



Contributing as a Multiplier (3/4 day)

Time	Modules	Key Learning Outcomes	Activity Description
60 minutes	Introduction to Multipliers	<ul style="list-style-type: none"> ■ Become aware of how you view your role as an influential individual contributor or team/project leader. ■ Identify how you have been affected by others' multiplying and diminishing approaches. ■ Understand the impact you have as a leader, even in a non-supervisory role, to build your individual and team intelligence through Multiplier moments. 	<ul style="list-style-type: none"> ■ Real-life research is conducted as a room before we introduce the Multipliers research, asking participants to think of an experience working for a Multiplier or Diminisher leader. ■ Participants are introduced to the Multipliers research, the objectives of the simulation, and the business leadership metrics. ■ Participants are challenged to think about the contexts and moments where they can potentially multiply or diminish others.
60 minutes	Round 1 Introduction and Simulation Moments 1-3	<ul style="list-style-type: none"> ■ Identify leader behaviors that can multiply or diminish us. ■ Recognize the trade-offs in leading as a Multiplier. ■ Practice Multiplier skills through simulation. ■ Participants will learn from one another as they share real-life experiences they've had in leading their teams. ■ Learn to create space for others to contribute. 	<ul style="list-style-type: none"> ■ As a table team, participants will work through a series of simulation Moments, Actions, and Outcomes. ■ First, they will discuss how they will Multiply their simulation team based on each character's unique profile. ■ Participants will thoroughly discuss the pros and cons of each option, pulling out the nuances and trade-offs. ■ During the first round, participants will experience their first Multipliers Experiment, Play Fewer Chips.
20 minutes	Combat Diminishing Behavior Card Sort	<ul style="list-style-type: none"> ■ Recognize that "it takes two to diminish" – that we can become more resilient to being diminished. ■ Identify specific approaches we can use to change our response to diminishing behaviors, and to engage with those who diminish us in different ways. 	<ul style="list-style-type: none"> ■ Participants read a deck of 13 strategies to combat diminishing influences. ■ As a team, they pick the two or three strategies that they think would be most effective in their environment. ■ Teams share their experiences and selections with the room.
40 minutes	Debrief, Results, and Action Planning	<ul style="list-style-type: none"> ■ Rich group debriefs provide insights for participants to make changes with their actual teams back on the job. ■ Learn how to improve your team's intelligence in the second round and in the real world. 	<ul style="list-style-type: none"> ■ The facilitator will bring each Moment to life, linking back to the participants' roles as influencers, and how they can learn from each Moment. ■ Participants will document key take-aways from each Moment and what they will do differently back on the job. ■ The simulation leaderboard energizes the teams to apply the Multiplier behaviors to the Moments.
30 minutes	Accidental Diminishers	<ul style="list-style-type: none"> ■ Change potential Diminisher moments by recognizing Diminisher triggers and considering other options when situations occur in which you would normally regress to your Accidental Diminisher tendency. ■ Create work-arounds to avoid Diminisher behaviors. 	<ul style="list-style-type: none"> ■ Participants will be divided up into groups by their Accidental Diminisher tendency, talk about what they think their Accidental Diminisher intention is, and brainstorm work-arounds to avoid or lessen this behavior in the future. ■ Groups will share their team's findings with the room and learn from one another.
60 minutes	Round 2, Simulation Moments 4-7	<ul style="list-style-type: none"> ■ Recognize the trade-offs in leading as a Multiplier. ■ Practice Multiplier skills through simulation. ■ Participants will learn from one another as they share real-life experiences and how they handled the situations. ■ Participants apply the tools and skills they have acquired throughout the day to their real-world challenge. ■ Participants practice the art of framing and facilitating a constructive debate. 	<ul style="list-style-type: none"> ■ Complexity is increased in Round 2. Participants must apply content and tools that they've just learned in order to successfully increase their team's intelligence. ■ As a table team, participants will work through a series of character Moments, Actions, and Outcomes. ■ Carefully discuss the pros and cons of each option. ■ Practice creating healthy, constructive debate at the table through the Multiplier experiment, "Make a Debate."



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25 minutes	Native Genius Experiment	<ul style="list-style-type: none"> Know what each person's native genius is and understand how to put that native genius to work to get the most out of others. Practice spotting other people's native genius. 	<ul style="list-style-type: none"> Participants brainstorm and share what their native genius is, the things they do "easily and freely." Then the table team provides more insights and observations on each person's native genius. Finally, the group discusses how to put their native genius to work.
10 minutes	Give Your Boss a User Guide	<ul style="list-style-type: none"> Break out of a victim mindset. Communicate openly with their leaders to help them avoid diminishing behaviors and become better Multipliers. 	<ul style="list-style-type: none"> Participants fill out a simple worksheet of things that their leaders might not know about them. They then plan for how they will engage with their bosses to help them become better Multipliers.
60 minutes	Results, Action Planning and Close	<ul style="list-style-type: none"> Rich group debriefs provide insights for participants to make changes with their actual teams back on the job. Find and apply ways to access and utilize people's intelligence. Practice using the Multiplier experiments and tools. Participants are ready to embark on their 30-Day Multiplier Challenge. 	<ul style="list-style-type: none"> In this summary phase of the program, participants leverage all of the tools and insights they have gained throughout the day in this final application to their real-world job. Participants are prompted with examples of actions they can take, and then they come up with their own two or three actions they will commit to. Participants pair up and schedule an accountability call in 2-3 weeks.