Welcome to your Leadership Training Day (LTD) event. Congratulations on taking the next step on your path to induction. Today is a chance to take a break from your normal busy routine, and look at the big picture. We hope you will use this time to hone in on your passions and purpose while setting a strong foundation of practical leadership skills that you can put to use right away.

The LTD is designed as an introduction to the NSLS’ fundamental philosophies about leadership, what we call our Leadership Foundations. These foundations create a solid starting point. We can’t teach you everything you’ll ever need to know about leadership in a few hours; as a topic, leadership is going to engage you for years to come. What you will get today are tools to help you explore new mindsets and look closely at how your beliefs are impacting your achievement of goals.

Getting the most out of this session comes down to the energy you put into it. Approach the exercises with curiosity and an open mind, and you will likely learn a few new things about yourself and your goals. Do this while supporting and encouraging the other members at your chapter, and you will certainly experience what it’s like to be part of a community of leaders.

It’s critical that, as you work with others today, you keep things supportive and confidential. Your fellow chapter members are your partners when it comes to leadership and success, and you need to be able to trust each other. This is your chance to start building a network of like-minded people that you’ll know for life, and you want that network to be strong.

Have fun today, take chances and push yourself outside your comfort zone! You’re in the group that ‘gets it’ – that your leadership journey doesn’t end. It takes work to grow, develop, and accomplish big goals.

We look forward to supporting you on your leadership journey and learning more about you as a leader who will make a better world.
FOUNDATION 1: CLARIFY YOUR PURPOSE

Shot Clock
As the facilitator on screen reads each question, write your 1-2 word answers in the spaces below.

When was the last time you were actively living your best life?

What’s something in your life that has staying power?

What do you want your legacy to look like?

What’s something simple in life that you really enjoy?

When was the last time you really laughed?

What gets you energized and hyped up?
Construct Your Purpose Map

Write the answers from the Shot Clock activity on the map below. Think about the main idea for each of the answers you recorded in the previous activity and take some time to try and find a connection between them. This will become your common thread that can help point you toward your purpose.

In the center of the map is a blank square where you will then write your newly identified purpose. What’s the thing that links all of your answers today? What is your purpose?
**FOUNDATION 2: CREATE A SHARED VISION**

**Construct Your Personal Vision Statement**

Using the purpose identified from the first activity, you will now craft your own shared vision statement using the four key ingredients below.

<table>
<thead>
<tr>
<th>Purpose</th>
<th>Values</th>
<th>Passions</th>
<th>Beliefs</th>
<th>Vision Statement</th>
</tr>
</thead>
</table>

First, you’re going to write down your purpose from the last activity. Next, take some time to evaluate your purpose and identify your values, beliefs, and passions that will help you achieve it. For example vision statements, turn to the next page.

<table>
<thead>
<tr>
<th>Purpose (from the last activity)</th>
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<tr>
<td></td>
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</table>

<table>
<thead>
<tr>
<th>Values</th>
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<tr>
<th>Passions</th>
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<table>
<thead>
<tr>
<th>Beliefs</th>
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</table>
Now that you have the four key components, put each of the pieces together to form your own personal vision statement. Remember that you can choose to start your statement with any of the four pieces.

My Vision Statement

Example Vision Statements:

“There was an Idea...to bring together a group of remarkable people. To make them work together when we needed them to, to fight the battles that...we never could.” – Nick Fury, The Avengers

1. **Purpose** – Bring together a group of remarkable people
2. **Values** – Make them work together when we needed them to
3. **Passion and Belief** – Fight the battles that...we never could

I want to start an organization whose mission will be to clean the world’s oceans. It’s important to take care of animals, and it is our responsibility to clean up our trash from an animal’s habitat. Healthier oceans means healthier animals, as well as healthier lives for humans.

1. **Purpose** – I want to clean the world’s oceans
2. **Values** – I believe it’s important to take care of animals
3. **Passion** – Healthier oceans means healthier animals, as well as healthier lives for humans
4. **Belief** – It is our responsibility to clean our trash up from an animal’s habitat
Finding a Common Thread

Share your personal vision statement with your group. Then together, find a common thread between all of your vision statements.

The common thread between my group’s vision statements is:

Example:
My group’s personal vision statements:
1. I want to start an organization whose mission will be to clean the world’s oceans
2. I want to inspire students to develop the self-confidence they need to succeed
3. I want to plant flowers at my grandmom’s nursing home to make the residents happier

The common thread between my group’s vision statements is that they’re all focused on helping others.
Adjusting Your Personal Vision Statement

Does your personal vision statement need to be more specific or does it need to be broader? Make any necessary changes!

My Updated Vision Statement:

Example #1:

- The vision statement “I want to inspire students to develop the self-confidence they need to succeed” is a little vague. How are you going to accomplish that?
- My updated vision statement is “I want to inspire students to develop the self-confidence they need to succeed through coaching a local sports team.”

