



Small Team Meeting #1:

REVEAL AND REFINE AGENDA

1. Welcome everyone.
2. Ambassador shares own personal story of their “prequel phase” discovery and abbreviated version of what the leader shared in the *Reboot and Reset* session, possibly asking some participants to share their own early experiences.
3. Lead group discussion on key question: *Do you believe core values build value?*
4. Brainstorm the possibilities participants see in a culture driven by strong organizational and personal core values. Then brainstorm roadblocks that can stand in the way.
5. Allow each participant to share ideas they currently have on their personal list of core values. It is ideal to have one participant give one idea and then move to the next participant and continue around the table four or five times providing one idea at a time. Encourage the group to listen carefully to the ideas of others and to consider those ideas as possibilities for their own list of core values.
6. Brainstorm some ideas the group members think would be helpful to consider as the leadership team takes a fresh look at the organizational core values.
7. Let the group know when the next Large Group Session will take place.

Facilitator Note: Remember, it's important to try to draw each person into the conversation so all participants are engaged in the discussion. It is often helpful to go around the table sequentially for input or to randomly call on individuals while being sure you have called on everyone. Your first meeting will likely be the most challenging. If you use this approach, however, the expectation will become clear that the engagement and input of everyone are important. You might even consider vocalizing this expectation in your welcoming comments at this first meeting.