



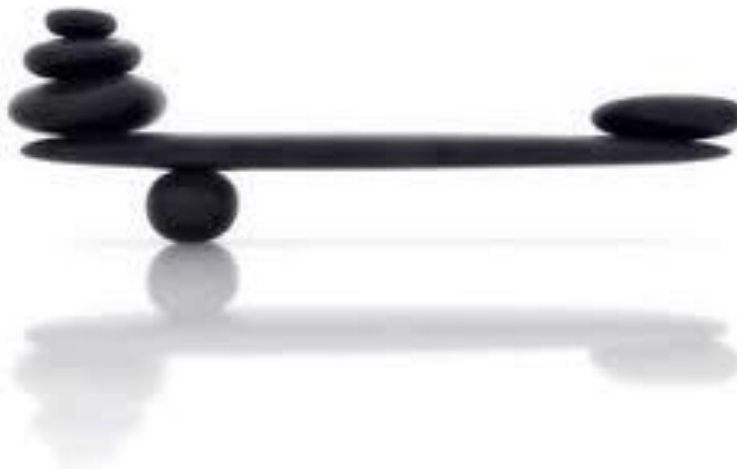
**welcome,  
Masters**



# meet your SuperFriends

- prep for 5 minutes
- what is your superpower(s)?
- what help do you need during the program?
- one person shares for 1 minute  
next person shares for one minute.
- person A moves to the left. B  
stays.





