



## Nine Steps to Winning Leadership

Name: ..... Date: .....

Score the overall performance of 3 members of your team on a scale of 1-10 (10: outstanding, 1: adequate.)

If you have more than three team members to evaluate, conduct this exercise for them after today's program.

Member #1 Name ..... Score .....

Member #2 Name ..... Score .....

Member #3 Name ..... Score .....

Add each member's score, then divide by number of members. \_\_\_\_\_

---

What are you not on track to be absolutely outstanding at a level 10 as soon as you would like to be?

---

What strategy, activity, process, conversation or relationship would you benefit from upgrading.

---

If you are having trouble, the best place to look is to answer the question, "What causes me the most pain?"

---

# Commitment #1: Know Your Job

Name of the team member you will help (coach) .....

**Step 1: The COACH asks:**

- What is the question or issue on which you want a breakthrough?
- What is the greatest challenge you face or opportunity you are not leveraging?

**Step 2: The STUDENT formulates a question beginning with “How can I... or How can we...”**

**(ie. How can I coach my team member to better know their job and leverage their skills and strengths?)**

**Examples of skills:**

- Planning
- Organizing
- Coaching
- Persuading
- Directing
- Instructing
- Trouble-shooting
- Motivating
- Innovating
- Analyzing

**Step 3: The STUDENT gives an evaluation of the current situation, person, team or performance in question on a 1-10 scale: 10 being outstanding, 1 being inadequate.**

**Step 4: The STUDENT tells an actual story, with detailed descriptions and examples, of an individual incident that conveys the picture of the issue being explored.**

**Step 5: The COACH asks “What would a 10 performance look like?” The STUDENT describes their vision of outstanding performance.**

**Step 6: The COACH asks “How can we/you get to a 10?” listens, then asks questions to challenge assumptions, explore the dynamics of the situation, identify beliefs, and obtain relevant information and point out “What’s wrong with this picture?”**

**Step 7: Both partners brainstorm an action plan and identify the person or team who will be responsible for implementation.**

**Step 8: The COACH asks for the initiation date, completion date or timeline for the plan and the person or team leader who will be held accountable.**

**Step 9: Both partners share their insights and discoveries.**

## **Commitment #2: Do What You're Asked To Do**

**Step 1: The COACH asks:**

- **What is the question or issue on which you want a breakthrough?**
- **What is the greatest challenge you face or opportunity you are not leveraging?**

**Step 2: The STUDENT formulates a question beginning with  
“How can I... or How can we...”**

**Step 3: The STUDENT gives an evaluation of the situation, person, team, or performance in question on a 1-10 scale: 10 being outstanding, 1 being inadequate.**

**Step 4: The STUDENT tells an actual story, with detailed descriptions and examples, of an individual incident that conveys the picture of the issue being explored.**

**Step 5: The COACH asks “What would a 10 performance look like?” STUDENT describes their vision of outstanding performance.**

**Step 6: The COACH asks “How can we/you get to a 10?” Listens, then asks questions to challenge assumptions, explore the dynamics of the situation, identify beliefs, and obtain relevant information and point out “What’s wrong with this picture?”**

**Step 7: Both partners brainstorm an action plan and identify the person or team who will be responsible for implementation.**

**Step 8: The COACH asks for the initiation date, completion date or timeline for the plan and the person or team leader who will be held accountable.**

**Step 9: Both partners share their insights and discoveries.**

## **Commitment #3: Make People Look Good**

**Step 1: The COACH asks:**

- What is the question or issue for which you want a breakthrough?
- What is the greatest challenge you are facing or opportunity you are not leveraging?

**Step 2: The STUDENT formulates a question beginning with “How can I... or How can we...”**

**Step 3: The STUDENT gives an evaluation of the situation, person, team, or performance in question on a 1-10 scale: 10 being outstanding, 1 being inadequate.**

**Step 4: The STUDENT tells an actual story, with a detailed descriptions and examples, of an individual incident that conveys the picture of the issue being explored.**

**Step 5: The COACH asks “What would a 10 performance look like?” STUDENT describes their vision of outstanding performance.**

**Step 6: The COACH asks “How can we/you get to a 10?” Listens, then asks questions to challenge assumptions, explore the dynamics of the situation, identify beliefs, and obtain relevant information and point out “What’s wrong with this picture?”**

**Step 7: Both partners brainstorm an action plan and identify the person or team who will be responsible for implementation.**

**Step 8: The COACH asks for the initiation date, completion date or timeline for the plan and the person or team leader who will be held accountable.**

**Step 9: Both partners share their insights and discoveries.**

## Commitment #4: Protect Others

**Step 1: The COACH asks:**

- What is the question or issue on which you want a breakthrough?
- What is the greatest challenge you face or opportunity you are not leveraging?

**Step 2: The STUDENT formulates a question beginning with “How can I... or How can we...”**

**Step 3: The STUDENT gives an evaluation of the situation, person, team, or performance in question on a 1-10 scale: 10 being outstanding, 1 being inadequate.**

**Step 4: The STUDENT tells an actual story, with detailed descriptions and examples, of an individual incident that conveys the picture of the issue being explored.**

**Step 5: The COACH asks “What would a 10 performance look like?” STUDENT describes their vision of outstanding performance.**

**Step 6: The COACH asks “How can we/you get to a 10?” Listens, then asks questions to challenge assumptions, explore the dynamics of the situation, identify beliefs, and obtain relevant information and point out “What’s wrong with this picture?”**

**Step 7: Both partners brainstorm an action plan and identify the person or team who will be responsible for implementation.**

**Step 8: The COACH asks for the initiation date, completion date or timeline for the plan and the person or team leader who will be held accountable.**

**Step 9: Both partners share their insights and discoveries.**

**Congratulations, you’re on your way to being a level 10 leader!**

What was the most valuable belief shift and/or discovery you made today?

.....  
.....