

Integration Session Agenda

The Seven Most Common Mistakes Leaders Make

90-Minute Virtual Integration Session

Purpose:

This session is designed to bring the models, tools, and insights from the video-learning course and participant workbook into real leadership situations. The focus is on application, reflection, and practical next steps, not new content.

Welcome & Session Focus

0:00 – 0:10

- Welcome and context for the integration session
 - How this session connects to your video-learning and workbook
 - Session norms and expectations
 - Quick group check-in
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Revisiting the Core Leadership Models

0:10 – 0:25

- **Parallel Lines:** Leadership as a learnable skill set
 - **Box of Life:** Leading with curiosity rather than judgment
 - **Integrity Circles:** Aligning values, intentions, and actions
 - Group discussion on how these models show up in day-to-day leadership
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Applying the Seven Most Common Mistakes

0:25 – 1:05

- Individual reflection on the leadership mistakes most relevant right now
 - Small-group discussion using real leadership scenarios
 - Identifying patterns, challenges, and leadership blind spots
 - Large-group debrief and shared insights
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Leadership in Action: Feedback & Balance

1:05 – 1:20

- Practical discussion on feedback, accountability, and inspiration
 - Identifying conversations you may be avoiding or delaying
 - Applying feedback and leadership tools to current situations
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Commitments & Close

1:20 – 1:30

- Personal leadership commitment for the next 30 days
 - Sharing key takeaways
 - How this session connects to coaching and future workshops
 - Closing reflections
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Outcome:

By the end of this session, you will have greater clarity around your leadership behaviors, deeper insight into how the seven mistakes show up in real situations, and a clear commitment to apply one or two leadership shifts that will make a meaningful difference for your team.

90-Minute Integration Session

The Seven Most Common Mistakes Leaders Make

Virtual | Highly Interactive | Application-Focused

SESSION PURPOSE (Frame This Up Front – 2 minutes)

“Today is not about new content.

It’s about bringing the models and mistakes **into your real leadership world** with the people in your charge, your challenges, and your decisions.”

Outcomes for the session:

- Reinforce the **3 models** as leadership lenses
 - Share stories for reflection and discussion
 - Deepen understanding of the **7 mistakes through real scenarios**
 - Help leaders identify **1–2 high-impact shifts** they can apply immediately
 - Normalize leadership struggle while raising accountability
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1. Welcome, Context & Norms (0:00–0:10 | 10 minutes)

Facilitator Flow

- Welcome participants back
- Acknowledge the work they’ve already done:
 - video-learning
 - workbook reflections
- Position this as a **“bridge session”** between learning and leadership action

Set Expectations

- Ask everyone to have their cameras on and their names on the screens (add if not already there)
 - Participation
 - Real examples welcomed; confidentiality respected
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Quick Check-In (Chat or Verbal)

Prompt:

“In one word, what stood out most to you from the video or workbook?”

(You’ll often hear words like *uncomfortable*, *validating*, *eye-opening*, *overdue*—lean into that.)

2. Re-grounding in the 3 Core Models (0:10–0:25 | 15 minutes)

This is **not a re-teach**—it’s a *re-anchoring*.

A. Parallel Lines – Leadership Is a Skill Set (5 minutes)

Prompt:

“Which line—technical or leadership—has demanded more intentional effort from you recently?”

Discussion Angle:

- Where leaders still default to “doing”
 - Where leadership feels awkward or slower than technical work
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B. Box of Life – Lead with Curiosity (5 minutes)

Prompt:

“Where are you most likely to assume ‘they should know better’?”

Facilitator Tie-In:

- Link directly to **Avoidance**, **Disrespect**, and **Feedback mistakes**
 - Reinforce: curiosity does not eliminate accountability, it improves it
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C. Integrity Circles – Values, Intentions, Actions (5 minutes)

Prompt (chat or breakout pairs):

“Where does pressure most often knock your actions out of alignment?”

Key Reminder:

- Integrity gaps erode trust faster than skill gaps
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3. Bringing the 7 Mistakes into Real Leadership Situations (0:25–1:05 | 40 minutes)

How to Frame This Section

“You don’t make all seven mistakes equally.

The danger is the **one or two you repeat under pressure.**”

A. Individual Reflection (5 minutes)

Ask participants to silently answer:

- Which **1–2 mistakes** feel most relevant *right now*?
- Where do I see the **impact on my team**?

(They’ve already rated themselves in the workbook. This reconnects them to that insight.)

B. Small Group Breakouts (20 minutes)

Breakout Structure:

- Groups of 3–4
- Each group selects **one real leadership scenario**
- Use this discussion flow:

Guided Questions:

1. Which mistake is showing up here?
2. Which model would help shift the outcome?
3. What’s the leadership move that *feels hardest*?
4. What would “better” look like—not perfect?

Facilitator Tip:

Drop into rooms and listen for patterns, not solutions.

C. Large Group Debrief (15 minutes)

Invite groups to share:

- The mistake that came up most often
- One insight that surprised them
- One leadership behavior they want to stop or start

Normalize This Truth:

“Awareness without action is interesting.

Awareness *with commitment* changes cultures.”

4. Applied Tool Moment: Feedback & Balance (1:05–1:20 | 15 minutes)

This anchors the session in **practical leadership behavior**.

A. Feedback Reality Check (7 minutes)

Prompt:

“Who on your team would benefit from feedback they’re *not getting?*”

Explore:

- Where positive feedback is absent
- Where avoidance is disguised as kindness
- Where tone matters more than content

Tie directly back to:

- MMFI (Make Me Feel Important)
 - Accountability + Inspiration balance
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B. Micro-Application Exercise (8 minutes)

Ask participants to jot down:

- One conversation they’ve been avoiding **OR**
 - One person overdue for positive feedback
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Optional Share:

- Invite 1–2 volunteers to talk through how they’ll approach it differently now
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5. Commitments & Close (1:20–1:30 | 10 minutes)

Personal Commitment (Silent – 3 minutes)

Ask leaders to complete:

“One leadership behavior I will intentionally practice over the next 30 days...”

Pair Share or Chat Share (4 minutes)

Closing Reframe (Facilitator Script)

“Leadership doesn’t require perfection.
It requires intention, awareness, and follow-through.”

Preview What Comes Next (if applicable)

- Coaching sessions
 - Next video course
 - Ongoing integration expectations
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OPTIONAL FACILITATOR NOTES (for You & Your Team)

- This session **should feel lighter than a 4-hour workshop**
- Stories > slides
- Silence is productive—don’t rush it
- If time gets tight, **never cut reflection—cut content**