

A faint, stylized lightbulb icon is visible in the background of the green header area.

Leadership & Teamwork

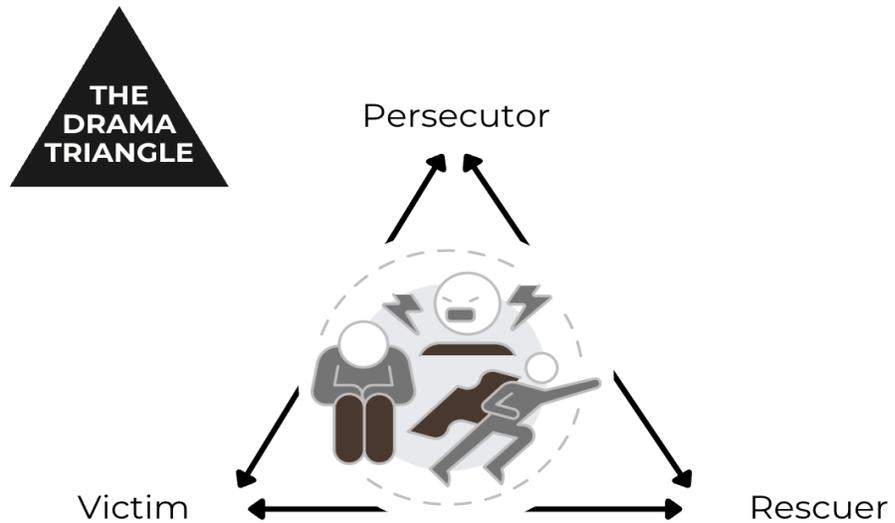
Session Two: October 30, 2025

 **2025-2026**



| | Leadership & Teamwork | Integrity | Vision | Humility | Engagement | Respect | |
|---|---|--|--|---|---|---|--|
| | In Person | Virtual | Virtual | In Person | Virtual | Virtual | |
| September 22 | October 13 | October 30 | December 2 | January 12 | February 5 | March 26 | May 4 |
| <ul style="list-style-type: none"> • Kickoff • Discovery Calls • DiSC | <ul style="list-style-type: none"> • DiSC • Foundational Models | <ul style="list-style-type: none"> • Brain and Threat • Rounding • Drama Triangle | <ul style="list-style-type: none"> • Leader Resilience • Personal Brand | <ul style="list-style-type: none"> • Managing Self • Influencing Others | <ul style="list-style-type: none"> • Leadership Styles • Leadership Flexibility | <ul style="list-style-type: none"> • Leveraging Strengths • Developing Talent | <ul style="list-style-type: none"> • Leaving a Legacy • Reviewing Key concepts |
| | | November 11 | December 16 | | February 19 | April 9 | |
| | | <ul style="list-style-type: none"> • Brain and Trust • Delegation | <ul style="list-style-type: none"> • Living the values • GROW and conflict | | <ul style="list-style-type: none"> • Coaching Cultures • Leader as Coach | <ul style="list-style-type: none"> • Promoting Innovation • Managing Stakeholders | |
| | | | | | March 12 | April 23 | |
| | | | | | <ul style="list-style-type: none"> • Fostering Collaboration • Generative Communication | <ul style="list-style-type: none"> • Recognizing bias • Promoting Inclusion | |
|  <p>Coaching</p> | | | | | | | |

ACCOUNTABILITY



ROUNDING



- ✓ Positive
- ✓ Focus on the team member
- ✓ Follow through on commitments
- ✓ Repeat monthly (or regularly)
- ✓ Prioritize the conversations

TruValues

The Core Pillars of TruEnergy

You get what you give – always treat your teammates with kindness, courtesy, patience, humanity and give them the benefit of the doubt. In other words, follow the Golden Rule, treat others as you would have them treat you.



Start with Gratitude. When you're grateful for what you already have, you'll always find even more to be grateful for.



