



**GLS EESTI
JUHTIMISKONVERENTS**

#GLSEESTI2019



You have influence—and it impacts everything and everyone around you. Wherever your influence is invested—your business, your church, your home, your school—it has the power to change lives.

Influence is at the core of leadership. We're living in a fractured world, but there is hope because men and women just like you are hungry to transform lives and unite their communities.

Developing your effectiveness in leadership is a process—one that takes a commitment to pursuing growth and strengthening skills that can maximize your contribution and impact. It is our privilege to serve you by providing access to resources that can increase your leadership influence while offering inspiration and equipping—and keep stoking the fire God is igniting in you.

Earlier this year, we changed our ministry's name to **Global Leadership Network**. The name change reflects our expanded focus on innovations that inspire vision and encourage transformation in all Christ-followers. Our name may be different, but our commitment to serving you with leadership development opportunities beyond the Summit has never been stronger.

We invite you to pray with us for the more than 400,000 people in 135+ countries who are expected to attend this year's Global Leadership Summit.

It is our hope that God will use these days to challenge you where you need to be challenged, equip you for the limitless opportunities ahead of you and inspire you to turn your God-given grander vision into a reality!



Tom De Vries
President & CEO,
Global Leadership Network



Gary Schwammlein
President Emeritus,
Global Leadership Network



Craig Groeschel



Jia Jiang



Liz Bohannon



Todd Henry



Jason Dorsey



Dr. Krish Kandiah



Jo Saxton



Bear Grylls



Chris Voss



Rasmus Rask

Guest faculty members are invited to participate in this event based on proven abilities in their field of expertise. Their beliefs may not necessarily reflect those of Global Leadership Network, and their presence at the Summit does not imply endorsement of their views or affiliations.



@craiggroeschel f @

Craig Groeschel

Co-Founder & Senior Pastor, Life.Church

Craig Groeschel is senior pastor of Life.Church, an innovative church meeting in multiple U.S. locations and globally online. Known for its missional approach utilizing the latest technology, Life.Church is the creator of the YouVersion Bible App—downloaded in every country. Named in the top 25 CEOs in the U.S. (small and midsize companies), Groeschel is a New York Times best-selling author, speaks frequently across North America and around the world and hosts the Craig Groeschel Leadership Podcast—with more than 1 million monthly downloads.

OUTLINE



- I. Cost Benefit Analysis
- II. GETMO (Good Enough to Move On)
- III. Bend the Curve
- IV. Think Inside the Box
- V. Burn the Ships
- VI. One Step Away

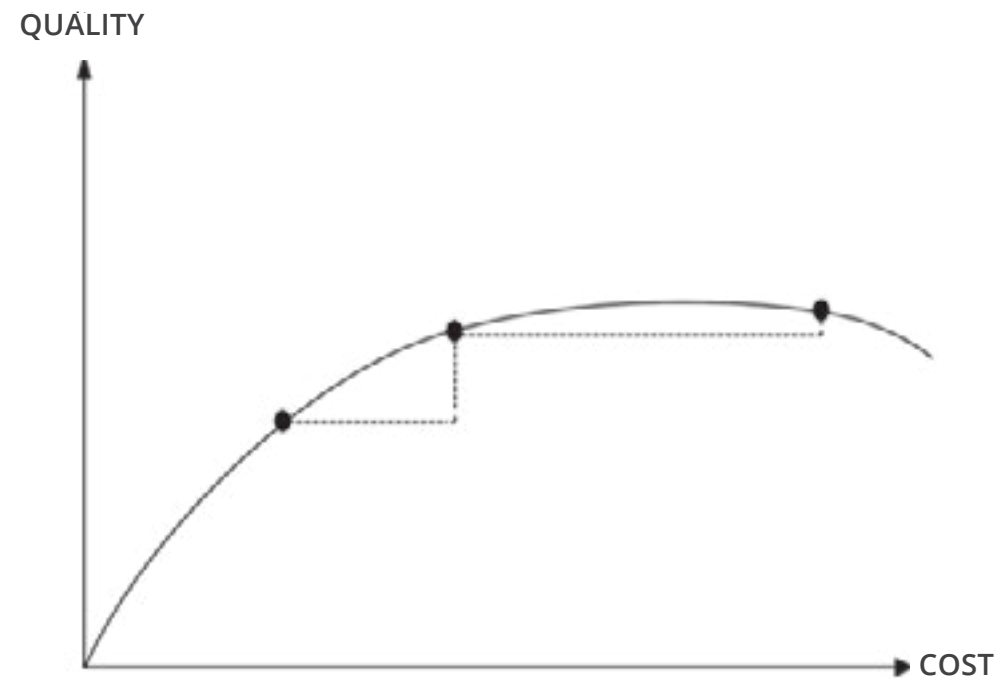
Craig explains that investing more—over time—eventually brings a diminishing return and there comes a time when the additional cost isn't worth the additional resources.

