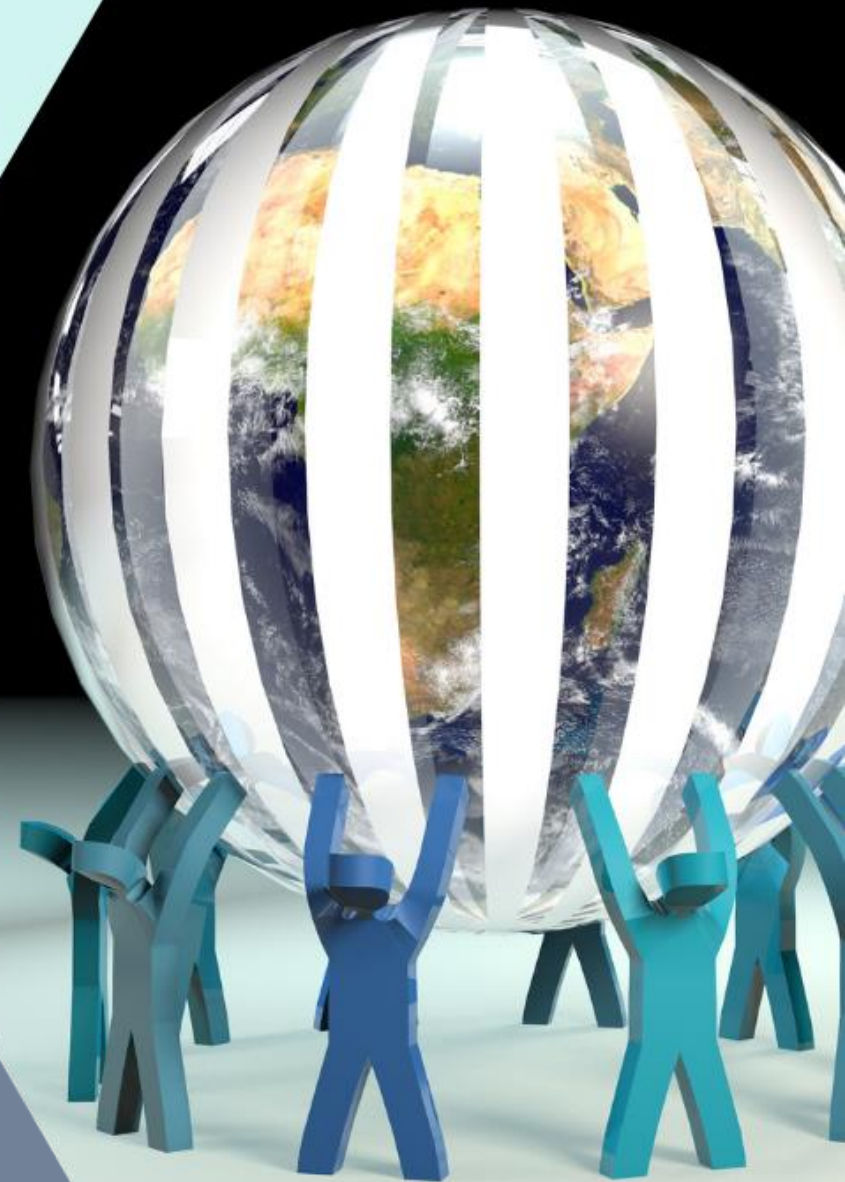




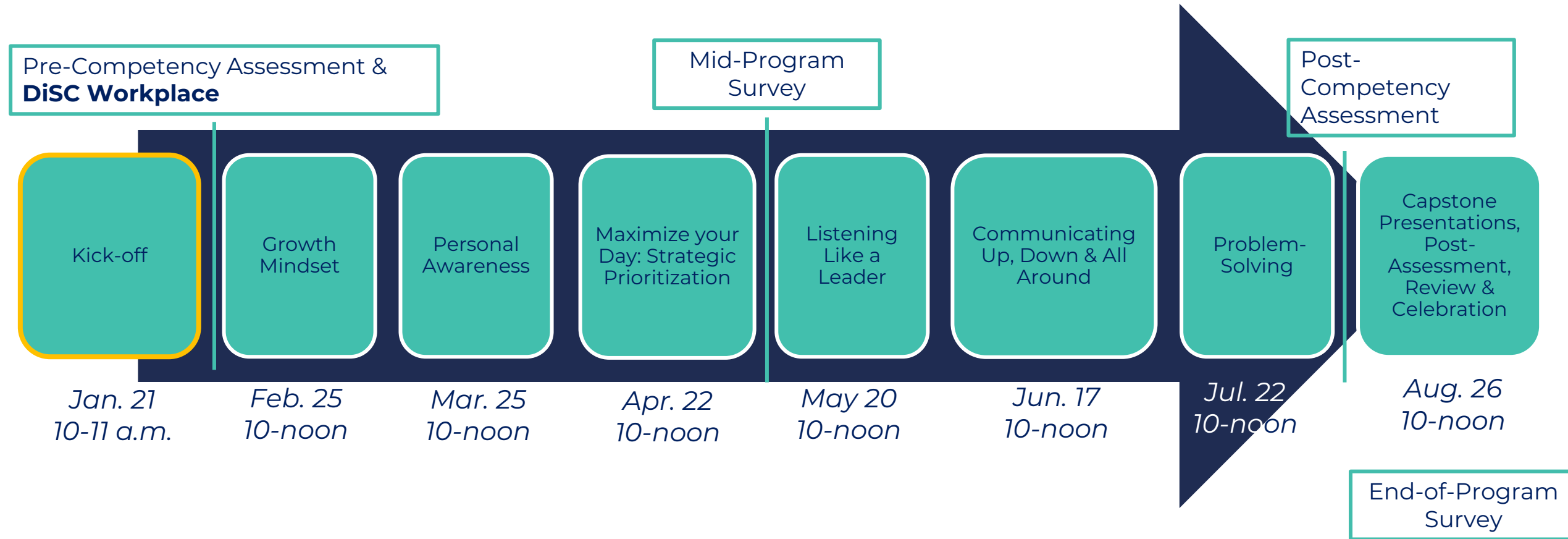
# Foundations for Growth Kickoff



# Today's Objectives

- View development process and program structure
- Set the stage for the program
- Make introductions
- Learn details of the pre-competency & DiSC assessments

# Foundations for Growth – Development Series



**Between Sessions: application exercises, accountability partner connection, follow-up and reminders**

# Leader Development: Ingredients for Growth



**Focus**



**Accountability**



**Psychological  
Safety**



**Time**

# Meet Your Facilitator!

---

- ❑ Expertise in how the adult **brain learns**
- ❑ **Facilitator**, Coach & **Speaker**
- ❑ Leads with a **curious mindset**
- ❑ Avid **reader** of sci-fi
- ❑ **Fitness & nutrition buff** and **Wife**

