



**Activity Name:** LPI Behavior Action Cards

**Submitted By:** Jo Bell & Renee Harness, Master Facilitators and Managing Partners at Meridian Leadership Center ([www.meridianleadershipcenter.com](http://www.meridianleadershipcenter.com))

**Objective:** To reinforce specific actions of the 30 Leadership Practices Inventory (LPI) behaviors and to provide participants with an opportunity to apply the behaviors to a real-life business challenge and develop a plan for action.

**Audience:** Any individual who has completed the Leadership Practices Inventory

**Time Required:** 1 hour & 15 minutes—includes setup, the activity and debrief

**Materials Needed/Setup:**

- *LPI Action* card deck
- *Your Challenging Business Situation* card
- Each participant's LPI Report, focus specifically on the page of 30 Behaviors (entitled Leadership Behaviors Ranking)

**Process:**

- Introduce activity and divide participants into groups of 4-5. Explain that the goal is to use a selection of the 30 LPI Behaviors to resolve a specific business challenge.
- Distribute *Your Challenging Business Situation* card and have participants complete the top portion of the card regarding the challenge, describing the situation and how it impacts business results.
- Distribute *LPI Action* card decks. The first participant in the group describes their business situation. Using their own deck of cards, this person deals all of the cards to the people in the group.
- Each person in the group then picks 1 behavior card in their hand that they think will help with the challenging business situation presented and shares their

rationale with the group. The facilitator should encourage rich conversation here, so that there are a number of viable leadership solutions to the issue.

- The chosen cards are kept separate and the person who owns the business challenge makes notes on the *Your Challenging Business Situation* card.
- After each participant in the group has repeated this process, they individually complete the *Your Challenging Business Situation* card, including:
  - People with whom you will follow-up for this Action Plan
  - Your Name
  - Your Accountability Partner
  - Today's Date
  - Date for implementing Action Plan
- The facilitator then debriefs the activity with questions like:
  - What was valuable about sharing your business situation with others?
  - What was valuable about hearing about someone else's situation?
  - What are some examples of how you will apply the LPI Behaviors to your business situations?
  - What LPI Behaviors will you be developing?

### **Facilitator Tips:**

Be aware of the different groups and how they are completing the activity. Some groups will have rich discussion, taking the full amount of time allotted (and more). Other groups may need coaching to thoroughly discuss the situation rather than just choosing the behavior. Participants get the most if they discuss why they chose a specific behavior and how they think it will and can be applied to the business situation.

### **Variations:**

Participants can do the activity in the afternoon and meet with a partner for breakfast to discuss the developmental action planning.

Participants can take the cards back to work with them to use for any business situation, individually or in groups with continuing card games.

Further variations and applications will be available in 2009 as the cards are made available for purchase.