Share with those on your team your initial reaction to the concept of investing less and getting more.

GETMO | Good Enough to Move On

Craig invites us to find the sweet spot of investment, what he calls 'GETMO,' by figuring out when it is Good Enough to Move On. Using the graph below, demonstrate the GETMO curve with an example from your life.

- Think of a repeating task you are responsible for.
- Describe the personal investment and amount of return at each point on the GETMO graph.



Thinking of the same task from above, identify the factors most helpful to you in determining when something is good enough to move on.

In what area of your current role is the pursuit of perfection limiting you?

Bend the Curve

Craig invites us to bend the curve by:

Thinking INSIDE the box. He explains that decisions drain your energy while constraints drive creativity. Write down a few ideas of constraints that you can use to drive creativity.

Burning the ships. Craig describes this as completely selling out to the path forward. Identify one task you want to accomplish in the next year.

Why does it matter that this task is accomplished?

How can you "burn the ships" to keep yourself and/or your team from going backwards?

Craig ends his talk by sharing a personal practice of how he physically reminds himself to step out of doubts and negative voices and step into calling.

What is it time for you to step out of?

What are you stepping into?

What practice can you put into place to remind yourself of this decision?

ACT

Reflecting back on Craig's key points, which ONE of these will you focus on in the next 7 days that will improve the results you want in the environment you lead?

Compile your key action step on page (insert page) to identify next step and priority.

A *GRANDER* *VISION*

It starts as a seed that takes root in your soul and grows into an insatiable and undeniable desire to connect with God's vision for your one and only life.

A Grander Vision is your role to play in God's Kingdom...using your faithful presence every day.

Are you going to compromise by following a lesser vision? Or, are you willing to dive headfirst into pursuing the inspiring, unpredictable, vibrant and soul-satisfying Grander Vision God has just for you?

What have you found courage to do because of attending GLS?

Share your Grander Vision story email us at :

info@gl.s.ee



Pete Ochs
Founder & Chairman
Capital III



Impacting Hutchinson Correctional Facility
Hutchinson, Kansas – USA



Archbishop Jackson Ole Sapit
Archbishop
Anglican Church of Africa



Impacting the Church
and people of Kenya
Nairobi, Kenya



Gabriela Faria
Director
The Lisbon Project



Impacting refugees and migrants
Lisbon, Portugal
lisbonproject.org



@toddhenry

Todd Henry

Founder, *Accidental Creative*; Author;
Leadership Consultant

Todd Henry teaches leaders and organizations how to establish practices that lead to everyday brilliance. As host of *The Accidental Creative Podcast*—with millions of downloads—Henry delivers weekly tips and ideas for staying prolific, brilliant and healthy. He is the author of four books, including *Die Empty* which was named by Amazon as one of the best books of 2013. Henry's latest book, *Herding Tigers, Be the Leader that Creative People Need*, is a practical handbook for anyone charged with leading people and teams to creative brilliance.

OUTLINE



- I. Prolific, Brilliant and Healthy
- II. Stability
- III. Challenge
- IV. Tension Between Stability &
Challenge
- V. Trust
- VI. Loosen Your Grip
- VII. Establish Your Point of View
- VIII. Take Care of #1
- IX. Plant Seeds and Make
Echoes

Todd Henry

Todd Henry shares how we can unleash our team to the heights of creativity to solve problems in a sustainable and healthy way. His practical insights, drawn from years of leading teams, help us assess the ways our leadership might undermine how our team works best.

Prolific, Brilliant and Healthy

Todd says all teams should aim to be:

- Prolific – producing a lot of work
- Brilliant – producing great work
- Healthy – producing work in a sustainable way

Which one of these three is a strength for your team? Which one is a struggle?

Todd explains that extreme weakness in one area often leads to undesirable outcomes. Based on your answer above, which of these is a risk for your team?

Prolific and Brilliant but not Healthy	Brilliant and Healthy but not Prolific	Prolific and Healthy but not Brilliant
FRIED	UNRELIABLE	FIRE

What specific practices can your team focus on in the next season to mitigate the risk you identified above?

Stability and Challenge

In order to do work that is prolific, brilliant, and healthy, Todd says teams need two things from their leaders:

- Stability – boundaries, clarity, and protection
- Challenge – belief, permission to take risks

Use the scales below and on the next page to take a quick pulse on your team’s condition today. Circle the number on the grid that best describes your team.