**balance**



**potential**



# FINANCIAL



PHOTO: GIUSEPPE ARESU/BLOOMBERG NEWS/LANDOW



**FINANCIAL**

**FAMILY**

**HEALTH**

**SPIRIT**



# FAMILY

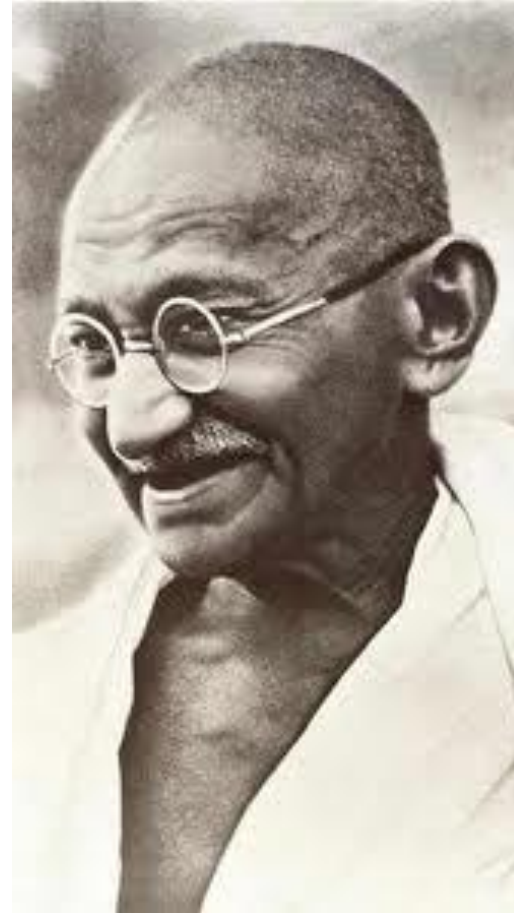




# Health



# Spirit



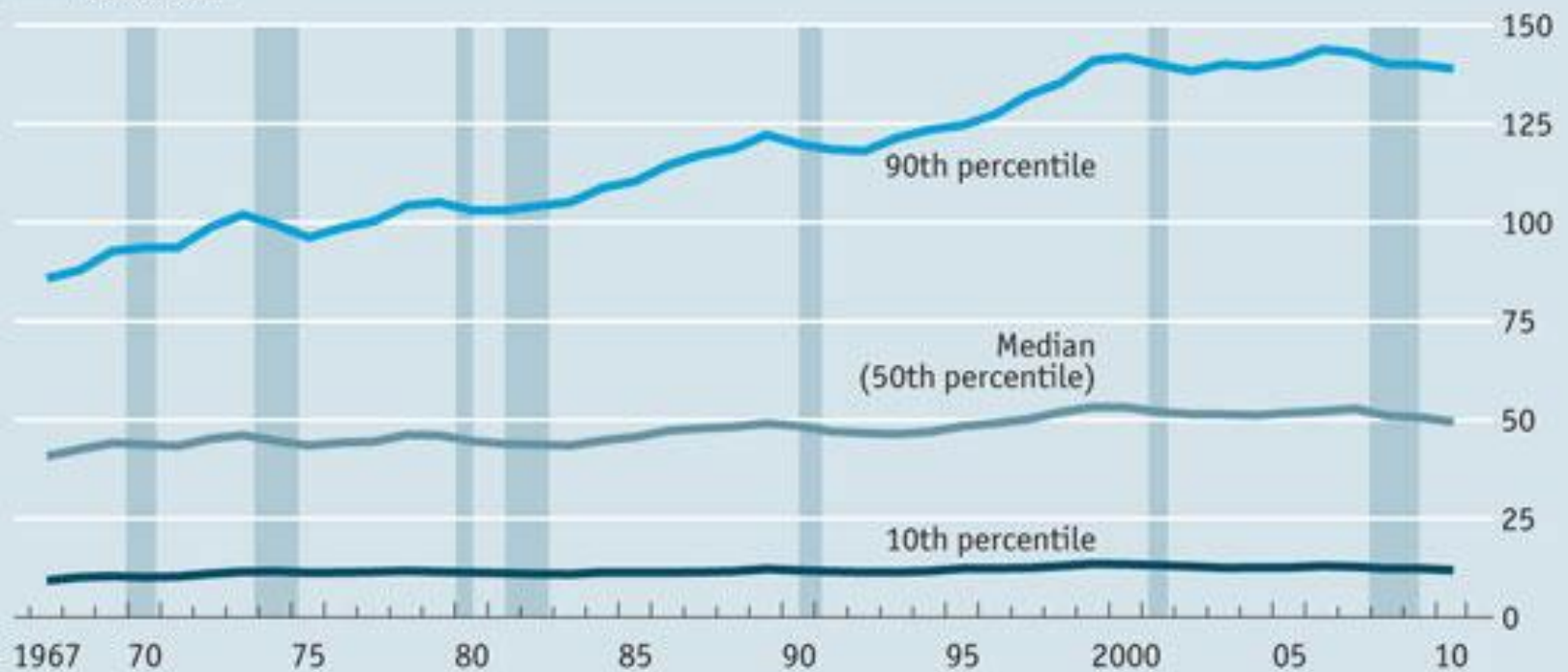
what is an A+?



## US household income

\$'000 (2010 dollars)






