

# Advanced Leadership Course

## Pre-Work for Session Nine

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### What to Prepare?

One piece of feedback or real experience you have of another person in this cohort. Something you have observed, felt, or held that you have not yet told them.

In Session 9, you will deliver this message to that person, face-to-face, in the room.

*They will receive only. The rest of the group will give you feedback on the delivery.*

### 1. Who is this for?

### 2. What have you observed?

Something meaningful and specific that you have held in your own observation over the months of working alongside this person.

- A pattern you have noticed, and how naming it might help them
- A blind spot you have perceived, and how voicing it might help serve them
- A moment that struck you as odd, incongruent, or off-base
- Something that troubled you and never said

### 3. What is it?

Before you draft the message, sit with each question. Answer in full sentences.

- 1. What am I really observing here, separate from the story I have been telling myself about this person?**

- 2. What is my part in what I am observing, if any?**

- 3. Why have I held this back until now?**

- 4. What do I already know about this that I have not let myself fully admit?**

- 5. What is the clear stance I would take if I were not afraid of what it would cost me?**

## Drafting the Message

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### 1. What is your I-position?

*What I see, what I think, what I will do:*

### 2. What is your part in this situation?

### 4. What is the core message? One or two sentences.

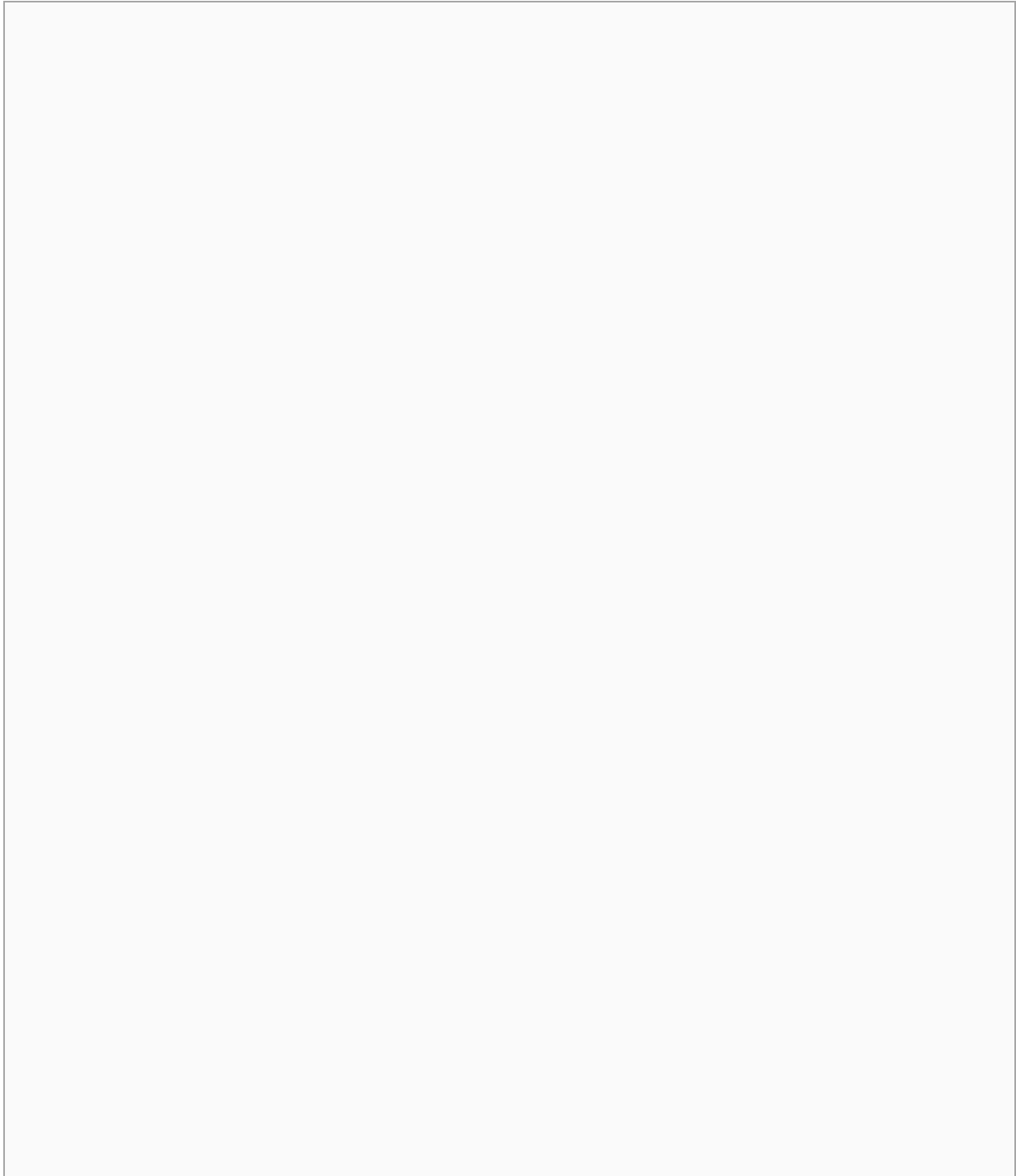
### 4. What is the recipient's emotional truth in this situation, separate from yours?

*If you can't answer this, you don't have a deliverable yet.*

## The Full Draft – *What you will say*

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**Write the message as you will deliver it in full form.**

A large, empty rectangular box with a thin black border, intended for the user to write their full draft message. The box is currently blank.

## **Stance – *How you intend to hold yourself during delivery***

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Read your draft aloud to yourself. Notice what happens in your body.

**1. Where do you feel the resistance?**

**2. In one sentence, what stance do you want to hold while delivering?**

**3. What is the biggest risk in how you might deliver this?**

## Bring This With You

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### ***To Session 9***

- This completed pre-work.
- Your fully written draft.
- A willingness to deliver it without polishing it further in the room.

#### **A note on what to expect:**

In Session 9, you will audit your draft against six dimensions of a deliverable message. You will refine it. And then you will deliver it.

The other participants will give you feedback on the experience they had watching you deliver the message, not just the delivery itself.