

## **TRACK B: DARE TO REACH**

DAY 1 MORNING- Franklin Covey: The 4 Disciplines of Execution, trainer- Todd Wangsgard. (.5 Continuing Ed Units)

This session explores the items needed to steer a project through conception to execution, including helping the team agree on what is most important, raising everyone's level of commitment and keeping the team focused.

WIGS (Wildly Important Goals)-A goal that makes all the difference, failure to achieve this goal renders any other achievement inconsequential.

**Discipline #1**-Focus on the **W**ildly **I**mportant **G**oals not **P**retty **I**mportant **G**oals (WIGS/PIGS)

Rules to Discipline #1

1. No more than 1 to 3 WIGs per team at the same time
2. The battles have to win the war
3. You can Veto, but don't dictate
4. A WIG must have a Gap (( from X to Y by when)

Example of Discipline # 1 rule 4

GOAL- To increase gross payroll profit dollars from **\$42,000.00** to **\$250,000.00** by **12/31/09**. Time frames for WIGS are 3-12 months.

DAY 1 AFTERNOON- CONTINUATION OF ABOVE

**Discipline #2** –Act on Lead Measures-80% of results come from 20% of activity

**Discipline #3**-Keep Score- People play differently when you keep score –

**Discipline #4**-Create Accountability- If you have no accountability you have no commitment. With accountability you'll have a work compass and show you who your leaders are and clear a path for work to be done.

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### DAY 2 AFTERNOON –

#### **The Juggling Workshop, The Passing Zone. (.1 PDU)**

What can juggling teach you about life, teamwork, taking risk, achieving goals, working with a difficult co-worker? The same type of humor, flair, drama and concentration it takes to juggle is the metaphor for a typical workday to find balance in work and home life. It more of working in sync. Some can and some can't.

#### **Cultural Diversity Matters, Emmanuel Ngomsi, Ph.D. (.1PDU)**

(see backwards form)

This is how people who do not speak our language may understand our form.

Time yourself to see how long it might take you to fill it out.

How did you feel filling it out? This might be how some visitors to our country feel when they are filling out forms here.

Did you fill out organization?-most won't because it is not seen.

Family?-Do they want Mothers maiden name or fathers family name

Birth? - Is it birthday or place of birth?

Lack of knowledge can hamper business

Diversity is NOT: a program to make white males feel guilty

- A stagey to lower standards
- A replacement for affirmative action
- A blame game
- A recuperation for past discrimination
- A short term process

Diversity is the difference that makes us unique and different.

#### **Be Yourself, Everyone Else is Already Taken, Mike Robbins (.2(PDU)**

(See form)

This course teaches you to be authentic and still be appropriate for the workplace. There are simple, effective ways to exercise the power of authenticity in business, while working with clients or with co-workers. The key is to take risk while expressing yourself fully and confidently.

Principle 1- Expressing ourselves. With your neighbor, tell them, “ If you really knew me you would know this about me”. It should be something you really haven't told anyone. It is a person to person sharing. It helps open a window to understand one another and show compassion and empathy.

Principle #2- Lowering the waterline. Think of ourselves as an iceberg. People only see the top layer but there is so much below the water level that others don't know about you, your values, your passion your creativity. You need to get more real by lowering the water line.

Principle #3- Celebrate who you are. Self appreciation. We need to appreciate who we are and what we've done and accomplished.

The trip was a great learning experience. I would definitely recommend going to the National Convention to someone who has never been before. I know I will be able to put some of these learning tools into my everyday work and home life.