Recessions

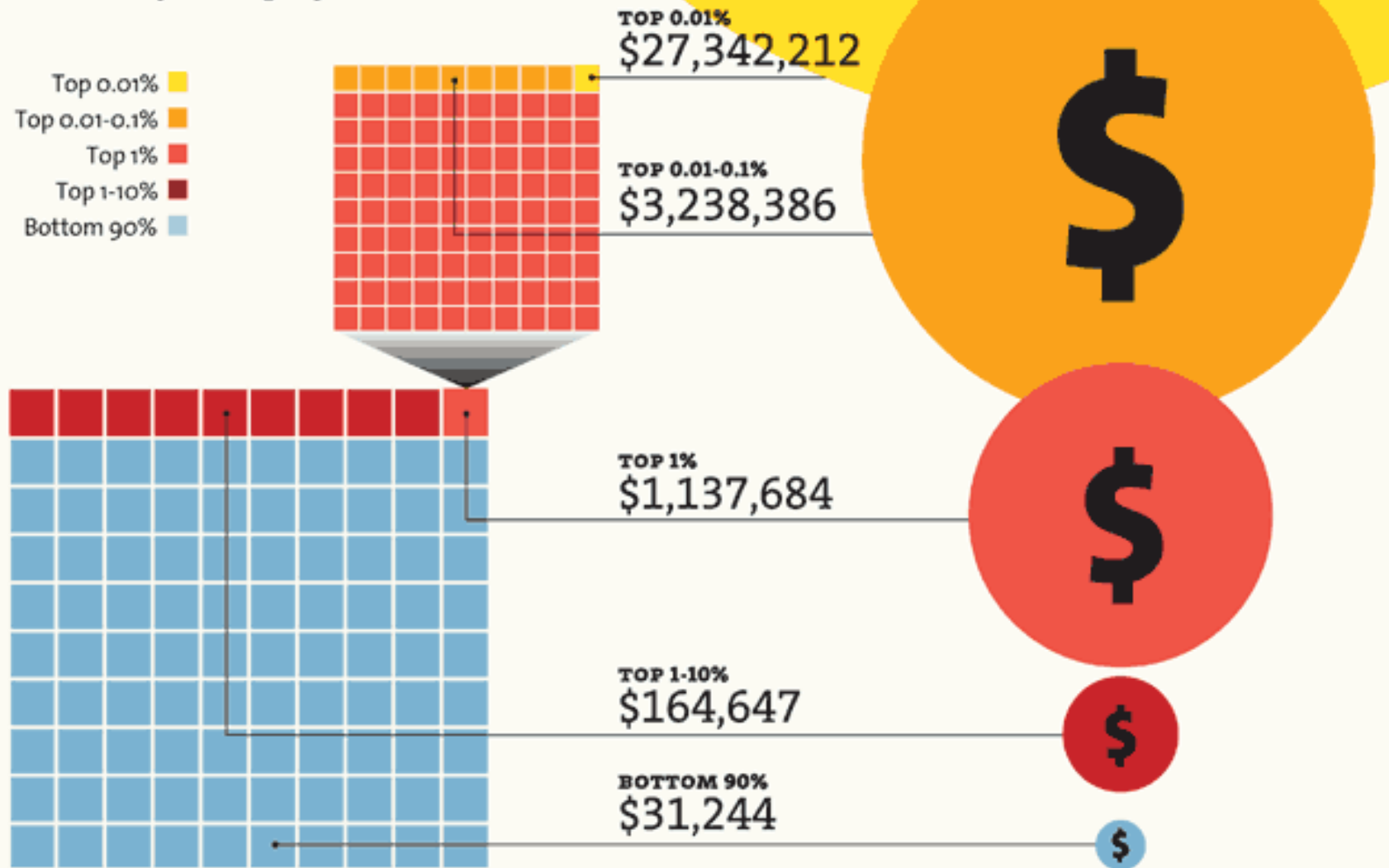


Source: US Census Bureau

## AVERAGE INCOME PER FAMILY

Distributed by income group

- Top 0.01% 
- Top 0.01-0.1% 
- Top 1% 
- Top 1-10% 
- Bottom 90% 



2008 data. Includes capital gains. Source: Emmanuel Saez, University of California-Berkeley

