GIANT

TOOLKIT SESSIONS

GO TO THE SOURCE

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5 THINGS TO REMEMBER FOR YOUR ROLE AS A BREAKOUT LEADER

- **Facilitate the GiANT C.O.R.E. process:** Desired interaction = Create context around their aha, dig deeper to help them own why this is their opportunity. Ask them what they should do about it? How can we make this into a simple action you can do within 7 days?
- **Facilitator NOT Teacher:** Facilitators hold space and control the environment to keep it healthy. Teachers are pushing content to an audience. You are meant to PULL out the gold that's already in them.
- **Extract learning opportunities:** Use the 5 Whys to dig to the roots of their aha moment.
- What is a win? Helping **ONE** person come to **ONE** clear & simple item to **EXECUTE**.
- **Do NOT solve their issues.** Watch out for helping them too much emotionally or intellectually. Solving their issues can take more forms than not physically doing it.

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WHAT TO KNOW

- This month's tool builds a bridge from the individual impact into cultural impact. Most of our tools have focused on the individual, but the Go to The Source tool goes into our relationships.
- Most individuals do not think they have an issue with spreading drama and gossip (yet for some reason we often find ourselves surrounded with it…). Why is that!? One angle may be that we are blind to the impact sharing stories has on the culture around us. One story shared innocently is turned into an opportunity for our elementary school "telephone" game, where one thing is shared and another is heard after it's been translated/shared multiple times.
- We aren't concerned with anyone realizing this is something they struggle to do. What we are trying to accomplish is a team commitment to being a fire wall and going to the source with an issue any time one arises.

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WHAT TO LOOK OUT FOR

- Look out for people spreading drama and gossip as they tell stories that connect to this tool. This is a great way to be an example of a fire wall.
- Look for the misuse of this tool after we teach this session. Many times someone will bring challenge in an unhealthy way and use the excuse “I was just going to the source.” Going to the source does not replace the need to pursue being a liberating leader in every situation.
- Look for the opportunity to bring healthy examples of how the Power of the Medium tool has created a miscommunication. For example, someone sent an innocent text that was taken personally and the person who received the text shows it to someone else. And then the chain of gossip continues. Instead, if the person went to the source the text could have been quickly explained. (Just another reason to avoid email and text altogether!)

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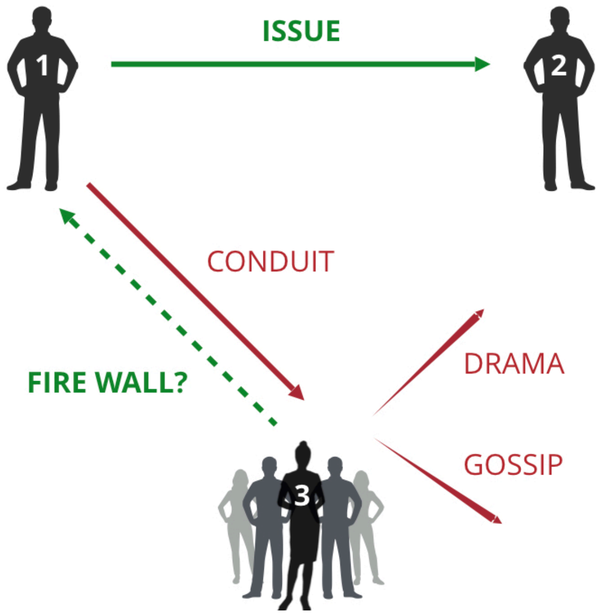
QUESTIONS?