Dr. Ali Atkison



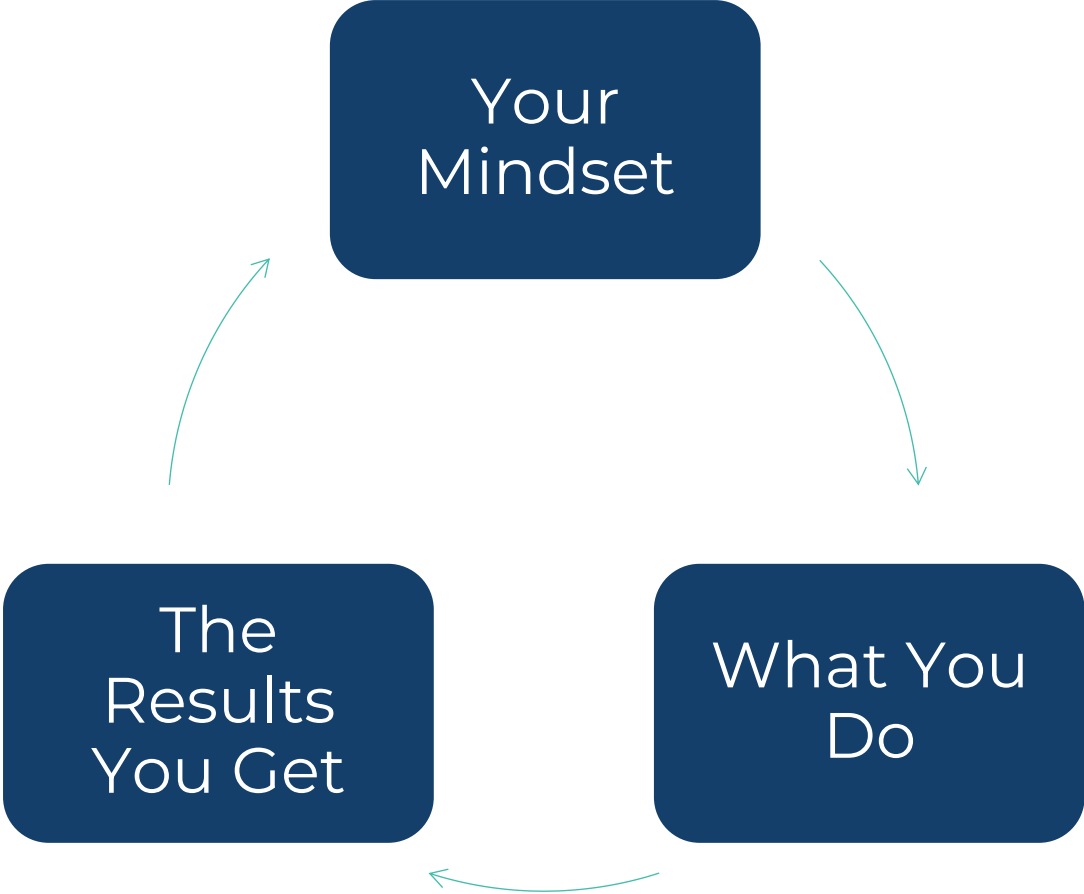
# Introductions & Ice Breaker

- Name
- Role at PCI
- One recommendation





# Your Growth Starts with YOUR MINDSET



# Mindset

The major factor in whether people achieve expertise is not some fixed prior ability or intelligence (which is NOT fixed), but rather **purposeful engagement.**

~Robert Sternberg

# Thinking About This Journey...

What are your fears, concerns, challenges, or roadblocks?

# Shared Commitment

- What conditions can we agree on as a group to create maximal conditions for **trust** and **growth**?
  - You might use the responses to the previous prompt as a starting point.
- Consider calling on the PCI values:
  - Safety
  - Quality
  - Integrity
  - Employee Success & Well-being
  - Entrepreneurial Spirit
  - Customer Alignment
  - Fun Company

# Activity: A Colleague You'd Clone

- Think of a coworker or teammate (past or present—not necessarily from this company) who made work easier, better, or more energizing for the people around them.
- Write 5 words that describe how they showed up day-to-day.