STABILITY

1	2	3	4	5
Low Stability: no boundaries, clarity or protection			High Stability: great boundaries, clarity and protection	

CHALLENGE

1	2	3	4	5
Low Challenge: no belief or permission to take risks			High Challenge: High belief in us and permission to take risks	

Todd uses a grid to illustrate how different levels of stability and challenge can affect teams. Based on your answers on the previous page and above, what quadrant would your team fall into right now.



How does the word in that quadrant you selected align with the feel of your team at this moment?

ACT

Reflect on Todd’s leadership insights and identify ONE thing you can do differently this week to move your team towards the thriving quadrant.

Compile your action step on page (insert page) to identify next step and priority.



Rasmus Rask

Founder, La Muu; Board member of MTÜ Uuskasutus

Estonian Rasmus Rask fluidly navigates multiple roles as entrepreneur, citizen activist, and community builder. In his role as socialpreneur, Rask co-founded a school anti-bullying foundation. He is also a founder and board member of the re-use center MTÜ Uuskasutus. In 2012, Rask the entrepreneur established La Muu ice cream company.



Vietnam



Guatemala

THE GLOBAL LEADERSHIP Development Fund

When you donate to the Global Leadership Development Fund, you create opportunities to inspire vision and ignite transformation in 135+ countries around the world.

To impact 400,000+ people this year through the Summit and 1 million by 2025, the 2019 goal is to raise \$8 million. Every gift of any size makes a difference!

Your gift provides:

- Translation of the GLS into 60+ languages
- Scholarships for people with limited resources
- Safe event venues, equipment and technology training
- Start-up costs to hold GLS events in new international cities

"I believe the GLS is one of the best tools to use to transform our country. It is an opportunity to see what God is doing and adopt new ideas."

Konstantinos Lazaridis

*Pastor and Leadership Coach
Greek Evangelical Church, Greece*

CITIES MATTER

According to the Bible there is a strong connection between the people of God and the city. God is not just trying to reach individuals, He is trying to reach cities.
He is asking us,

**Should I not have concern
for the city?**

**What would you like to see different
in your city?**

#IGAÜHELONMÖJU #GLSEESTI2019





@jasondorsey f @ t

Jason Dorsey

#1 Rated Gen Z & Millennial Speaker; Researcher

Jason Dorsey is President of The Center for Generational Kinetics, which delivers research, speaking and consulting to separate generational myth from truth for leaders around the world. His team has repositioned global brands to win each generation and taken clients from last to first in both employee retention and customer growth. Considered the #1 generations speaker and researcher and called a “research guru” by *Adweek*, Dorsey uses original data-driven research to explain generational behaviors.

OUTLINE



I. Trends that Shape

Generations

II. Separating Myth from Truth about Generations

III. Leading Across Generations

IV. Every Generation can Lead

Jason Dorsey

Jason Dorsey says there are five generations working in the world today. Look at the birth years and fill out the table below, identifying yourself and each person on your team along with the generation each person represents.

- Generation Z: 1996–Present
- Millennials: 1977/1981–1995
- Generation X: 1965–1976/1980
- Baby Boomers: 1946–1964
- Traditionalists: Pre-1946

Name	Generation

In what ways have you and/or your team experienced generational tension?

Trends that Shape Generations

Jason says the number one trend that shapes generations is parenting. What was your family’s parenting philosophy and how did it impact your view of leadership? Here are a few questions from Jason to get you started:

- Is a particular job beneath you?
- Should you go into debt to go to college?
- Should you go to college?
- What is acceptable risk?
- What is unacceptable risk?

According to Jason, a second trend that shapes generations is technology. He says, “Technology is only new if you can remember the way it was before.” Reflect on your relationship with technology.

- When you were a child:
- Where did you go to get information?
- What devices helped you communicate?
- By what methods did teachers share information with you in school?
- How did you listen to music or consume visual content?

How does your relationship to technology impact the way you lead and/or what you expect leadership to look like?

A third trend that shapes generations is **geography**: urban vs. rural and differences between countries. How have you seen geography play a role in generational distinctives in your place of work?

Action Steps

Jason provides three action steps to help generations work together better on teams. Discuss how you can take action in these areas today.

Provide specific examples of the performance you expect. Jason says, “The language of leadership varies in interpretation by generation, gender, and geography.” What are some areas where performance expectations have been mis-interpreted in the past? How could your communication be clearer in these areas?

Non-linear messaging. Millennials and Gen Z do not think linear. They are outcome- driven. They need to see the end first and then they will follow every step. What are some areas where linear thinking has caused challenges on your team? How could your messaging change to be more natural for Millennials and Gen Z?

