Module One:

- Introduction
- Most/Least Passionate Experiences
- Benefits of Passion
- Personal Best Passionate Experience
- PassionWorks!™ Research
- PassionWorks!™ Drivers
- Planning for Meaning & Progress
- A Hiking Metaphor
- PassionWorks!™ Card Game
- PassionWorks!™ Macro Formulas
- Prominence of Drivers
- PassionWorks!™ Phases
- Application - Towards PassionFlowing™
- Coaching Scenarios
- Diagnostic Tool Results & Action Planning
- Meaning x Progress Micro & Expanded Formulas
- Summarizing Personal Drivers
- Action Planning
INTRODUCTION

OVERVIEW

Welcome to your PassionWorks!™ workshop! We are looking forward to working with you to grow the passion in your work and workplace.

Why are we so passionate about passion at work? Because every success, great or small, involves people who are passionate about their work. When people are passionate in their work they are more fulfilled, committed and engaged. During our initial research phase, one interviewee commented, “Passionate people get speeding tickets on the way to work – not just on the way home!”

This workshop explores passion in the context of the workplace to help the people within organizations achieve their greatest aspirations.

PassionWorks!™ explains what supports or destroys passion in the workplace. It provides the knowledge, diagnostic tools and framework for individuals, teams and leaders to assess and positively influence the factors that are key drivers for passion in their workplace.

This workshop distinguishes itself through its research and facilitation techniques. The environment allows for ample reflection, discussion, and feedback, which in turn creates solutions for the specific challenges presented by each participant.
INTRODUCTION

SPECIFIC OBJECTIVES

This workshop will encourage you to:

• Understand the benefits of passion for you, your team and your organization.
• Examine the role of leadership and create an action plan.
• Understand the PassionWorks!™ model.
• Identify what phase your team may be experiencing.
• Understand your diagnostic results.
• Create a deep awareness of what is meaningful and what generates feelings of progress in yourself, your direct reports, and your team as a whole.
• Develop Meaning x Progress Formulas™ for yourself and your team.
• Identify the conditions that inspire and block passion for you and your team members.
• Identify and overcome what blocks passion.
• Reframe for progress and structure work processes to promote passion.
• Manage destructive staff behaviors: Griping, Rushing, Obsessing, Coasting, Procrastinating, and Boredom
• Use values and establish goals in ways that inspire passion.
• Practice the 8 PassionWorks™ Leadership Skills.
INTRODUCTION

OUR PHILOSOPHY

1. Experiential Learning Approach

We apply the following process in facilitating your workshop:

Orientation & Objectives – These give the real world context and the desired outcomes or results to learners.

Experience – We learn by doing, by reading and by listening. We use a variety of activities (e.g., discussion, dialogue, simulations, case studies, role plays, games, diagnostic tools) to provide a high impact experience for all learning styles.

Reflection – We must make sense of our experiences, if we are to learn from them.

Generalization – We must relate what we learn back to our real world.

Application – We must have the opportunity to experiment with what we learn and get feedback on our performance and results so we can adjust to obtain our “desired outcomes”.

2. Personal Accountability

All of our workshops go well. But some of them are truly transformational experiences for the people involved. We’ve spent a good deal of time over the years thinking about what creates a WOW program versus a “good” program. The difference is that participants in a WOW program decide to get passionate about learning. They feel personally accountable for their own learning and for their contribution to others development. They choose to create the type of workshop that gives everyone a fair chance to gain the insights, strategies, skills and outcomes they desire.
Introduction

Our Philosophy

3. Confidentiality

You and your colleagues will have the opportunity to share personal aspirations and challenges at many points during the workshop. We believe that people are able to be more honest when they trust that their colleagues have their best interests at heart and their confidence in all things said.

4. Uncomfortable

We believe that if you are always comfortable, you probably aren’t learning anything new. As Einstein said, “If you do what you have always done, expect to get what you have always gotten.” Notice when you find yourself uncomfortable during the workshop. What does this discomfort tell you about your preferences, assumptions, strengths and weaknesses? How does this help to explain your experiences at work? It isn’t our job to make you feel comfortable in this workshop. We’d go so far as to say that we’d be happy if you were a bit uncomfortable emotionally and intellectually at times!

5. Participant Centered

Our workshops are grounded in your day-to-day reality. From the outset we use a framework, not a script. We meet you where you are and so every program is customized before and during the workshop to meet your particular needs. Our research, facilitation techniques and diagnostic tools help you to create learning experiences and outcomes that target your most important challenges and aspirations.
INTRODUCTION

YOUR LEARNING OBJECTIVES & PLAN

Leadership Development Goal

1. What is your leadership development objective for the workshop? Take time to set your intentions and focus.

2. What knowledge, skills, and perspectives are you pursuing? Why is it important for you to acquire them? What benefits will you and those you care about receive if you gain them?
INTRODUCTION

YOUR LEARNING OBJECTIVES & PLAN

Organizational Application Goal

3. What specific personal/team/organization goals would benefit from an increase in passion at work?

4. What specific personal/team/organization issues might resolve from an increase in passion at work?

Learning Orientation

5. What has your experience been with learning so far?

6. What has worked well? What hasn’t worked so well?
**Most/Least Passionate Experiences**

**Complete the following sentences:**

“I am most passionate at work when I am ______________
________________________________________________.”

“I am least passionate at work when I am ______________
________________________________________________.”

At your table, collect and flipchart your answers.

<table>
<thead>
<tr>
<th>NAME</th>
<th>MOST</th>
<th>LEAST</th>
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MOST/LEAST PASSIONATE

REFLECTION

1. What do you notice about the *most* and *least* statements?

2. What are the similarities and the differences?

3. What are the implications for individuals, teams and leaders?

4. Which items on the list are leadership activities and which are technical/non-management activities?
Benefits of Passion

Activity

At your tables, work as a group and discuss what the benefits of passion are to you personally, to your organization (or team), and to your clients.

Record your ideas. You have 5 minutes.

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<th>Organization (or Team)</th>
<th>Clients</th>
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### Personal Best Passionate Work Experience

#### Storytelling Activity

- Think of a time, during your career, when you were passionate as a leader.
- Tell the members of your group about this experience.

#### Reflection

**Discover Your Key Drivers**

What made this working experience passionate for you?

What needs to be in place for you to become passionate at work?

**Understanding Others’ Drivers**

What are the implications for your role as a leader?

What did you learn about passion at work while listening to your colleagues’ stories?

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**Passion begets passion!**
PassionWords™ Research

“I have a passionate manager.”

Passion Words - When people are asked to describe what passion at work means, they often use the following words:

Higher Purpose
Commitment
Heart
Emotion
Caring
Energy
Action
Impact

Definition - “Passion is a strong emotion that happens within each of us when we are doing meaningful work that makes us feel better about ourselves at a pace that feels like real progress.”

Leadership Responsibilities – There are two primary leadership responsibilities:

1. You are accountable to yourself for sustaining your own passion, for your role as a leader and for your work in general.

2. You are accountable to your team to help each team member create, unblock or sustain their passion for their work.
PASSIONWORKS!™ RESEARCH

PASSIONWORKS!™ MODEL

The Passionate Leader is
... a manager of Meaning &
... a manager of Progress!
"The PassionWorks! program has been very liberating and enlightening for me. It is a great tool."

"This workshop gave great ideas to move forward with and implement on a daily basis."

"Great workshop. These are tools I will take with me and use in my organization."