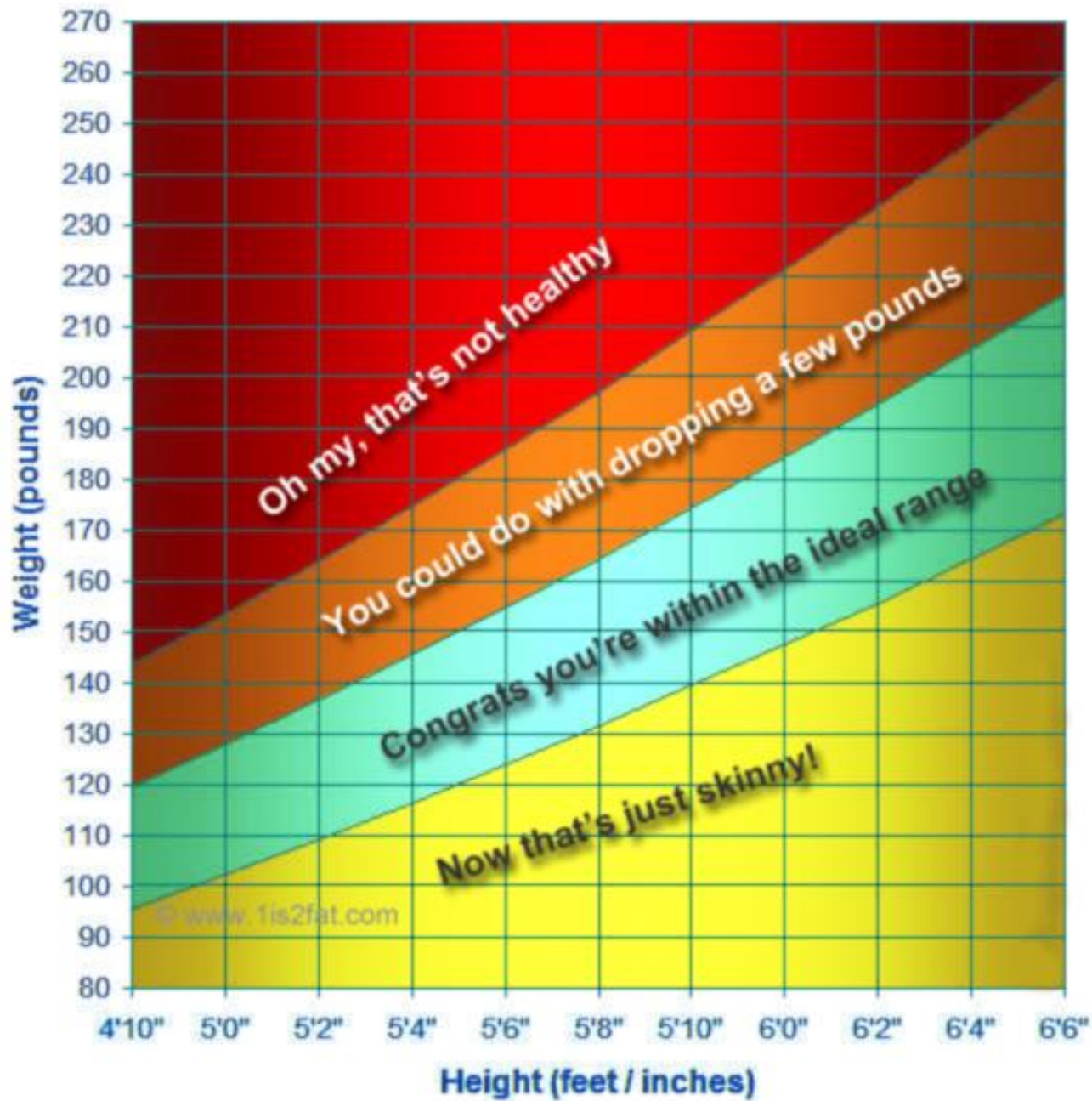
**difference** between and A+ and a B+ is...

**#1 is \$27,342,212**

**a B+ is \$164,647**

A+ in Health?







**potential.** noun.

latent **qualities** or **abilities** that **may** be developed and lead to future success or usefulness.

**potential.** adjective.

having or showing the **capacity to develop** into something in the future.

**potential.** adjective.

having the power or **capable** of happening.

**latent.** adjective.

present, but not visible, apparent or actualized.