MEDIUM	BRINGING EFFECTIVE CHALLENGE
SOCIAL MEDIA	5%
TEXT	10%
EMAIL	15%
PHONE CALL	35%
VIDEO CHAT	70%
IN-PERSON	95%

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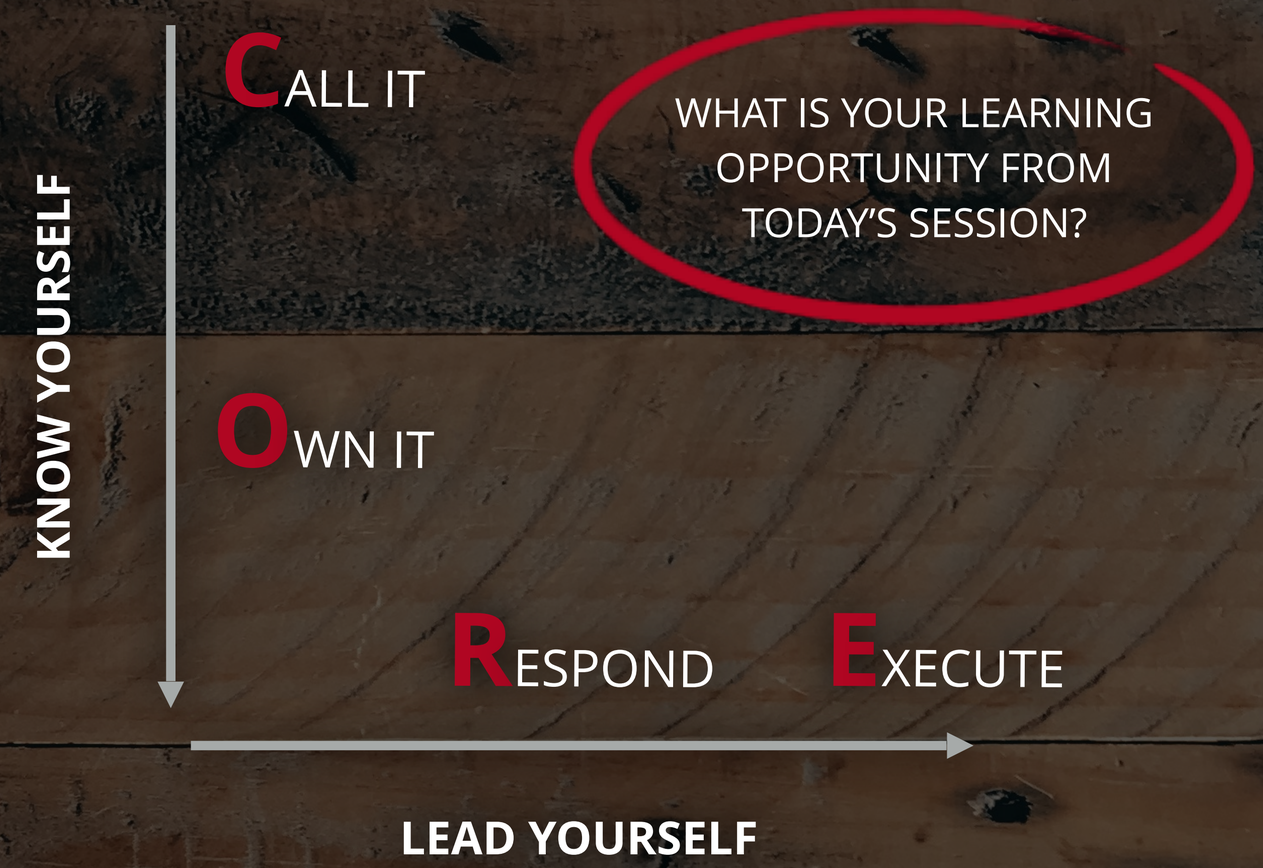
LEADING A BREAKOUT GROUP

- Re-iterate the C.O.R.E. process as our model for identifying learning opportunities and taking action.
- Encourage them to use the C.O.R.E. process with every learning opportunity that arises over the next month. Specifically, ask WHY?
- Success as a group leader equals ONE person going through the entire C.O.R.E. during the breakout session.
- Have the others on your call work through on their own and email you their action so that you can hold them accountable.
- Track your groups learning opportunities as well as their response execution plans.



