5 Leadership Abilities/LMA Checklist)?
- Visionary: How can I support you as you continue to grow into the Integrator 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 two 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 your learnings 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 this a better conversation.**