Provide quick-hit feedback. Baby Boomers and Generation X were taught: “If your boss is talking to you, you’re doing something wrong.” Millennials and Generation Z were taught: “If your boss is not talking to you, you’re doing something wrong.” As a team, spend some time talking about your feedback preferences. What are some ways your team is doing well in engaging all generations and in what ways could feedback happen differently to better engage everyone on your team?

ACT

Of all the learning on generations, what action will you take first to improve the relationships on your team?

Compile your action step on page (insert page) to identify next step and priority.

@JiaJiang 

Jia Jiang

Best-Selling Author; Blogger; Entrepreneur

Years after Jia Jiang began his career in the corporate world, he became an entrepreneur and discovered everyone's biggest fear: rejection. To conquer his fear, Jiang embarked on a journey and discovered a world where people are much kinder than we imagine.

The best-selling author of *Rejection Proof*, owner of Rejection Therapy and CEO of Wuju Learning, Jiang teaches people and trains organizations to become fearless through rejection training.

OUTLINE



I. A Rejected Six-Year-Old

II. The American Dream

III. No More Excuses

IV. Rejection Therapy

V. Learnings from 100 Days of
Rejection

VI. Dare Me

Jia Jiang

Jia Jiang, entrepreneur and owner of Rejection Therapy and author of Rejection Proof shares insights to leaders about how rejection can be their greatest gift in leadership. Rejection is something all leaders fear, but Jia shares how rejection can actually lead to our growth and achievement of our biggest dreams.

Reflecting on Rejection

Jia shares a life-marking moment when he was six years old and how that rejection experience allowed insecurity and fear to negatively influence his life. Recall a time you personally experienced rejection. How did that feel? What story did you begin to believe because of that rejection?

How has that rejection experience influenced your leadership positively or negatively?

Jia began his journey to overcome rejection by setting six months' worth of rejection goals. Consider trying Jia's rejection therapy over the next 6 months, either by yourself or with a team. Below, write down some of the ways you might try to get rejected. Make note of the learnings you had with each rejection (for teams: come together to debrief your experiences and what you learned).

One Month Goals	Three Month Goals	Six Month Goals

Embrace Rejection

Rejection is a numbers game.

Jia shares the reality that if you go through enough no's you eventually get a yes. Thinking about the last time you continued to pursue a dream or an idea that you felt strongly about in the face of rejection, how many no's did you have to overcome to reach that goal?

How might you begin to reframe rejection as playing a numbers game to discover who will say yes?

Rejection is an opinion.

Rejection actually helps you discover the preferences of others. As you go through your next week, with each rejection you encounter, make a note below of what you learn about the opinions of others.

Rejection is growth.

Connection, camaraderie, and unity are some of the outcomes of a shared rejection experience. In what ways has shared rejection positively impacted the culture of your team or organization?

How might your team be able to experience rejection together so you can all gain the benefits that rejection can teach?

ACT

Rejection is a universal experience when embraced, can lead to our growth and achievement of our biggest dreams. What ONE action can you apply the next time you experience rejection?

Compile your action step on page (insert page) to identify next step and priority.



You Can No Longer Wait to Invest in the Next Generation's Leadership

High powered and interactive, the Global Leadership Summit for Youth is the ideal way to make a leadership investment in the next generation. Imagine the impact as you-

Develop Your Young Influencer

- GLS Youth focuses on leadership that is life shaping and designed to awaken and develop their potential for now and in the future

Strengthen Your Ministry

- Raise the level of leadership among youth as you unlock exciting new possibilities for your ministry.

Build Your Church

- Take a bold step of faith in God's ongoing work. Invest in the youth of today, knowing the potential dividends for the church today and in the future are exponential.

"If we can have a generation that knows what great leaderships looks like as they go into the workplace, ministry or other roles, then great leadership would become the norm and quality of life would increase. Our churches, our companies and our countries would look different because those young leaders coming into those roles know what to do."

Hannah Gronowski CEO, Generation Distinct

**Equipping the Next
Generation to lead-
Both Now and in
the Future**

Find out how you can make a leadership
investment in the next generation at:

www.gls.ee
youth@globalleadership.org



@josaxton f @

Jo Saxton

Author; Leadership Coach; Entrepreneur

Born to Nigerian parents and raised in London, England, Jo Saxton brings a multicultural and international perspective to leadership. She has served on staff teams in churches in the UK and the U.S. and is the founder of the Ezer Collective, an initiative that equips and invests in women leaders. Saxton co-hosts the podcast *Lead Stories: Tales of Leadership and Life with Steph O'Brien* and has authored three books, including *The Dream of You*.

