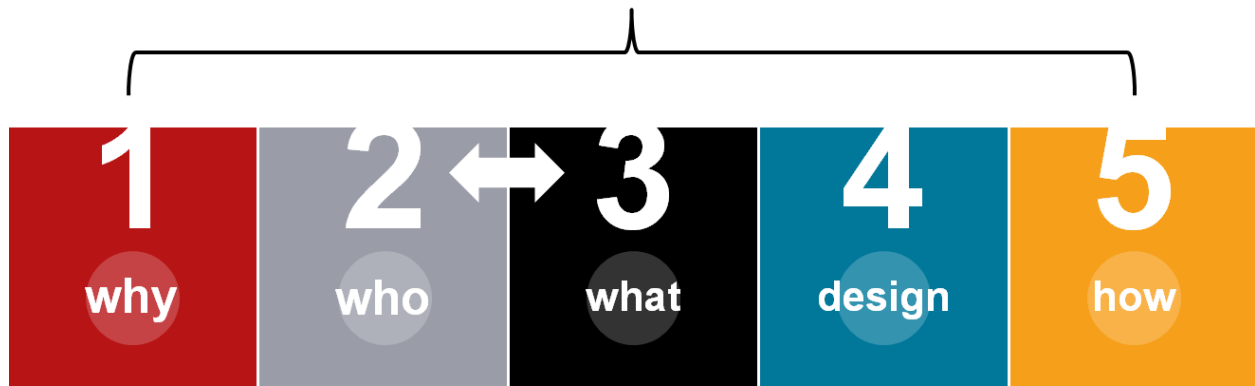
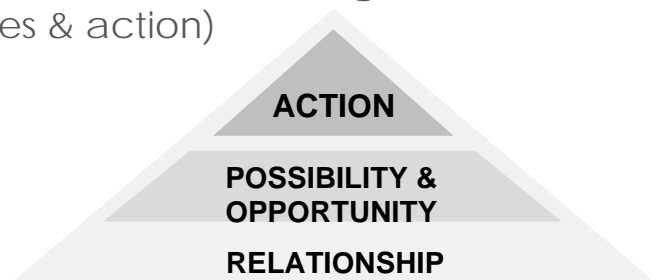


5 STEPS FOR CREATING A SHARED UNDERSTANDING



- 1** **WHY** is the conversation needed?
- 2** **WHO** is the person with whom you will be in conversation – what do they care about?
- 3** **WHAT** do you want them to know, do and feel?
- 4** **DESIGN** conversation using essential building blocks (relationship, possibilities/opportunities & action)



RELATIONSHIP	<ul style="list-style-type: none">Done with the intention to build relationshipFoundation for making things happen
POSSIBILITY & OPPORTUNITY	<ul style="list-style-type: none">Done with the intention to explore possibilitiesThis is an exploration without commitment
ACTION	<ul style="list-style-type: none">Done with the intention to move into actionConsists of action items, requests & promises

5

HOW would you like to show up in this conversation?

The moves we make in conversations are along these simple lines. There are no GOOD or BAD moves...they are all needed. Success comes when we are able to navigate the conversation and adjust to allow space for ourselves and the other person.



Posture/ Movement	Mood <i>"I want to feel..."</i>	Presence <i>"I want to be seen as..."</i>	Attitude (strength) <i>"I want to be more..."</i>
WIND UP & BACK	Peaceful, Flexible, Unrestricted	Thoughtful, Visionary Reflective, Creative	Able to see the big picture, Inventive, Unattached
WATER DOWN & BACK	Open, Accepting Appreciative	Caring, Listening, Flexible, Collaborative	Open, Cooperative Resilient
GROUND DOWN & FORWARD	Calm, Grounded, Composed	Solid, Powerful Committed	Decisive, Able to say "No" Able to set & hold clear boundaries
FIRE UP & FORWARD	Optimistic, Excited Energetic	Confident, Friendly Inspirational	Positive, Spirited Expressive, Persuasive

Excelerant works within companies to develop people-related practices in a pragmatic way that fits the company's unique culture, respects their expertise and helps to keep the focus on business as the company continues to grow. EXCELERANT has experience supporting successful companies across industries in various areas of company development, leadership training and coaching, meeting facilitation, and strategic human resources solutions.



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