Constantly engaged in their work, seeking ways to improve their craft and offering their assistance to their teammates around them. Hard working engaged employees are esteemed and deeply valued.

We hire men and women of character. Integrity and trust are the fundamental starting point of any successful relationship. Integrity above reproach is the base requirement to work at TruEnergy, nothing is more destructive than energy without integrity.



When making decisions, take the long-term perspective. Step back from the needs of your person, or your site, and consider the good of the enterprise. As we witness the built-up progress of our colleagues, we will find opportunities to build the collective good and the pride of ownership.

Come before the team with a heart for service and a sense of humility. Always focus the best outcome for the customer and the company over being right. Never lose the desire to challenge your most deeply held beliefs. No matter how long we've been at it – we have more to learn and must approach life with curiosity, humility, and a commitment to personal growth.



Everyone is a leader, and everyone is a teammate. No matter your role with the company your actions matter. Somebody is always watching; somebody is always using your actions to justify their own; so, strive to inspire others. Put others first, lend a hand, push for the greater good.



Leadership & Teamwork

Everyone is a leader, and everyone is a teammate.

No matter your role with the company your actions matter.

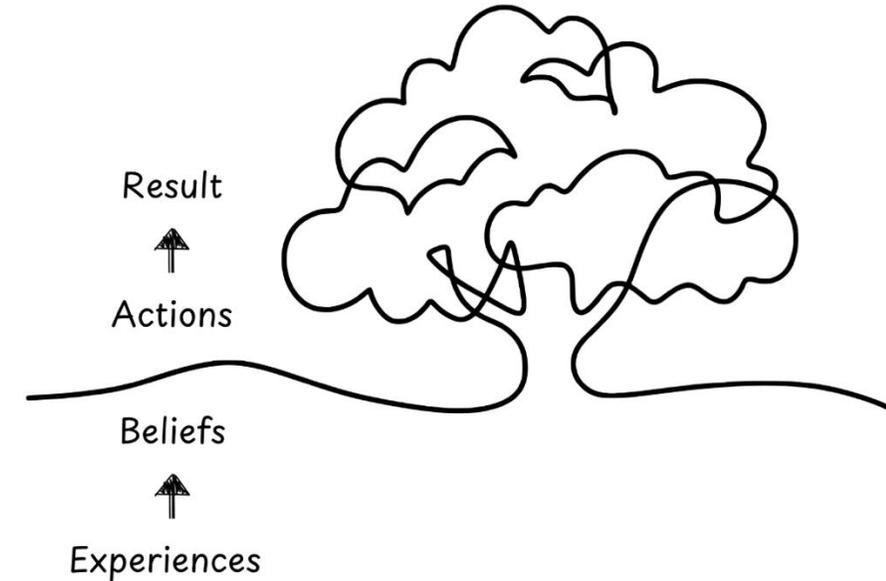
Somebody is always watching.

Somebody is always using your actions to justify their own; so, strive to inspire others.

Put others first, lend a hand, push for the greater good.

Session Three: Key Message

You can have control, or you can have growth, but you can't have both in equal proportion at the same time.



Organizational Trust Assessment

Directions: Using a 1 through 4 scale, rate each statement by considering how frequently your organization displays the ability described. There are no right or wrong answers. Try not to spend too much time on any one statement.

| | | | |
|--------------|--------|-------|---------------|
| Almost Never | Rarely | Often | Almost Always |
| 1 | 2 | 3 | 4 |

