



Small Team Meeting #3:

REINFORCE AND REENERGIZE

This final Small Team Meeting will address three areas: (1) sharing examples, through stories, of where the organizational core values are lived, (2) brainstorming ideas that keep core values front and center moving forward, and (3) explaining the upcoming use of the *Vital Signs* tool.

1. Welcome everyone and open with some personal insights on your own experience in this process.
2. Ask a few of the participants to share a specific story/example of one of the organizational core values in action. Share a solid example yourself . . . possibly even a couple of stories/examples to get things moving. Position these stories as sharing specific behaviors/decisions they have observed as opposed to self-reporting on their own behaviors/decisions. Listen carefully to their stories/examples and then “in the moment” relate how one of those stories is a “teachable moment” for you . . . reminding you how you can best live a specific value in one of your own upcoming meetings, decisions, or challenges. This models taking what others see and introspectively using it as your own developmental opportunity. Make note of specific stories that might be shared in Large Group Session #4 presented “live” by the individual sharing the story or through a possible video montage of stories.
3. Next, have each participant brainstorm ideas for keeping the organizational core values front and center going forward. This builds off the brainstorm initiated in the prior Large Group Session. Participants should bring the list of notes they started in that session as

well as the ideas they have brainstormed since then. Let them know that the Small Team leaders will compile the collective lists of all teams to discuss steps going forward.

4. Finally, discuss the upcoming *Vital Signs* assessment tool as one of the means of understanding the perception of how the core values are being lived (personally and organizationally). This instrument (ideally completed every nine months) will give a current reading as well as, over time, a trend analysis. It also gives a chance to begin to document example behaviors that reflect the values in action. It is important to remind everyone that only the cumulative data will be available to anyone at your organization and that the individual responses will remain confidential. Let the group know when the next Large Group Session will take place.

Facilitator Note: Remember, it is important to try to draw each person into the conversation so all participants are engaged in the discussion. It is often helpful to sequentially go around the table for input or to randomly call on individuals while being sure you have called on everyone.