



Return On Integrity

Circle of Integrity – Sample Agenda

Day 1

Time	Focus on Delimma
2:00 – 3:00pm	Quiet time to prepare and move to gathering space
3:00 – 3:30pm	Gathering and Introductions
3:30 – 5:30pm	Discussion on Dilemma – What makes discovering and living core values so hard both personally and organizationally.
5:30 – 6:30pm	Question #1 Discussion ¹
6:30 – 7:00pm	Quiet time and prepare for dinner
7:00 – 9:00pm	Dinner together
9:00 – 10:00pm	Quiet time to review day's notes, thoughts, insights for action and follow-up

Day 2

Time	Focus on Definition / Discovery
7:00 – 8:30am	Quiet time to prepare for day, review list of personal core values and move to gathering space
8:30 – 9:00am	Welcome Back – Discussion on take-aways and action items from prior day focus on Dilemma
9:00 – 10:30am	Initial discussion on Version 1.0 list of Values, Needs, Wants and Behaviors ²
10:30 – 11:00am	Break
11:00 – 12:00pm	Quiet time to revisit Version 1.0 list – walk, write, meditate
12:00 – 12:45pm	Lunch
12:45 – 2:15pm	Further discussion on Version 1.0 – with focus on differentiation between Values, Needs, Wants and Behaviors and collective insights on how they are systemically connected.
2:15 – 2:30pm	Break
2:30 – 3:15pm	Quiet time to revisit Version 1.0 list – walk, write, meditate
3:15 – 4:15pm	Discussion – Do I believe values build value personally and organizationally?
4:15 – 5:30pm	Discussion – Establishing Current Condition ³
5:30 – 6:30pm	Question #2 Discussion ¹
6:30 – 7:00pm	Quiet time and prepare for dinner
7:00 – 9:00pm	Dinner together including Question #3 Discussion ¹
9:00 – 10:00pm	Quiet time to review day's notes, thoughts, insights for action and follow-up

Day 3

Time	Focus on Destiny
7:00 – 8:00am	Quiet time to prepare for day, review list of personal core values and move to gathering space
8:00 – 8:15am	Welcome Back – Discussion on take-aways and action items from prior day focus on Discovery
8:15 – 9:45am	Initial discussion on Organizational Values ⁴
9:45 – 10:00am	Break
10:00 – 10:45am	Discussion on personal destiny – PM/AM Exercise and Drift Guards
10:45 – 11:30am	Discussion on organizational destiny – next steps and roadmap ⁵
11:30 – 12:00pm	Discussion on Circle of Integrity Group – staying connected, supportive and accountable
12:00pm	Departure Lunch

All participants should arrive having thoroughly read, studied and reflected on Return on Integrity. Coming thoughtfully prepared and ready to fully engage is critical to the effectiveness of this gathering and respect of others attending.

- NOTE 1: Each participant will arrive with 3 thoughtful questions each around 1) Dilemma, 2) Definition, and 3) Discovery
 NOTE 2: Each participant will arrive with a significant amount of time spent developing their Version 1.0 of Core Values
 NOTE 3: Each participant will arrive with their completed version of Establishing Current Condition (see page 130 in ROI)
 NOTE 4: Each participant will arrive having thought about current organizational values: develop or re-do or refresh
 NOTE 5: Each participant will consider their next steps and Destiny Roadmap (see page 168 in ROI)