

Pre-Lid

This is a self-led program and students are in charge of setting up all meetings with the responsible party and completing any tasks given by the leader.

Week 1:

What are areas of strength and opportunity for this individual? What does their growth plan look like? Do they even have one?

- *Talk through ways they can improve on these areas of opportunity/struggles.*
- *Find a podcast/ted talk throughout the week that can support this individual in their journey through Pre-Lid. Assign it to them on week two and that will be the topic of discussion for Week 3.*
- *Show this video to class and have a discussion about it [Why Good Leaders Make You Feel Safe](#)*

Go over what the job entails (refer to Pre Lesson Plan Document)

- ESRC
 - *Expectations*
 - *Skills*
 - *Resources*
 - *Consequences*
- Promotion = More responsibility
 - *Talk about expectations*
 - *What will the individual be responsible for and how do their responsibilities differ from the role of a CD*
 - *Homework: Complete Week 1 of LID Progression Checklist*

Week 2:

Re-Cap on what the individual has started doing to help with what they mentioned they struggled with.

Assign enneagram

- *Assign Podcast/Ted Talk that you found for them and explain what your expectation is and that week 3 will be solely focused on notes and questions taken from the podcast/ted talk and about their personal growth and shift of mindset.*

Talk about the 5 Critical Success Factors

- *Explain what we, as a leadership team, are doing in every one of these areas and how we arrived at the strategies for every piece in the puzzle.*
- *What can you do throughout your shifts to present these 5 CFS to the team? How do you use these 5 CFS to drive your decision making?*
- *Talk through metrics we use that measure the strategies we have set for the 5 CSF*

Homework

- *Complete Week 2 of LID Progression Checklist.* Listen to [The Infinite Game](#) and discuss how the principle of The Infinite Game applies to our organization

Week 3:

Bring Notes over the podcast you assigned the individual so you can follow with the notes that they took.

Ask the following questions about the podcast and create a discussion:

- *What was the biggest takeaway from what you listened to?*
- *How will you apply what you listened to here at work and in your personal life?*
- *Is there anything that you did not understand?*
- *How does their growth as a leader affect the organization and those around them.*

Big Picture:

- Go over what big picture is in their area of the business and how they can control their buckets.
- Big Picture vs Detail Oriented