

Mastering the Debrief

Harvesting the Wisdom Among Us

LEADERSHIP
CIRCLE



WHAT IS “MASTERY?”

1

Build rapport and connection and affirm confidentiality

2

Explain agenda of the debrief

3

Ask for an overview of their business context: challenges, goals, evaluators, etc.

4

Leadership Journey / Patterns & Habits (key influencers and shapers):

- Recent years up to present: events, people etc.
- Career building: lessons learned, key people, etc.
- Early/formative years: family influences/values/ cultural influences, schooling, where grew up, etc.

5

Explain Leadership Circle Profile structure (The LCP Brochure works great for this)

6

Invite them to read the Comments, then show Profile & invite the client to interpret what they see

7

Join with them in the exploration – coaching skills

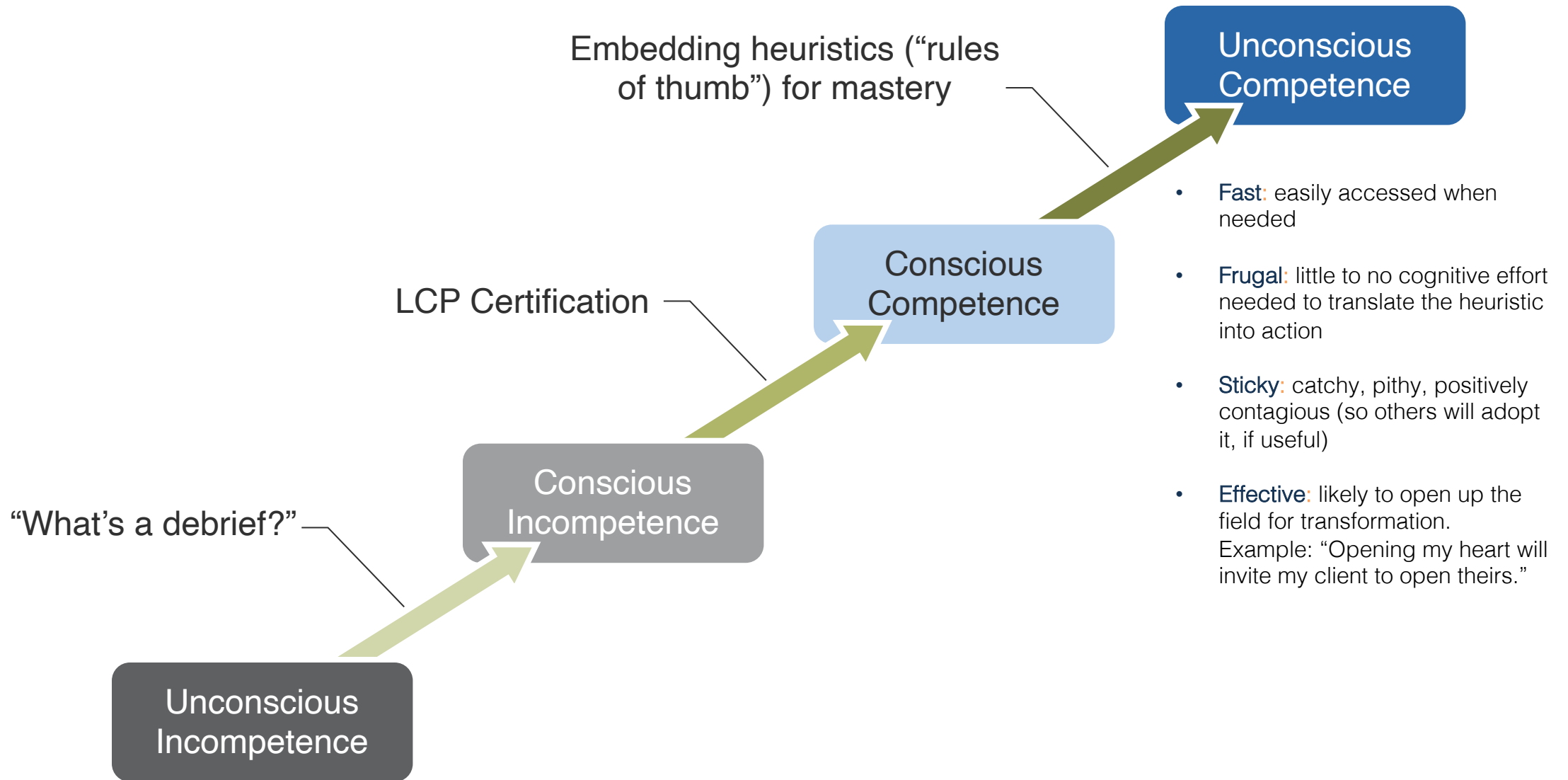
- What are they curious about? What do they want for their leadership?
- Listen for possibility and ask questions for clarity and understanding
- Explore: gaps between self and other perceptions, Reactive-Creative dynamics
- Share your perspective as you go along, trusting intuition and checking out hunches
- Pay attention to and name what is coming up in the session vis-à-vis the Profile
- Explore: their Leadership Brand and what's at risk if they do/don't change?
- Be mindful, remember you are a co-explorer with them (not the expert about them)

