



# Our Agenda: Phoenix Leadership Experience

## DAY ONE - Aug 21

### Morning

- WELCOME FROM SPONSORS & LEADS
- WELCOME FROM MINJI - CONTEXT & CONTENT
- MY STORY, MY IDENTITY
- LEADERSHIP & THE ASIAN PARADIGM

### Lunch

- LUNCH
- CENTERING SOUND BATH

### Afternoon

- MY CULTURE, MY VALUES
- POLARITY OF VALUES [POV] MODEL
- BUILDING RESILIENCE TO CHANGE
- REFLECTION JOURNALING / ACCOUNTABILITY PARTNER
- FIRESIDE CHAT: KEEPING IT REAL: MY STORY, MY IDENTITY
- CLOSING REFLECTIONS

### Evening

- PHOENIX SPONSORS & EXECS DINNER

## DAY TWO - Aug 22

### Morning

- THE JOURNEY AHEAD
- OUR NORTH STAR - SELF LEADERSHIP
- GROUP SHARE
- MY LEADERSHIP MARK
- GROUP SHARE

### Lunch

- LUNCH
- BODY SCAN / CENTERING SOUND BATH

### Afternoon

- NETWORKING ACTIVITY
- WISDOM SHARING ACTIVITY
- TAMING YOUR INNER CRITIC
- A NOTE TO MY FUTURE SELF
- COMMITMENT / ACTION PLANNING W/ PARTNERS
- FIRESIDE CHAT: KEEPING IT REAL: MY STORY, MY IDENTITY
- NEXT STEPS / SAVE THE DATE
- CLOSING CIRCLE

✳ Professional Portraits with Hanh Nguyen Photography

✳ Yoga & Sound Bath with Sophia Mallie

✳ Energy Break & Renewal Activities Approx. Every 90 mins.

# Phoenix Leadership Experience

THE STORY OF YOU



Draw a continuous line mapping the key moments in your life from birth to the current day, with a nod to the future.



**Peak experiences:** moments that shaped you for the better, big wins, personal successes

**Valley experiences:** moments of sadness, anger, disappointment or painful transition

**Major milestones:** star any pivotal decisions or milestones that dramatically impacted your course

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MY CULTURE, MY IDENTITY



## REFLECTION WORKSHEET

### Past

As you reflect on your story, how did your cultural values show up?

What are early messages that you were told or observed growing up?

### Present

How do you express/demonstrate (actions/styles/behaviors) these values in your work?

How have these behaviors helped and/or hinder you in your work?

### Future

How do you express/demonstrate (actions/styles/behaviors) these values in your work?

How do you express/demonstrate (actions/styles/behaviors) these values in your work?

# Phoenix Leadership Experience

OUR NORTH STAR - SELF LEADERSHIP



## JOURNAL REFLECTION QUESTIONS

### Past

How did I grow as a leader this past year?

How did I push my leadership edge?

In what ways did I stay in my comfort zone?

### Present

Why am I here at Google?

Who am I as a leader?

What is my purpose?

Future ( think next 1.5 years )

What am I doing?

How am I contributing to my personal or professional success?

What are people saying about me?

What impact am I having on people around me?

In what ways have I grown, developed or raised my game?

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YOUR NORTH STAR - DEFINE YOUR VISION



## My Vision Statement

Think of yourself 12-18 months from now, in a highly fulfilled and happy state. Allow yourself to dream. Anything is possible, so don't censor your thoughts [remember, growth mindset!]. Answer these questions in the present tense. Think of stretch goals and stay positive and optimistic.

***What are you doing?***

***How are you contributing to your personal or professional success?***

***What are people saying about you?***

***What impact are you having on the people around you?***

***In what ways have you grown, developed or raised your game?***

Once you have thoughtfully reflected on your priorities, personal values, strengths and skills, write your vision statement and describe it as if it were today. The purpose is to communicate to yourself and others as clearly as possible what you will be doing and what that will be like. Using the present tense gives the future immediacy and reality. Write in the first person and craft it by setting realistic goals that reflect the characteristics and concepts you have identified. Try it on, see how it fits and feels, then revise as necessary.

**My Personal Vision** *(in a paragraph)*

*i see it*  
*i like it*  
*i want it*  
**I got it.**

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## WISDOM SHARING ACTIVITY



### Wisdom Sharing Activity

This activity is an empowering way to help leaders who seek peer coaching on a specific situation/challenge related to their development.

### Roles:

**PARTICIPANT:** each person will take turns in the hot seat

**MODERATOR / TIMEKEEPER:** switch roles- keep track of time, bring the group through the process

**PEER ADVISORS:** all other participants at the table including the moderator

### Directions:

Each person has 9 minutes to be in the hot seat. Every participant (including the moderator) goes through the process in a round.

1. 2m- The participant shares **a specific situation/challenge**
2. **The participant shares a short, specific story** about the situation
3. 2m- The moderator/timekeeper invites the peer group to **ask clarifying questions**—seeking to understand the situation rather than solving the problem.
4. 2m- The peer coaches offer **“in my experience” statements**- start a sentence with the words “in my experience” before sharing an experience that may be relevant and useful to the leader. While these often reflect what has worked for the person sharing, these experiences also could be something that they have observed other leaders do to demonstrate the behavior.
5. 2m- The peer coaches finish by sharing **“if I were you” statements**, which is where advice is finally offered. The participant listens silently during the “In my experience” and “If I were you” elements, taking notes.
6. 1m- **The participant shares their takeaways** about what was especially valuable to them from what the group shared.

### Participant Notes:

My Situation:

|  |
|--|
|  |
|--|

Wisdom Sharing:

|  |
|--|
|  |
|--|

My Takeaway/Next Steps:

|  |
|--|
|  |
|--|

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## MANAGER FEEDBACK FORM



Name: \_\_\_\_\_ Date: \_\_\_\_\_ Manager's Name: \_\_\_\_\_

*Every employee needs candid feedback in order to maximize their potential. Please provide your insights so your direct report can learn about themselves from the perspective of others. Offer specific examples where helpful. Please keep in mind as their supervisor that not all of this feedback will necessarily be actionable in the 1:1 coaching program.*

Three strengths this employee can leverage:

Three things this employee should continue to do to be most effective:

Three things they could stop doing to be most effective:

Other feedback I think they should have:



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## REFLECTION CAPTURE



I am learning that..

Some themes that resonate..

Insights I'm collecting..

Some panel speaker takeaways include..

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NOTES & REFLECTIONS