**capable.** adjective.

having power and ability



**potential** = **skills + resources + behaviors**



# where are you now?

skills

resources

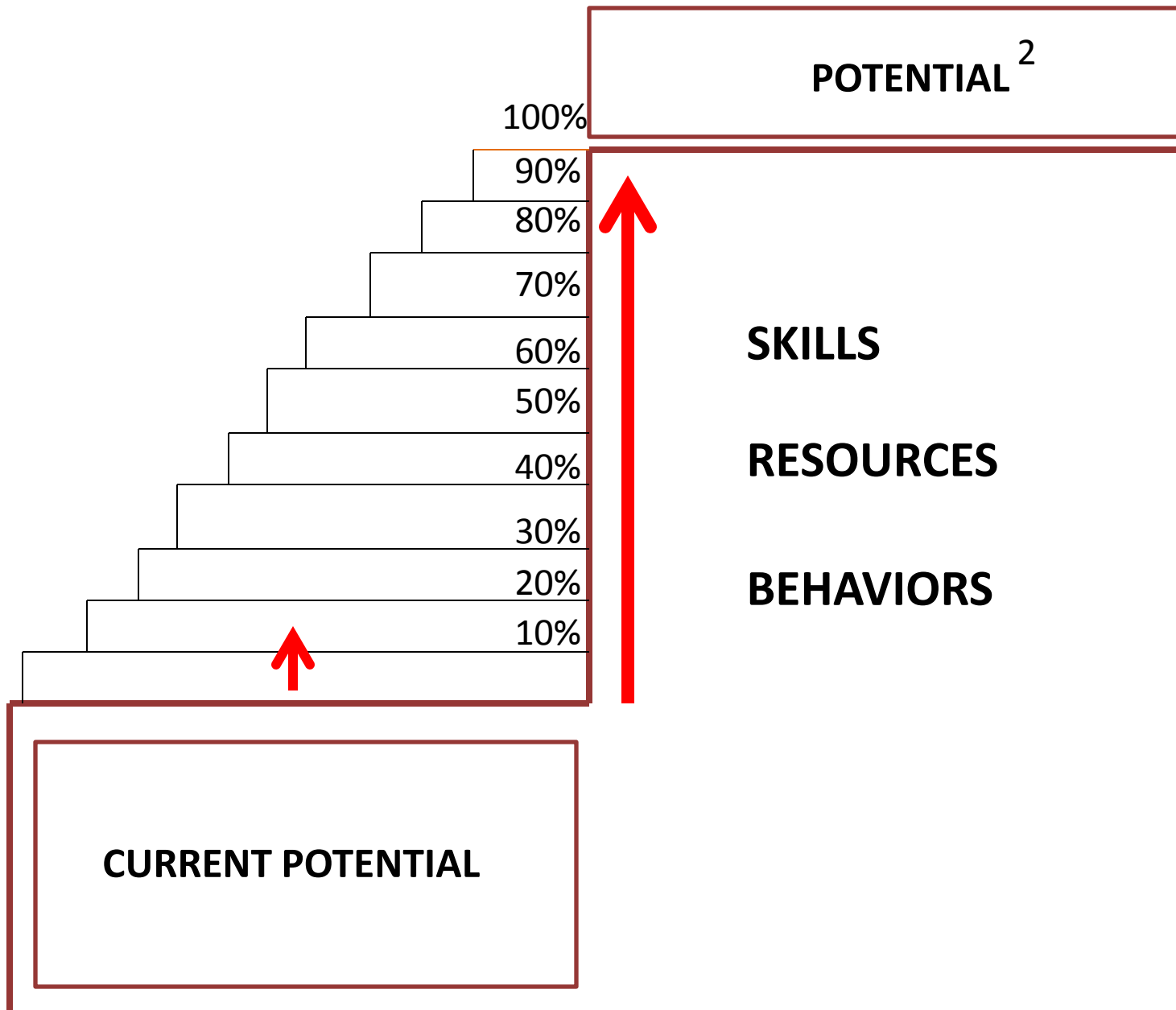
behaviors

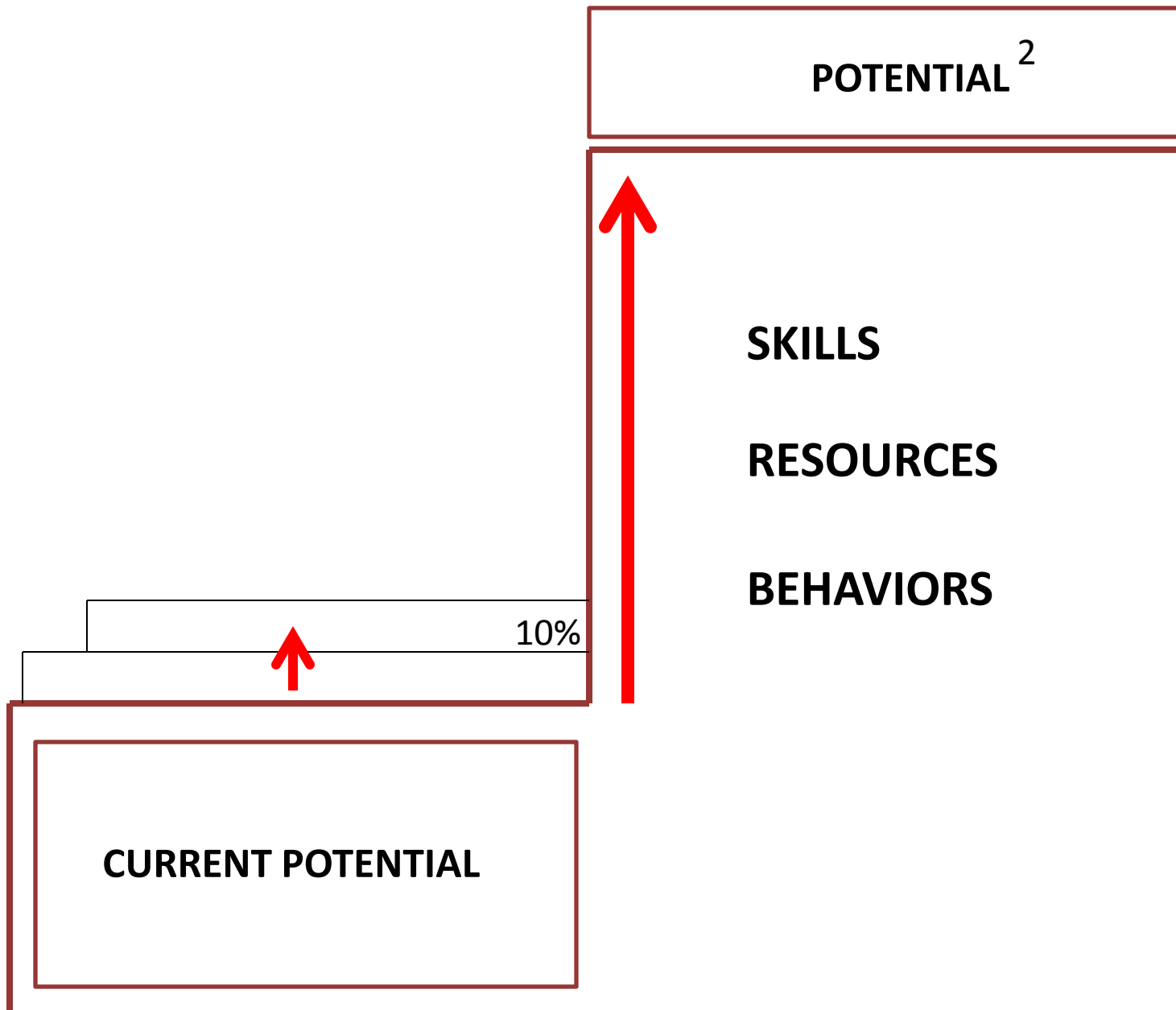


can you increase your **potential**?

**potential**<sup>2</sup> = skills + resources + behaviors







what skill,

resource, or

behavior

do you need to affect in order to have a 10%  
vertical increase to the next step towards your  
higher potential by February 1, 2011 at 5pm?



why are **teams** important?





# 4 stages of team development

## ❖ Stage 1 - **Forming** (polite, reserved, formal)

- why have I been assigned to this task?
- what's expected of me?
- what roles do the other team members have on this project?
- will I be able to successfully complete the assignments given to me?
- can I work well with others/project manager?



## 4 stages of team development

- ❖ **Stage 2 - Storming** (conflicts start, questioning each other)
  - who is going to do what?
  - how will the work get done?
  - what process should we use to do the work?
  - who should do it?
  
- ✓ conflicts need to be resolved at this stage for team to progress to next stage.



# 4 stages of team development

## ❖ Stage 3 - Norming

- team has settled in; calmed down
- know what's expected of them
- comfortable with each other
- care enough to confront
- continue to hold meetings
- efficient and functioning



# 4 stages of team development

## ❖ Stage 4 - **Performing**

- most mature stage