Example #2:

- The vision statement “I want to plant flowers at my grandmom’s nursing home to make the residents happier” is a little too specific and others might not identify with it.
- My updated vision statement is “I want to make residents in nursing homes happier by creating an organization that delivers seasonal flowers to them.”
#Winning

With your small group, choose one goal to strive for. This does not have to be a real goal that you’ll do, but choose one to use in this activity.

If you’re in the Obstacles Group, you will come up with potential challenges that may impact the development of a win in your group’s goal. This includes listing resources that you’ll need to accomplish the goal.

If you’re in the Solutions Group, you will provide possible solutions to the obstacles stated. This includes listing where to find resources to help or even naming yourself as a possible resource.

Group Goal:

<table>
<thead>
<tr>
<th>Obstacles</th>
<th>Solutions</th>
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</table>
FOUNDATION 4: INSPIRE POSITIVE ACTION

The What, The How, and The Why

This activity will challenge you to ask yourself questions around the What, the How, and the Why of creating your own success.

Answer the following series of questions on your own.

The What

Taking into account what you understand your purpose to be, how to engage others to support your purpose, and learning strategies to overcome obstacles that may arise – what does your future success look like? What accomplishment do you want to achieve at some point in your future?

What will be a sign that you’ve reached this achievement?

What are the deadlines that need to be established to reach this achievement?
The How

How will I get the tools and resources to achieve this?

How will I get through the obstacles?

The Why

Why is it important to me to reach this achievement?
Identity Iceberg - Understanding who’s in the room

Just like an iceberg, there is only a very small part of our identity that is surface level and visible to others. Most of what makes you you lies below the surface and can’t immediately be seen or known by others.

Leaders who empower others understand that our identities are multidimensional and they invest time in learning about their team beyond the surface level.
DISC Assessment - Understanding how to communicate with others

As we have learned, moving forward with your vision will require the leadership skill of removing barriers and inspiring others based on the way they communicate. Part of great leadership is helping others use their own gifts, talents and values to help make the world a better place. Understanding your communication style and that of others is critical for successful leaders as they work to achieve their goals. This activity will help you gain awareness of how communication influences your success and that of those around you.

**Dominance**
Decisive & Direct
- Risk-taking and results driven
- Competitive and demanding
- Adventurous and seen as a self-starter
- Motivated by freedom from routine and mundane tasks

Focus is on molding the environment by overcoming challenges to achieve a desired result.

**Influence**
Communicative & Enthusiastic
- Social and energetic
- Optimistic and trusting
- Creative in problem solving and seen as an encourager
- Motivated by a friendly work environment, praise, and acceptance

Focus is on molding the environment by developing relationships and influencing others.

**Conscientiousness**
Precise & Analytical
- Logical and fact driven
- High standards and perfectionist mindset
- Even-tempered and seen as an analyzer
- Motivated by limited social interaction and detailed tasks

Focus is on adapting to the environment by planning ahead and ensuring accuracy.

**Steadiness**
Sympathetic & Cooperative
- Patient and trustworthy
- Great listeners and team players
- Reliable and seen as a counselor
- Motivated by a regular routine and knowing there is a start and end to a task

Focus is on adapting to the environment by supporting others and creating stability.
Strengths and Needs
On your own, answer the following questions based on your style.

1. What are some of the strengths of your communication style?

Examples:
- D’s are good at being direct and overcoming obstacles
- I’s are good at relationship-building and being enthusiastic
- S’s are good at being calm and supporting others
- C’s are good at being precise and focused on logical solutions to problems

2. What does your style need from others to be successful?

Examples:
- D’s need the person they’re talking with to get straight to the point. They don’t need small talk
- I’s need to chit chat because they want to feel connected with the person they’re with
- S’s need to feel sincere appreciation for what they’re doing
- C’s need the details about the project they’re working on. They can struggle with things that are too high-level

3. What animal best represents your communication style and why?

Examples:
- D’s could be a lion or eagle
- I’s could be a dolphin or monkey
- S’s could be a golden retriever or turtle
- C’s could be a beaver or a bee
Strengths and Needs of Others

Take notes about the strengths and needs of other styles as your group members share.
FOUNDATIONS 6: SEEK CONSTANT IMPROVEMENT

Goals and Milestones

In the previous foundations, you learned how to identify your purpose, craft a strong vision statement, inspire others to help you, and how to best communicate with them based on their style. Now, we’re going to give you one last important tool that will be crucial to your success: how to set goals and take timely action towards them.

First, identify one long-term goal that you’d like to focus on during your NSLS experience and write it below.

My long-term goal

Next, establish a mini milestone for your goal. Remember, a mini milestone is a meaningful step toward reaching your long-term goal that can be reasonably accomplished in a two-week timeframe.

Make sure to be specific in your milestone! Ask yourself questions like “How will I know when it’s accomplished? What are some objective markers that will tell me and everyone else that this milestone has been completed? What specific date will I have this completed by?”

Write down your first mini milestone that will take you one step closer to accomplishing your long-term goal.

Mini milestone