DEBRIEF STEPS



8

Finish with Awareness assignment



1

Build rapport and connection and affirm confidentiality

2

Explain agenda of the debrief

3

Ask for an overview of their business context: challenges, goals, evaluators, etc.

4

Leadership Journey / Patterns & Habits (key influencers and shapers):

- Recent years up to present: events, people etc.
- Career building: lessons learned, key people, etc.
- Early/formative years: family influences/values/ cultural influences, schooling, where grew up, etc.

5

Explain Leadership Circle Profile structure (The LCP Brochure works great for this)

6

Invite them to read the Comments, then show Profile & invite the client to interpret what they see

7

Join with them in the exploration – coaching skills

- What are they curious about? What do they want for their leadership?
- Listen for possibility and ask questions for clarity and understanding
- Explore: gaps between self and other perceptions, Reactive-Creative dynamics
- Share your perspective as you go along, trusting intuition and checking out hunches
- Pay attention to and name what is coming up in the session vis-à-vis the Profile
- Explore: their Leadership Brand and what's at risk if they do/don't change?
- Be mindful remember you are a co-explorer with them (not the expert about them)

DEBRIEF STEPS



8

Finish with Awareness assignment

Rules of thumb for mastering the debrief: Other examples

Preparing for the debrief:

- “Approach each new profile with deep respect and tender compassion.”
- ”Appreciate, appreciate, appreciate.”
- “Create hypotheses about possible dynamics...and then let them go.”
- “Determine to be in ‘beginners mind’ and arrive curious.”

During the debrief:

- “Connect heart to heart, energy field to energy field (create coherence).”
- “Contract for candor and authenticity.”
- “Don’t over-do structure AND don’t over-do free-form coaching. Bring the best of both.”
- “Connect the dots between the client’s Leadership Journey and the LCP results.”
- “Trust your intuition and give voice to what you’re noticing.”
- “Keep the spotlight shining on the client, not on your brilliance and expertise.”

First Conversation: Peak Debrief Experiences

1. Say "Hi" briefly—no long introductions
2. Share briefly the nature of "peak" debriefs, in your experience.
 - How did they feel, during and after? What makes them transformational?
3. Brainstorm a list of your wise "rules of thumb for mastery"
 - Recommended length: a phrase or single sentence
 - One person record them as you go
4. Before returning to the main session, choose two or three to share in the Chat.

YOU HAVE 20 MINUTES. TRUST YOUR INTUITION AND WORK QUICKLY.

Second Conversation: Worst Debrief Experiences (Yikes!)

1. Say "Hi" briefly—no long introductions
2. Consider your worst experiences doing debriefs: What wisdom can be gleaned?
3. Share your ideas and choose one or two rules of thumb to put in the Chat.

YOU HAVE 10 MINUTES. TRUST YOUR INTUITION AND WORK QUICKLY.