# Activity: My Best Work Self

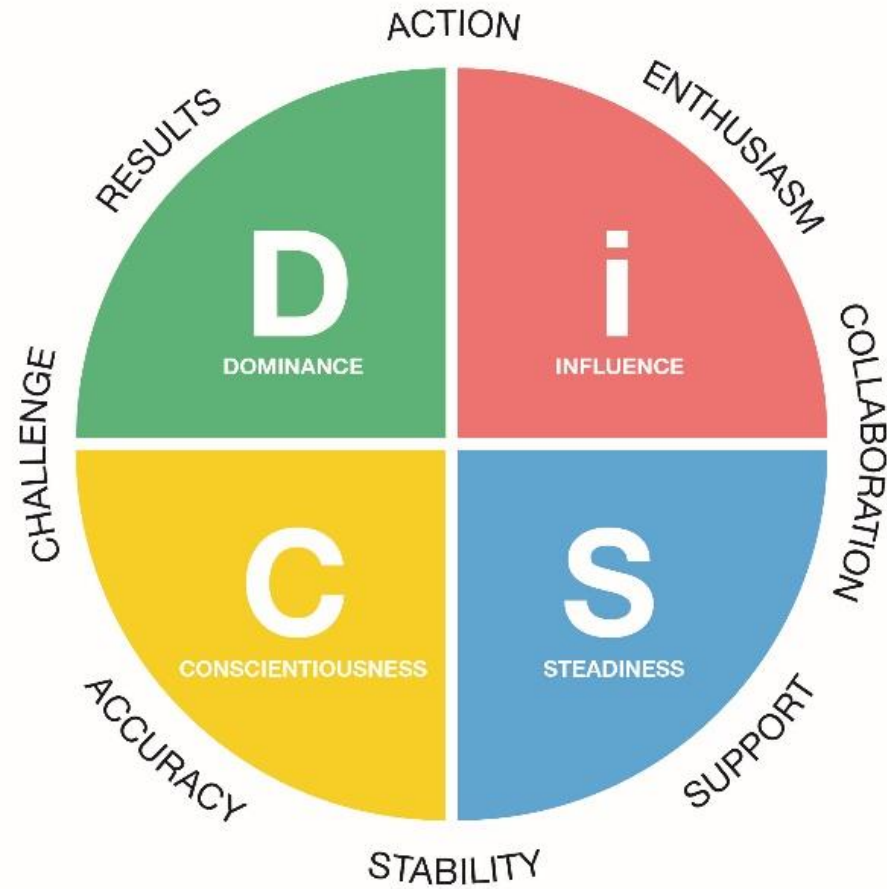
Thinking about the colleague you admire, answer this question with a partner:

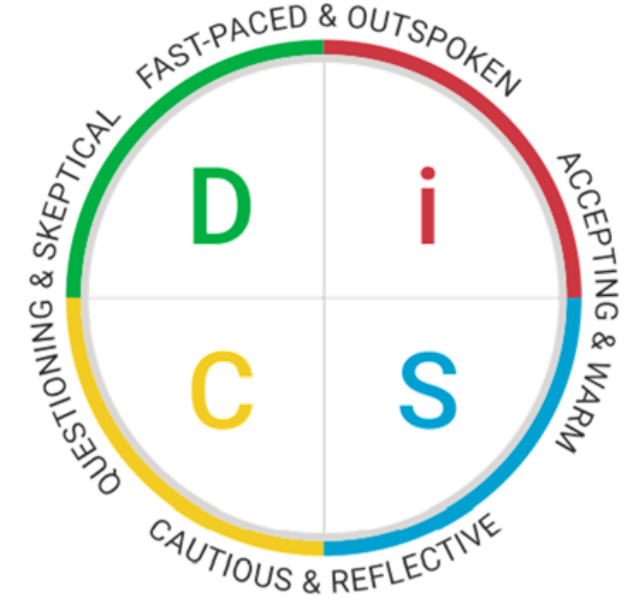
Where do I already show up like this, and where do I want to grow?

# Skills Competency Assessment

- Helps to understand current leadership approaches
- Provides insight into management preferences and tendencies
- Identifies current confidence level and suggests areas for increased effectiveness

# DiSC Model





# DiSC Overview

## What does it measure—4 dimensions:

- **Dominance**—how you react to challenge
- **Influence**—how you influence others
- **Steadiness**—How you respond to the pace of the environment
- **Conscientiousness**—how you respond to rules

## DISC Principles:

- DISC does not measure intelligence, character, or education and skills.
- **Every** style is valuable—there is no right or wrong.
- We all have **some level of each** style; we tend to have a dominant (core) style.
- We all have **blind spots**. Self-awareness brings clarity and drives change.
- Focus is on the **Platinum Rule**: Treat others the way **they** wish to be treated.



# Taking the Assessments

- **Competency Assessment**

- **Jan. 22:** Competency assessment email with link arrives in your inbox.
- **Jan. 22 – Feb. 20:** Take the Competency Assessment (10 min).

