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MISSION-DRIVEN

LEADING WITH COURAGE & COMPASSION
IN FAST-CHANGING TIMES

MISSION-MATTERS CONVERSATION GUIDE

(50-minute version)

Objective: To help your team or group align or re-align with a deep sense of purpose through individual and shared reflections and a group discussion about how each individual's sense of purpose connects to the team's or organization's mission.

Materials needed: Notepad and pen. (Preferable to tablets or laptops.)

Steps:

1. **Ask** everyone to write a reflection about the following three questions. Read one question at a time and allow 90 seconds for reflection before reading the next. (5 minutes).
 - o What do you know about your purpose?
 - o What is underneath that understanding?
 - o And underneath that?
2. **Divide** your team into groups of two or three and instruct them to share their answers. (10 minutes)
3. **Lead** a larger group discussion—inviting people to reflect on how their deepest sense of purpose relates to the group's collective mission. (15 minutes)
4. **Invite** your team to return to their groups of two or three and share an example of a leader from history whose commitment to a greater purpose inspires them and why. (10 minutes.)
5. **Ask** everyone to write a reflection in response to the following two scenarios (5 minutes)
 - o It is ten years from now, and we have achieved our mission. How do you feel?

o It is ten years from now, and we have yet to achieve our mission. A young person asks you if you have any regrets. What do you say?

6. **Wrap up** by thanking everyone for their courage to participate and inviting one or two people to share their answers to the final set of questions. (5 minutes)



For help taking this discussion further, [contact Lisa Bennett.](#)

Lisa Bennett is a trainer, facilitator, and the author of the forthcoming *Mission-Driven: Leading With Courage and Compassion in Fast-Changing Times*.

She is co-author of *Ecoliterate* with emotional intelligence expert Daniel Goleman, editor of *Women Amplified*, and contributor to *The Compassionate Instinct* and other books.

Lisa has been a leader in national organizations advancing equality, education, and the environment. She is an award-winning journalist, and former Harvard University fellow, and has learned first-hand from hundreds of exceptional leaders.

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