



### Pre-Debrief ?

Option: Invite client to review areas of the report in preparation for the debrief.

(Sections: Leadership Circle Profile, Written Comments, Graph Results)



### Rapport Building ?

Enhance connection and rapport and confirm confidentiality.



### Agenda ?

Refresh the flow of the debrief.



### Context ?

Ask for a brief overview of their business context since their last LCP and their desire for a new LCP at this time.



### Leadership Journey ?

Creating space for leaders to share their leadership journey narrative is crucial for understanding their emerging context and story.

Do not skip this step, even if you were their coach in the first LCP.

Consider:

- **Recent years up to now:** Key moments/events, people, lessons.
- **Career building:** Leaders, people, pivotal/shaping experiences, lessons.
- **Formative years:** Influences, people, defining events, cultural influences.



### Brief Orientation to the LCP Model ?

Utilize the interactive report to refresh your client's knowledge. Curiously explore their LCP knowledge and present interactive breakouts.

(Section: Description of the profile)



### Comments ?

Invite perspective and reflection of comments.

Invite what may have changed/stayed the same in patterns.



### Graphs and Summary Results ?

Orientation continues with client graphs and summaries. Explore inner circle results and then the outer circle graph results. Explore Summary report scales.

- Explore updated graphs: Inner/Outer/Full Circle. Orient and inquire: What are you noticing?
- Explore important summary scales
- If insightful, explore breakout graphs – moving back to full graph
- Display and compare previous LCP and current LCP
- What catches your eye?
- Context changes? Development efforts?

(Sections: Written Comments, Graph Results, Report Summary)



### Co-Exploration ?

Focus on enabling understanding, insight, and curiosity utilizing the full report.

#### Inquire

- What are they curious about now?
- What is challenging or frustrating?
- What do they want for their leadership and life?

#### Listen

- As possibilities emerge, ask questions for clarity and understanding.

- Name what is coming up in the session.

#### Explore

- Gaps between self and other perceptions.
- Reactive-Creative dynamics.
- Assumptions and impact – How is it getting you what you want? How might it be holding you back?

- Leadership brand. (self/others)
- What's at risk?
- What's opening up in a new way?

#### Share

- Your perspective and trust intuition.
- You are a co-explorer – not the expert about them.

(Sections: Full report, Data and Graphs by category, Sorts)



### Deepening Awareness ?

Finish with the Awareness assignment.