

2025 Leadership Presenters Timeline:

DAY 1	FRIDAY, JAN 24	Leadership Retreat 2025	
7:45am	Registration		
8am	Welcome Overview Introductions Input & Flipchart	Eric: ★ Tell Leadership Story ★ Ask what they want to get out of this. ★ Intro Speakers ○ Dr Dave ○ Shelly ○ Robyn	Write what they want on flip chart. Homework: 1. Vision 2. Mission 3. Purpose 4. Core Values or Culture Commandments 5. P&L 6. KPI Tracker
	★ WHY Leadership & Purpose ○ Not just a dentist ★ Leadership Challenge ★ Love & Leading ★ INTRO 6 Pillars		
9am	HEROES What does it take to be a leader?	Shelly: ★ Maxwell 5 Levels Overview Eric: ★ Humble ★ Equipping ★ Relationships ★ Optimistic ★ Egoless ★ Servant	MAXWELL CHALLENGE: <i>List your team. Where are you?</i> LEADERSHIP CHALLENGE
9:45am	SHAPE(S) Strengthsfinder Habits Appreciation Personality Emotional Intel. Spiritual	Eric: ★ Know your SHAPE Shelly: ★ DiSC - brief overview and challenge. Who knows every team member's DiSC?	DISC Take EQ here

10:45am	BREAK		
11:00am	6 PILLARS	ERIC: ★ Key in on #1, 2, 3 & 6 ○ 4 & 5 are events & coaching 1. Vision: Clarity of Expectation 2. Team - Dave, Culture Next (GWC from Traction) 3. KPI - Know & Share 4. Systems - SOP 5. Training - Meetings 6. Leadership. Developing People. Tell You, Show You, Tell Me, Show Me	
	BEGIN Developing the Vision if there's time before Lunch		
12:00	LUNCH		
1:00pm	Developing the Vision *** Some may be before lunch ***	Dr. Dave & Eric: ★ Vision, Mission, Goals & GAP Vision / Mission / Purpose / Values / Goals	Dr Dave: SLIDES 29-34 Eric: REMAINDER
1:30pm	Vision Workshop	Vision for 2025 and after	Handouts for GAP creation
2:00pm	BREAK		
2:15pm	Share Visions	Eric: ★ Cover How to Share ○ <i>Speak Like Leader</i>	Have them share & coach them. Share with a partner
3:15pm	Culture -	Dr Dave: ★ Culture is going to happen. Make it	

		Intentional Eric: ★ Culture Commandments	
	★ NPDC - ○ What is working well now? Write it down. ○ What isn't working? Write it down. ○ Repeat this with team ○ Walk the hall ○ Happy team = #1 compliment we get ★ 10 Traits of GREAT TEAM Player ★ 5 Killers ★ 3 R's ★ Demotivators: Blame Game - laser, cluster, bomb, scape-goat. Who vs How		
4:15pm	Culture Commandment Breakout	Eric: ★ Might be beginning of Day 2	Share with partners
5:00pm	Close Day 1		

DAY 2	SATURDAY, JAN 25	Leadership Retreat 2025	
8am	Open with Fun Story	Eric? Dr. Dave? ★	May still need to develop 2 Culture Commandments
8:15am	KPI / Reverse Engineering	Eric: ★ Start with P&L ★ % of Income Column	Handout Expense Guidelines
8:45am	Goal Setting	Eric: ★ Take their numbers & create realistic goals for 2025	Use GAP handouts Share with someone

		SMARTER Goals Do they get you closer to your Vision?	
9:45am	BREAK		
10am	Leadership Hacks	Shelly: ★ 5 Dysfunctions & Practice Review Eric: ★ EQ Reference Shelly: ★ Appreciation Languages Eric & Shelly: ★ One on Ones ★ Crucial Conversations Eric: ★ GWC from Traction	5 Dysf. Results Appreciation: Write each team member's name. What do they like? One on One Handout Role Play Each!
11am	How to Terminate	Robyn:	
12:00	LUNCH		
1:00pm	Job Descriptions	Shelly: ★ Team Job Descriptions - Tactical v Leadership ★ Responsibility Checklist (Team Accountability & Empowerment) ★ 5 Levels of Influence (Maxwell) ?: ★ How to get them to lead WITH You:	

		Give job descriptions about leadership positions ★ When someone takes on the job descriptions, when they do it well the team will just make them the leader.	
2:00pm	Leadership Hacks Leadership Pyramid Ego-Strength Wise, fool, evil: “Yeah man, give me a gift” Prov 9:7-9 Executive Team	Dr. Dave: ★ Accept the ‘D’ & Lose the ‘A’ Line exercise. ★ Team reviews - should never be a surprise. ★ Team should look forward to them ★ You can move from failure to success, but not from excuse to success. ★ Blame - laser vs. cluster bomb Eric & Dr Dave: ★ Executive Team	4 Fowls Retreats: Opportunity to observe your team. Jump start your brain. Are you willing to listen to the hard truths? Do you have someone who will tell you the hard truths?
2:45pm	BREAK		
3:00pm	Biggest Challenges	Eric: ★ Best way to overcome these challenges is to have your entire team on board - CEO Team	Discussion: - Help them navigate their biggest challenges with team members
4:30pm	10 Most Powerful Tools Successful People Use	Eric:	If Time

5:00pm	CLOSE		
--------	--------------	--	--