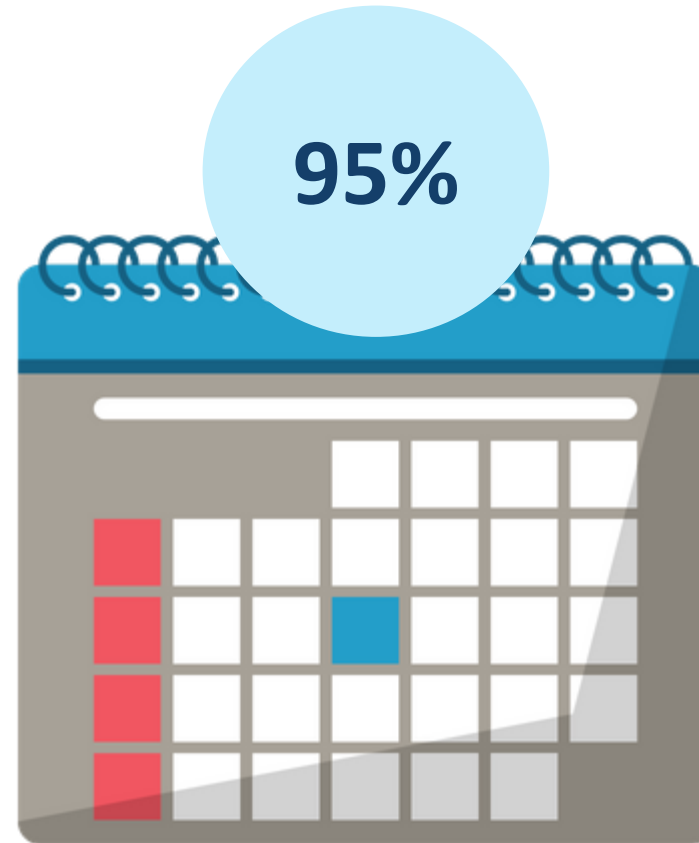
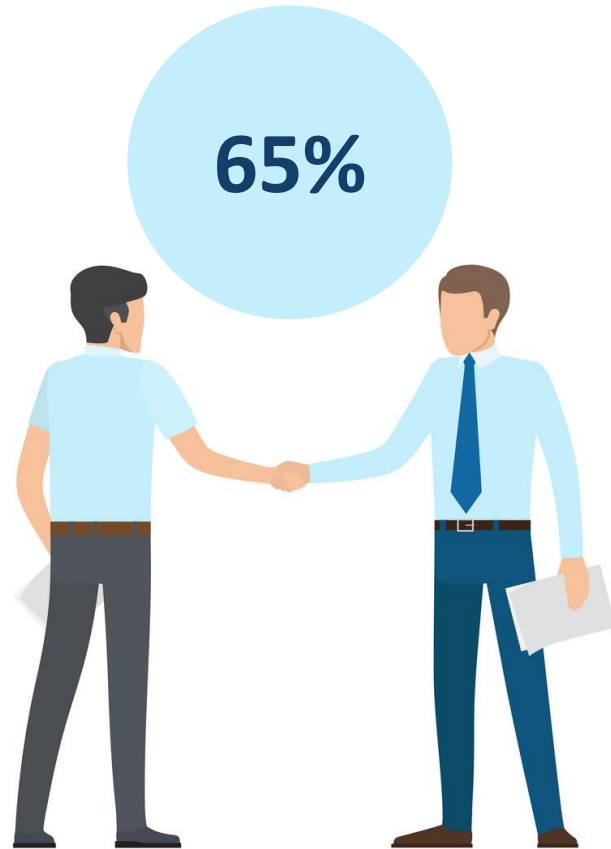
- **DiSC Assessment**

- **Jan. 22:** DiSC assessment email with link arrives in your inbox.
- **Jan. 22 – Feb. 20:** Take the DiSC Assessment (20 min).
- **Download or print your personalized DiSC report and review pgs. 1-6.**

# Levels of Accountability



# The Value of Accountability



# Accountability Partnerships

- Helps keep the ideas and content alive between workshops
- Serves as a visual reminder of your ongoing leadership development
- Safe person with whom to share ideas, actions
- Connect/meet at least once between workshops
  - Meet for coffee
  - Talk on the phone during commute or break time
  - Go for a walk during lunch
- It can be whatever YOU want it to be!