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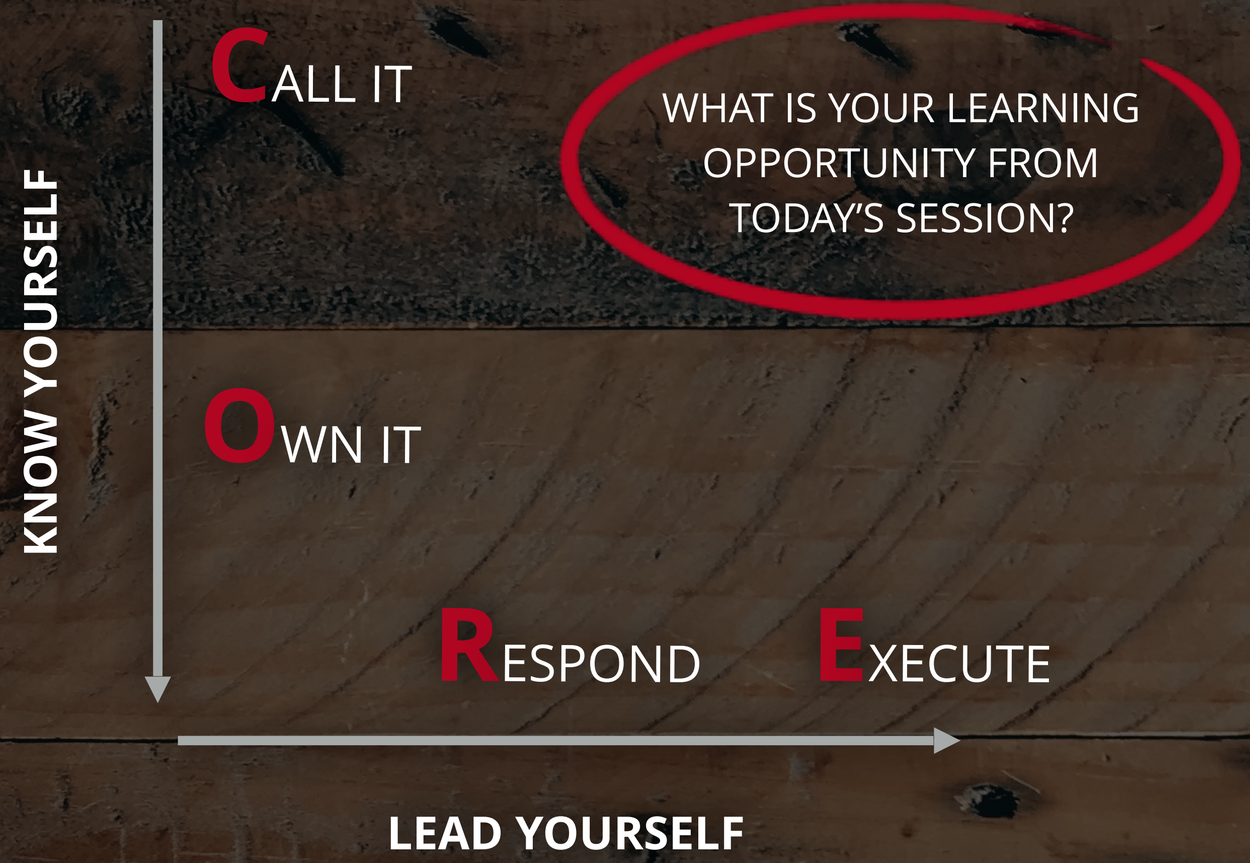
LEADING THE CORE PROCESS

- **Call It** = To make observations and properly define the learning opportunity.
- **Own It** = Orient the person around Why this is the learning opportunity, but only around the things they can control. (Beware people looking to blame other things outside their control)
- **Respond** = Making a decision that the person will take action in a direction. (Ex. I need to become a better communicator to my team.)
- **Execute** = Articulating a clear action step that will move them in the correct direction (Ex. To become a better communicator I will meet with my top leader to apologize for being m.i.a.)



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BREAKOUT GROUPS

What reasons keep people from "going to the source?"

How can we improve our culture by using the "Go to the Source" tool?

CALL IT

OWN IT

RESPOND

EXECUTE

KNOW YOURSELF

LEAD YOURSELF

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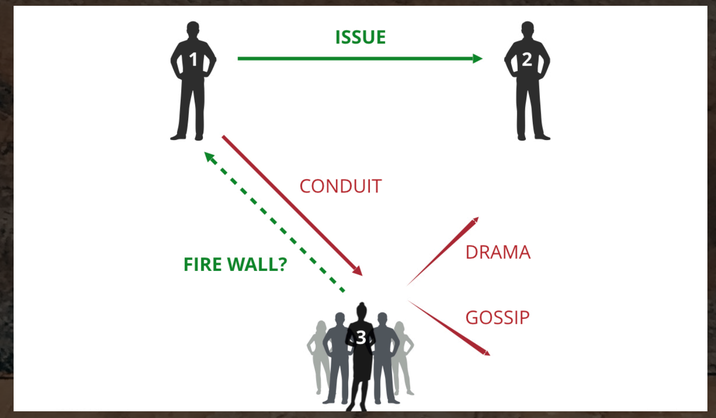

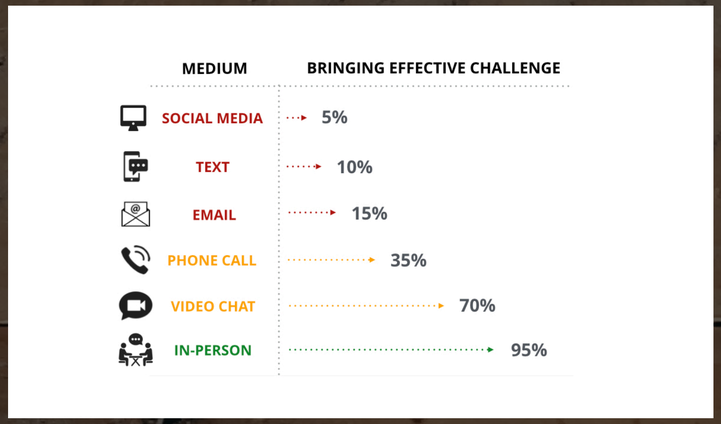

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