OUTLINE



I. Who Were You Before Any-
one Told You Who You Were
Supposed to Be?

II. If Your Body Could Talk to
You, What Would It Want to
Say?

III. Who Are Your People?



Jo Saxton tells how flourishing leaders all want to level up in their leadership, but sometimes struggle with how to do it. She challenges us to consider three important questions in order to see a world filled with leaders who are healthy and free to lead with all the gifts and talents they need to lead themselves and others.

Question 1: Who were you before anyone told you who you're supposed to be?

Answering this question helps us define who we are apart from our struggles, pain, and the negative projections we often put on ourselves. The stories we tell ourselves matter because we don't lead beyond what we believe to be true about ourselves.

What kind of pain did you face that may have caused you to cover up the leader you really are? Was there a loss, a failed project, a conflict or relational breakdown? Were you passed over for that promotion, or did you walk through a crisis? Take some time to note these challenges and disappointments.

How can you now level up by living a new story, based on the truth of who you actually are—your gifts, worth, and value. In what ways could you start to reclaim the person that you were meant to be?

Write down a brief description of who you used to be, or who you truly are.

Question 2: If your body could talk to you, what would it want to say?

Jo shares a personal story of how she experienced physical, emotional, and mental burnout. Take some time to consider what your body could be saying to you? List below

Do you listen to your body regularly? When do you push through what your body needs?

How can you make time to listen to the only place in which your leadership lives?

As a team, what systems or practices could you implement to encourage each person to take seriously what their body is saying?

Question 3: Who are your people?

Jo shares that it takes a village to raise and sustain a leader. She challenges us to cultivate lifegiving, honest friendships. And to not only have great friends, but to become a lodestar leader.

Describe your friendship circle below:

- Who do you currently lean on as a friend(s)?
- How can you make more time for the lifegiving friendships in your life?

How can you become a lodestar leader? Name one leader or potential leader you can intentionally invest your privilege, power, gifts, skills, and talents into this next week. Text a friend to keep you accountable.

ACT

Review Jo's key questions and determine which ONE resonates most with you today and what change can you make to level up in that area?

Compile your action step on page (insert page) to identify next step and priority.



@BearGrylls f @

Bear Grylls

Adventurer; Writer; TV Host

Bear Grylls is the embodiment of adventure. A former member of the British Special Forces, Grylls has climbed Everest, crossed the Arctic Ocean in an inflatable boat and has publicly supported the Alpha Course to help inspire people in their journey of faith. His Emmy-nominated TV show *Man Vs Wild* became one of the most watched programs on the planet with an estimated audience of 1.2 billion. He also hosts NBC's hit show *Running Wild with Bear Grylls* as well as groundbreaking series on National Geographic, Netflix and Amazon. He is a number 1 best-selling author and has sold over 15 million books.

Bear will be joining us by video from the mountains in Switzerland, and is speaking on courage, kindness and never giving up.

OUTLINE



I. Failure

II. Fear

III. Fire

IV. Faith

V. Finding True Wealth

Bear Grylls

Bear communicates that all leaders experience summits in their journey but also (at one time or another) will have deep valleys to walk through, struggles that will try to defy us and self-doubt that will rage within us. He says that “It’s what you see in the mirror that defines you. It’s what you see in the mirror that makes you or breaks you.”

In his talk he shines light on four specific things that shaped his leadership and carried him through the storms and he asks us to consider how these four things could impact our journey.

The Failures

Bear shares when he first went for SAS training, he wasn’t fast enough, smart enough, or good enough for the Special Forces. He communicates that his failures far outweighed his successes, but it was these failures that built resilience in him over time. He says: “There is no shortcut to your goals that avoids failure.”

- What failures in your own leadership journey have created doorways of opportunity because you embraced them and built resilience? Are there any failures that you are running from?
- Write out a brief 3 step plan of action for your leaders when they show signs of mental, physical, or emotional failure. How can you encourage all of your team members and/or employees to embrace their failure in a healthy way?
- Your organization (at one point) will experience some type of failure. What is your organization doing consistently (or could it be doing) to create resilience within your employees or staff?

The Fear

Bear believes that life rewards those who walk toward their fears. And often, as we edge toward our fears—even tentatively—they melt away. He challenges us to use fear as a driver and an emotion to sharpen us.

- Write a brief description of what you’re fearful of and how it might be holding you back.
- What can you do today to face it head on instead of avoiding it? What are specific ways you can use your fear as a driver to move you forward?

The Fire

Bear communicates our failures and fears need to be turned into power. We need a fire to keep moving on, and to move from ordinary to extraordinary. It’s the fire inside of you that dictates the results around you—giving a little bit extra or going a little bit further.

