

A Facilitator's Guide | 2020

INTRODUCTION AND BENEFITS



Personal Leadership

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Introduction and Benefits

Overview

In this session you begin to introduce participants to Personal Leadership and what it offers. This is not a long session, but it needs to be enlivening. It needs to connect with what matters in the larger context of the participants' professional and personal lives.

By the end of the session, you want the participants to be intrigued, and to want to explore the possibilities PL offers them. Only then will they really see the overall worth of this methodology.

The facilitation design is fairly simple, and is intended to get very practical very quickly.

Objectives

As a result of the activity outlined in the following pages, participants will:

- Get a general—yet quite practical—sense of the purpose of PL.
- Understand how PL speaks to all aspects of their lives.
- Get a general and practical sense of the components and the core themes of the PL practice.
- Become motivated to explore what PL offers both personally and professionally.

Appropriate Audience

This session is the beginning of exploring PL, and is thus appropriate for anyone who is learning the practice.

Personal Leadership itself is appropriate for anyone who is willing to be self-reflective. In practical terms, this means anyone who is willing to use self-inquiry, and is interested in exploring and becoming more skillful in:

- Learning about themselves as they communicate across difference.
- Influencing others.
- Making decisions, solving problems, and taking action.



Level of Challenge to Participants

The challenge is relatively low, although participants have to be willing to decide how they can apply PL to their lives, and they have to be willing to disclose this to others.

Also, participants may be challenged simply exploring, much less accepting, some of PL's assumptions. Two good examples are PL's perspective that every moment is a creative opportunity, and that it is important to do one's own inner work to achieve clarity and calm before confronting another person.

Depending on the participants, you may not even state PL's assumption that, no matter our circumstances, there is the potential for learning and growth in all the events in our lives, good or bad. The learning isn't always easy to find, and growth often takes time, but if we start from the premise that there are opportunities to learn and grow in every event—we will learn and grow.

Level of Challenge to Facilitators

The challenge to facilitators is greater than to participants.

While the actual exercise processes are not difficult to facilitate, you do face three challenges.

First, you need to be able to understand the participants' contexts, and you must be prepared to explain and link the benefits of PL from that perspective. In this way, you can help participants know and feel the relevance of PL to their lives. We call this process *front-loading*, and we go into it in greater detail below. In other situations it might be called *making a case* for why and how participants should pay attention to PL. Your role is not to try to persuade participants about PL's worth to them, no matter how valuable you may perceive it to be. Rather, it is to invite participants to be detectives, to take the time in this session to fully explore something new, and then to decide for themselves if PL is useful.

Second, you need to be quite at home with PL's themes and practices. You must be willing to speak about your lived experiences of PL. Sharing your experiences of the value of PL will add authenticity to your suggestion that participants try it.