# Accountability Partnerships

Martin Niemczewski	Jennifer Joun
Lori Turner	Kyle Williams Grant Goodman

# Capstone Assignment

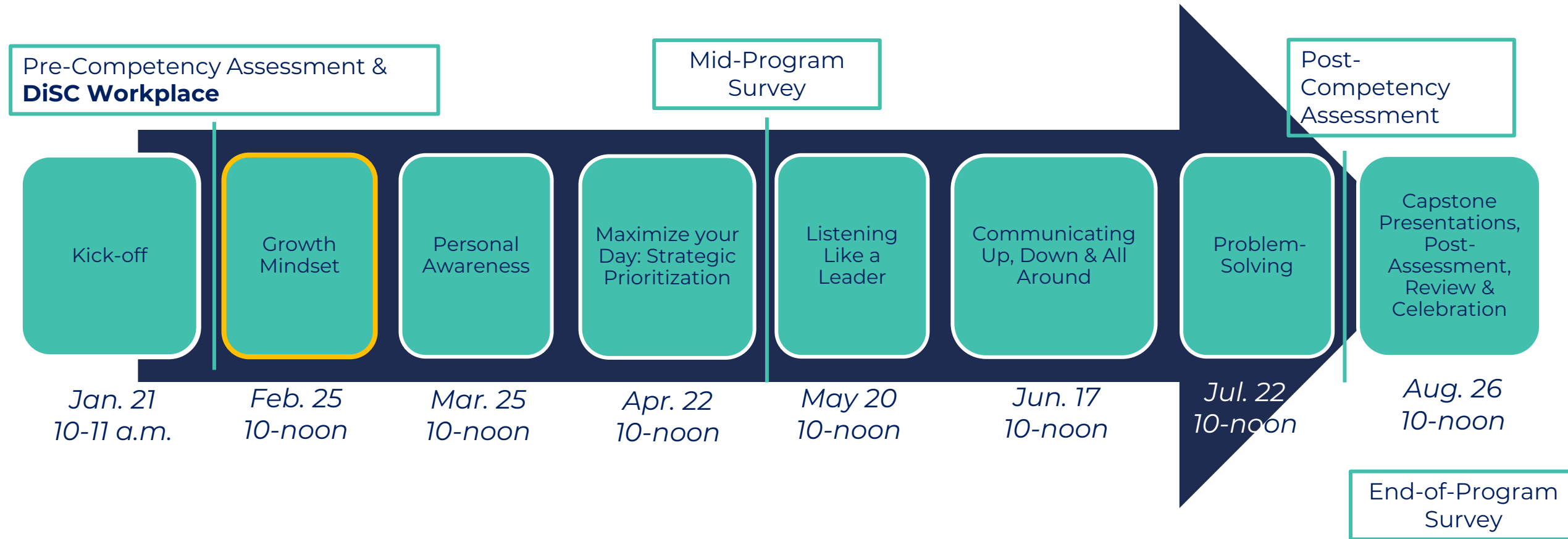
Read through your Capstone assignment instructions.  
Capture any questions you have.

# Action Items Prior to Next Workshop

- Complete the Pre-Competency Survey by 2/20
- Complete your DiSC Assessment by 2/20
  - Review your DiSC Assessment report (pgs. 1-6)
- Bring back any questions about your Capstone for next time
- Meet with your Accountability Partner. Discuss the following questions:
  - Thinking about the colleague you'd clone, which of those characteristics are skills vs. habits vs mindsets? Which are fully in your control?
  - What insights do you have about your growth based on the results of your skills assessment?
  - What areas will you prioritize working on through this program?



# Foundations for Growth – Development Series



**Between Sessions: application exercises, accountability partner connection, follow-up and reminders**

# Questions?