- Take a few minutes to reflect on a time that you felt the “fire that burns inside” move you forward—even against the odds. When was it? What did it feel like?
- What systems or practices do you or could you have in place that encourage your leaders to use and grow their fire? How can you help your leaders access their internal fire when it really counts?

The Faith

Bear talks about the exhausting climb of Everest—and how we all face our own Everest. He talks about how he leaned on faith as his backbone to go through difficult seasons and draws on it every day. He says that faith says, “I am known, I am loved, and I am forgiven— regardless of how many times I fall down or fail.”

- Reflecting on your own faith journey, how has it helped you in a difficult time? In what ways did you lean on it? Or, in what ways might have faith helped you if had lean on it?

Bear understands that his strength always come from a place within. He understands that to get to every summit of life we have to have to use failure, fear, fire, and faith. The final element of finding True Wealth he says is in the power of kindness, and gratitude. It’s about seeking humility and knowing our place in the universe.

- Take some time to write down some specific ways your leadership could reflect more kindness, gratitude, and humility

ACT

Decide which ONE element (kindness, gratitude, or humility) you’ll focus on over the next few weeks and make a list of three things you’ll do on a regular basis to practice it.

Compile your action step on page (insert page) to identify next step and priority.



@krishk f @

Dr. Krish Kandiah

Founder, Home for Good; Consultant;
Social Entrepreneur

An advocate for fostering and adoption, Dr. Kandiah is the founding director of Home for Good, a charity seeking to find permanent loving homes for children in the UK foster care system. He is the author of 13 books including his latest, *Faithism: Why Christians and Atheists have more in common than you think*. He is a regular broadcaster on the BBC and a contributor to the *Guardian* and *Times of London*. An international speaker and consultant, he offers both creativity and academic reflection to bring strategic change, culture shift and innovation. Dr. Kandiah and his wife have seven children through birth, adoption and fostering.

OUTLINE



- I. Vision
- II. Inclusion
- III. Proximity

What would it look like if our homes and our organizations and our leadership teams were places of opportunity for all sorts of people? In his talk, Krish Kandiah talks about VIP leadership. He empowers leaders to live out their potential by maximizing vision, inclusion, and proximity. He reminds us that VIP leaders know the difference between seeing problems or seeing opportunity.

Vision

Krish says, “Leadership is about having vision to see things differently than everyone else. When other people see problems, you see opportunity. When other people see chaos, you see a way through.” The difference between a visionary and a visionary leader is twofold. A visionary sees things differently while a visionary leader helps other people to see things differently. Leaders with vision take people on a journey; they are tour guides.

How are you helping others to see things differently when it comes to their personal leadership and the position they have on your team or in your organization? Where is one place you can add vision to a particular circumstance?

In what ways could you help others to see things differently when it comes to their leadership and the position they have on your team or in your organization? Note those ideas below.

Is your team or organization one that sees opportunity or problems? In what ways can you begin to see opportunity out of problems?

Inclusion

Krish describes the difference between hospitality and prejudice. He says, “Hospitality welcomes them in. Prejudice makes people lock their doors. Hospitality makes people open their doors. Prejudice looks at the outside. Hospitality looks at the inside. Prejudice leads to segregation. Hospitality leads to solidarity. Prejudice comes from being risk averse. Hospitality values deemed risky. Prejudice sees problems. Hospitality sees people. This is the power of radical inclusion.”

In what areas do you need to change the way you lead in order to be more inclusive? Note those ideas below.

What is your team or organization doing or not doing to support radical inclusion? What would that specifically look like in your context?

What are 3 ways your team can positively impact the culture of your organization by becoming more hospitable?

Proximity

Krish talks about the kind of leaders who create barriers or use brute force to accomplish a goal or achieve status—these leaders are often exemplified as those who lack understanding proximity. The greater leaders are those who learn and love by being proximate to people. They will, in turn, create lives of great purpose for themselves and the people they lead.

Are there any ways you are putting up unnecessary barriers in your life? In what ways could you change those barriers to move toward more proximity?

In what ways, within your closest circle, are you ‘setting the table’ to invite others to become their best selves? In what ways could you start to move toward being a ‘set the table’ leader?

ACT

Reflecting back on each of the three areas of VIP Leadership: vision, inclusion, and proximity, which ONE area can you act upon this coming week?

Compile your action step on page (insert page) to identify next step and priority.

@ChrisVossNegotiation f
@thefbinegotiator @

Chris Voss

*Former FBI Hostage Negotiator;
CEO & Founder, The Black Swan Group*

Chris Voss founded The Black Swan Group, a firm that provides training and advises *Fortune* 500 companies through complex negotiations. A 24-year veteran of the FBI, he was the lead international kidnapping negotiator and was trained not only by the FBI, but by Scotland Yard and Harvard Law School. In his book, *Never Split the Difference: Negotiating As If Your Life Depended On It*, Voss breaks down these strategies so that anyone can use them in the workplace, in business or at home.