- support one another
- monitor themselves
- unstoppable
- harmony and synergy
- can not be forced
- dedicated and committed



# traits of effective team leaders

- ❖ enthusiasm for the project
- ❖ ensure objectives are clearly understood
- ❖ put together the right team
- ❖ ability to effectively deal with different personalities
- ❖ solve team disputes and create team unity
- ❖ solid team building skills
- ❖ “customer first” focus
- ❖ build positive relationships with stakeholders
- ❖ comfortable with ambiguity
- ❖ listen
- ❖ ensure group decisions are clear and agreed upon



# team members— roles & responsibilities

- ❖ enthusiasm for the project
- ❖ check your ego at the door
- ❖ understand your role
- ❖ skills to deliver assigned tasks
- ❖ complete tasks on time, on budget & in scope with quality
- ❖ participate in team meetings
- ❖ participate in team decisions
- ❖ hold others accountable for their work



share your 3  
most important/defining moments

- each person take about 3 minutes
- listen, share observations
- now begin discussing your individual goals
- we will finalize team goals at the Retreat



# Master's homework

- read and review Switch before retreat
- spend time with every person on your team before retreat
- nail down your goal for the program
- coaches information will be sent to you
- teleclass logistics will be sent to you by Lynda
- become fans of “Synergy Sessions” on FB
- sign up for Lynda's weekly list