

# **SPIRITWORKS**

## **INSTITUTE**

### **I: IMMERSION**

#### **OVERVIEW**

The Institute is the first of two components in the SPIRITWORKS Leadership Training. This two-day immersion introduces participants to a self-exploration protocol that can become a practice when followed by the second module in the Leadership Training: SpiritYear. The SPIRITWORKS approach proceeds from three basic principles, each rooted in growth mindset and personal responsibility:

- Transformative outcomes begin with self-transformation
- Effective assessment begins with honest self-assessment
- A culture of transformation grows from compassion for ourselves and others

The Institute is intended to develop Five Attributes key to achieving transformative outcomes in classrooms, school communities, and business enterprises – wherever cultivating human potential is the goal. The Institute’s interactive and multisensory design integrates dramatic arts, self-reflection, leadership skills, peer-to-peer coaching methods, and Greek philosophy. Through well-directed self-discovery, participants can expect to harness their innate capacity for inspiration, empowerment and mastery thereby experiencing greater professional success, personal freedom and joy.

#### **PREPARATION**

Participants will read the SPIRIT SERIES one-act play: **SEEKING SOCRATES**

#### **AGREEMENTS**

In order to create optimal conditions for personal exploration and growth, let us agree to:

- Maintain an open mind and a willingness to participate fully
- Maintain an open heart, practicing compassion for ourselves and others
- Maintain a community of trust by honoring our word and keeping strict confidentiality

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### **AGENDA**

#### **DAY ONE**

##### **I. WELCOME**

- Introductions: Opening the circle
- Invocation: Setting intent
- SPIRITWORKS Model: Discovering the 5 Attributes
- Initial Attributes Assessment:
  - Impulse Score
  - Analytic Score
- Debrief: Decoding initial assessments
- Presentation Skill #1: Introducing “I” Position – “I Say I”

##### **II. TABLE READ – “SEEKING SOCRATES”: ALPHA TEAM**

- Casting Lottery: Selecting teams
- Team Meetings: Selecting roles
  - Highlighting scripts
- Presentation Skill #2: Creating tableaux
- Prologue, Scene I, Scene II: Unpacking text & subtext
- Themes:
  - Authenticity – Socrates vs. Anytus
  - Mission – Pericles vs Alcibiades

##### **III. ATTRIBUTE – AUTHENTICITY: WHO**

- Authenticity Definitions: Intent – Practice – Result
- Authenticity Rubric: “When I Am Authentic...”
- Visualization Method: Meeting the Authentic Self
- Practice: Modeling the Authenticity Protocol
- Partner Exercise: Experiencing Authenticity in action

#### **LUNCH**

IV. ATTRIBUTE – MISSION: WHY

- Mission Definitions: Intent – Practice – Result
- Mission Rubric: “When I Am On Mission...”  
Presentation Skill #3: Building group tableaux
- Service Inquiry: Identifying a “compelling need”
- The “Gift” Quest: Recognizing our unique talent
- Mission Statement: Writing a first draft
- Peer-to-Peer: Editing the Mission Statement

V. TABLE READ – “SEEKING SOCRATES”: DELTA TEAM

- Craft: Making our Authentic Self mask
- Scene III: Creating tableaux
- Scene III: Unpacking text & subtext
- Themes:  
Passion – Plato vs. Crito

VI. ATTRIBUTE – PASSION: HOW

- Passion Definitions: Intent – Practice – Result
- Passion Rubric: “When I Am Passionate...”
- Presentation Skill #4: Daring to improvise
- The Three Challenges: Removing the Obstacles
- Narrative Method: Identifying our Inner Story

**DINNER**

**DAY TWO**

VII. COACHING – PEER TO PEER

- Principles of Coaching
- Coaching Technique: Using the Authenticity Protocol
- Peer To Peer Practice: Completing the Narrative Method
- Coaching Debrief: Sharing pitfalls & breakthroughs

VIII. TABLE READ – “SEEKING SOCRATES”: OMEGA TEAM

- Presentation Skill #5: Embodying Emotion
- Scene IV, Scene V, Epilogue: Creating tableaux
- Scene IV, Scene V, Epilogue: Unpacking text & subtext
- Themes: Commitment – Executioner vs. Comedians  
Excellence – Socrates vs. Athenians

IX. REHEARSAL – “SEEKING SOCRATES”: TEAMWORK & LEADERSHIP

- Presentation Skill #6: Understanding basic stagecraft & blocking
- Team Exercise: Blocking Team scene(s)
- Team Run-Through: Rehearsing Team scene(s)
- Growth Mindset: Identifying the Challenge
- Inner-Energy Method: Turning challenge Into joy

**LUNCH**

X. ATTRIBUTE – COMMITMENT: WHEN

- Definitions: Intent – Practice – Result
- Commitment Rubric: “When I Am Committed...”
- Commitment Exercise: Preparing for anything

XI. PERFORMANCE – “SEEKING SOCRATES”

- Walk-Through: Rehearsing Opening Procession & Team transitions
- Costume: Preparing to perform
- Presentation Skill #7: Erecting the Fourth Wall – Opening Procession
- Performance: **SEEKING SOCRATES**
- Curtain Call: Taking our bows

XII. ATTRIBUTE – EXCELLENCE: WHAT

- Definitions: Intent – Practice – Result
- Excellence Rubric: “When I Am Excellent...”
- Self Assessment Protocol: Working the Model
- Peer To Peer Coaching: Completing the Self Assessment Protocol
- Final debrief: Closing the circle