Interview with Paula Faris

Paula Faris is a Senior National Correspondent at ABC News and host of the popular podcast "Journeys of Faith with Paula Faris,"

OUTLINE



- I. The Art of Negotiation
- II. Entering a Negotiation
- III. Tactical Empathy
- IV. Mirroring
- V. Getting a No
- VI. Effective Phrases and Pauses
- VII. When Negotiation is Slipping Away
- VIII. Real Life Tips
- IX. Dealing with Fear

Founder and CEO of the Black Swan Group, Chris Voss, shares his learnings from years of leading international hostage negotiations with the FBI. Chris shares how leaders and organizations can grow in the art of negotiation.

The Art of Negotiation

Chris shares how, often, the most dangerous negotiations we are in are the ones we are unaware of. If the words “I want” or “I need” are coming out of your mouth, you are in a negotiation.

The Mindset of Negotiation
Hear the Other Side Out

Chris instructs leaders to turn the negotiation into collaboration. What are some current needs or wants in your work or personal life that several the negotiations you are currently in? List a few below.

Tactical Empathy

People want to be understood and heard in negotiations. Chris shares how empathy has become confused with sympathy and compassion. Empathy is completely understanding where people are coming from and being able to communicate how the other person is feeling. What “white elephant in the room” feeling might you need to bring into the light during your next negotiation to build collaboration toward your desired outcome?

Practical Negotiation Skills

Review and reflect on the negotiation skills Chris shared in his interview. Select 2-3 of the skills from the list and look for opportunities this week to practice and note the results.

Apply Mirroring

Repeating the last few words of what someone just said with an inflection at the end. It communicates the other person in a negotiation has been understood, while at the same time invites further explanation.

Utilize the Power of No

Allowing someone to say “no” protects people. Chris shares how most individuals will offer more information in a negotiation after they have the opportunity to say “no.” It gets them to open up and remove barriers to agreement first.

Work Toward That’s Right vs. You’re Right

“You’re right” communicates a desire to keep the relationship intact but end the conversation. “That’s right” is more effectively used to build collaboration and move the negotiation forward.

Use Effective Pauses

Provide people with the opportunity to talk. Practice getting comfortable with silence.

Be Likable

You are six times more likely to get your desired outcome if you are likable. You can’t control being liked but you can control being likeable. The number one likability factor is to smile.

Use What and How Questions vs. Why

Chris shares how the word “why” makes most people defensive. Asking open ended questions that begin instead with what and how invite collaboration and increased understanding. Asking these questions is not just about gaining insight from them but engaging them in a process that helps them think. For example, Chris encourages the phrase “what makes you want that” instead of “why do you want that.”

Be Genuinely Curious

Chris shares that the fastest hack to conquering fear is to be genuinely curious.

Fill in the table below with negotiation interactions you are having, which negotiation skill you practice, and how that negotiation skill impacts the outcome of the negotiation.

WHERE can I try this skill?	WHICH skill can I try?	WHAT was the outcome?

ACT

Review Chris’s list of negotiation skills and determine which skill you want to begin developing that will help you move forward in the negotiations in which you’re engaged this week.

Compile your action step on page (insert page) to identify next step and priority.

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@lizbohannon @

Liz Bohannon

Co-Founder & Co-CEO, Sseko Designs

Liz Bohannon is the co-founder of Sseko Designs, a socially-conscious fashion brand that works to create leadership and educational opportunities for women across the globe. She believes that business is a powerful platform for social change and that girls are our future. She was named by *Bloomberg Businessweek* as a top social entrepreneur and by *Forbes* as a top 20 speaker.

OUTLINE



- I. Beginner's Luck or
Beginner's Pluck?
- II. The Cycle of Learning
- III. Dream Small
- IV. Don't be a Hero
- V. Plucks Fly Together

Session 7 | **NOTES**

Liz Bohannon

Liz Bohannon is co-founder and CEO of a socially conscious fashion brand, Sseko Designs. In her talk, Liz shares how a small start can lead to a big dream. Coining the phrase and authoring her book, *Beginner's Pluck*, Liz debunks some of the myths about beginner's luck, and how thinking like a beginner might be one of the best advantages of leadership.

Evolve to the Next Level

Liz tells us that as her company was needing to grow, she was needing to make significant changes to evolve her leadership and business. Take a brief inventory to determine

what mentalities, model changes, hires, or infrastructure needs would help evolve your leadership, team, or organization to the next level.

Identify how to take one step toward executing one of those ideas today, i.e. set up a meeting, make a call, etc.

The Learning Cycle

Liz shares the four stages of learning: unconscious incompetence, conscious incompetence, conscious competence, unconscious competence. She goes on to describe how these stages should not be seen as a linear path that you reach the end of, rather it's cyclical—that you are always starting again.

When it comes to your current leadership, with which stage of the learning cycle do you most identify? What areas of conscious incompetence (being aware of what you don't know) are you currently experiencing? Where could you intentionally throw yourself into the stage of conscious incompetence so that you can enter the "Magical Land of Beginners"?

Dream Small

What big dream is within you that gives you a sense of having a particular role to play in this world?

What actual expression of this big dream are you currently engaged in?

What single, small expression of the big dream can you begin, or continue, that will move you from simply a dreamer to a doer of your dream?

Don't be the Hero

In what ways can you leverage your current leadership to help others achieve their dreams? Who is one person you can support in order to help their small dream reach its potential?

ACT

Put your big dream in motion, or move it a little farther, by naming the ONE small expression of your dream that you will focus on this year.

Compile your action step on page (insert page) to identify next step and priority.



@craiggroeschel f @ t

Craig Groeschel

Co-Founder & Senior Pastor, Life.Church

Craig Groeschel, the official champion of The Global Leadership Summit, is the founding and senior pastor of Life.Church. As one of the most respected leaders in the Church, he speaks frequently at leadership events and conferences worldwide and hosts the *Craig Groeschel Leadership Podcast*. He is also a *New York Times* bestselling author and was named one of the top 10 CEOs in the U.S. (small and midsize companies) by Glassdoor.

OUTLINE



I. The Power of Emotions

II. Share Stories Purposefully

III. Choose Words Deliberately

IV. Show Vulnerability

Thoughtfully

V. Do What Leaders Do

Craig Groeschel

Craig Groeschel addresses the power of emotions to drive action in leadership. He shares how leaders can utilize emotions toward positive action to motivate and inspire people to fulfill the mission in a way that knowledge alone can't do.

The Power of Emotions

Craig talks about the difference between a leader who impresses you and a leader who connects with you. Reflect on the leaders you know; how did it feel when they tried to impress you versus connect with you? What behaviors might you change to connect more deeply with those you lead?

Share Stories Purposefully

Craig shared, "the fastest way to change someone's mind is to connect with their heart not just their head." Reflect on an upcoming meeting where you need to convince someone (clients, vendors, colleagues, teammates, or your kids) to take action, how can you connect to their heart not just their head? To prepare, ask yourself, "what do I want them to feel?" Write down your ideas below.

Choose Words Deliberately

Craig challenges us to communicate our vision and values by choosing words deliberately. Using the examples Craig gives below, take some time to work through your team and/or organizational values. Have each person individually craft a statement for each of your values using words that evoke emotion.

From Value	To Statement
Generosity	We will lead the way with irrational generosity
Empowering People	We will do anything short of sin to reach people who don't know Christ, and to reach people no one is reaching we will have to do things no one is doing

Share your statements for each value and work together as a team to hone a final statement that draws out the emotions needed to live out the values.

Show Vulnerability Thoughtfully

We may impress people with our strengths, but we connect with people through our weaknesses. What does it look like to be thoughtful in sharing vulnerably? Where have you seen it done well? When have you done it well?

With whom do you need to share thoughtful vulnerability? About what topic? When can that happen?

ACT

Think about the three ways we can utilize emotions in leadership:

- Share stories purposefully
- Choose words deliberately
- Show vulnerability thoughtfully
- Which ONE can you put into practice this week?

Compile your action step on page (insert page) to identify next step and priority.

➤ MY ACTION PLAN

Use the chart below to compile your key takeaways and prioritize your action steps.

Speaker	Action Step	Priority

1. From the above steps, which are the two main ones that, if focused on, will make your leadership more effective and bring better results?
 - What challenges do you expect to face?
 - What opportunities do you see in front of you?
 - How can you set yourself up for success in these areas?
2. What is the first action step you will take this week?

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My Leadership GROWTH JOURNEY



ATTEND GLS

60
days

- In the next 60 days, join or start a GLS Learning Community
- Use the GLS Team Edition with discussion guide to go deeper with your team or group

30
days

Develop an Action Plan

- Create accountability
- Explore GlobalLeadership.org
- Read a book by GLS Faculty

7
days

In the next 7 days, debrief with staff, work teams and/or friends

ATTEND GLS



- Capture Top 3 actionable ideas
- Identify 3 growth goals

“Leadership and learning are indispensable to each other.”

- John F. Kennedy

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