| | | | | | |
|-----|---|---|---|---|---|
| 1. | We keep promises and honor commitments. | 1 | 2 | 3 | 4 |
| 2. | We acknowledge and apologize for mistakes. | 1 | 2 | 3 | 4 |
| 3. | We are loyal to the absent. | 1 | 2 | 3 | 4 |
| 4. | We seek to understand each others' needs and concerns. | 1 | 2 | 3 | 4 |
| 5. | We say what we feel in a way that shows respect for others' opinions. | 1 | 2 | 3 | 4 |
| 6. | We seek constructive feedback. | 1 | 2 | 3 | 4 |
| 7. | We are open and honest with information. | 1 | 2 | 3 | 4 |
| 8. | We involve people in decisions that affect them. | 1 | 2 | 3 | 4 |
| 9. | We encourage others to openly contribute ideas and opinions. | 1 | 2 | 3 | 4 |
| 10. | We give credit where credit is due. | 1 | 2 | 3 | 4 |
| 11. | We share decision making with team members and support the collective decisions. | 1 | 2 | 3 | 4 |
| 12. | We view mistakes as learning opportunities. | 1 | 2 | 3 | 4 |
| 13. | We act on information only after hearing and understanding all the facts. | 1 | 2 | 3 | 4 |
| 14. | Our actions are consistent with our words regardless of the person or our stress level. | 1 | 2 | 3 | 4 |
| 15. | We communicate clear expectations. | 1 | 2 | 3 | 4 |
| 16. | We honor confidential and sensitive information. | 1 | 2 | 3 | 4 |
| 17. | We make eye contact and address one another by name. | 1 | 2 | 3 | 4 |
| 18. | We promote our team's reputation with others. | 1 | 2 | 3 | 4 |
| 19. | We are fully present and listen to understand. | 1 | 2 | 3 | 4 |
| 20. | We stay curious and assume good intent. | 1 | 2 | 3 | 4 |



“Widespread distrust in a society imposes a kind of tax on all forms of economic activity, a tax that high-trust societies do not have to pay.”

Francis Fukuyama



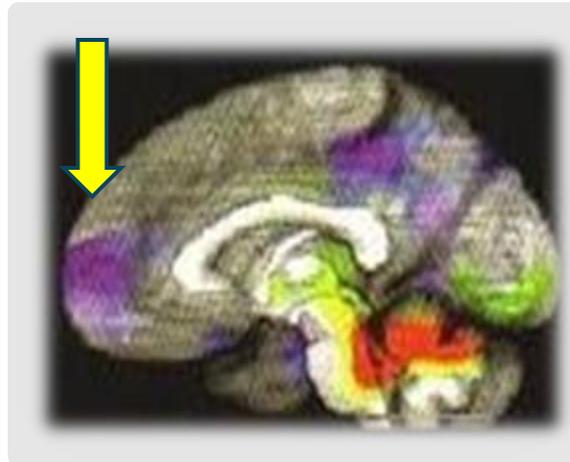
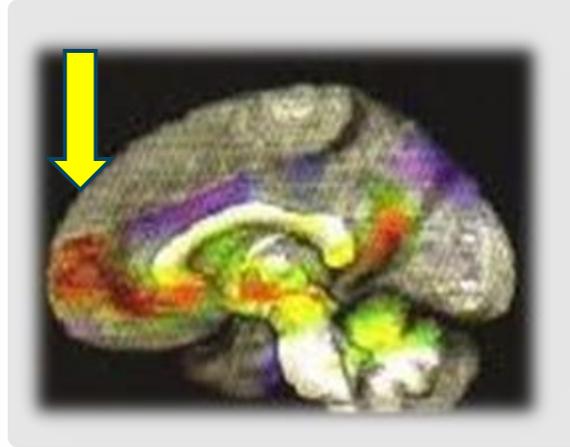
Breakout:

Discuss your responses to the trust assessment.

- What did you score the highest?
- What did you score the lowest?
- What unnecessary taxes do you and your team pay because of low trust?

Brain on Trust

- Best self
- Willpower
- Perspective taking
- Flexible and fluid
- Curious and open
- Creative and innovative
- Focus and energy



Brain on Threat

- Defensive
- Has to be right
- Reactive
- Compromised health
- Stuck (either/or)
- Protective of self
- Tunnel vision
- Missed opportunities



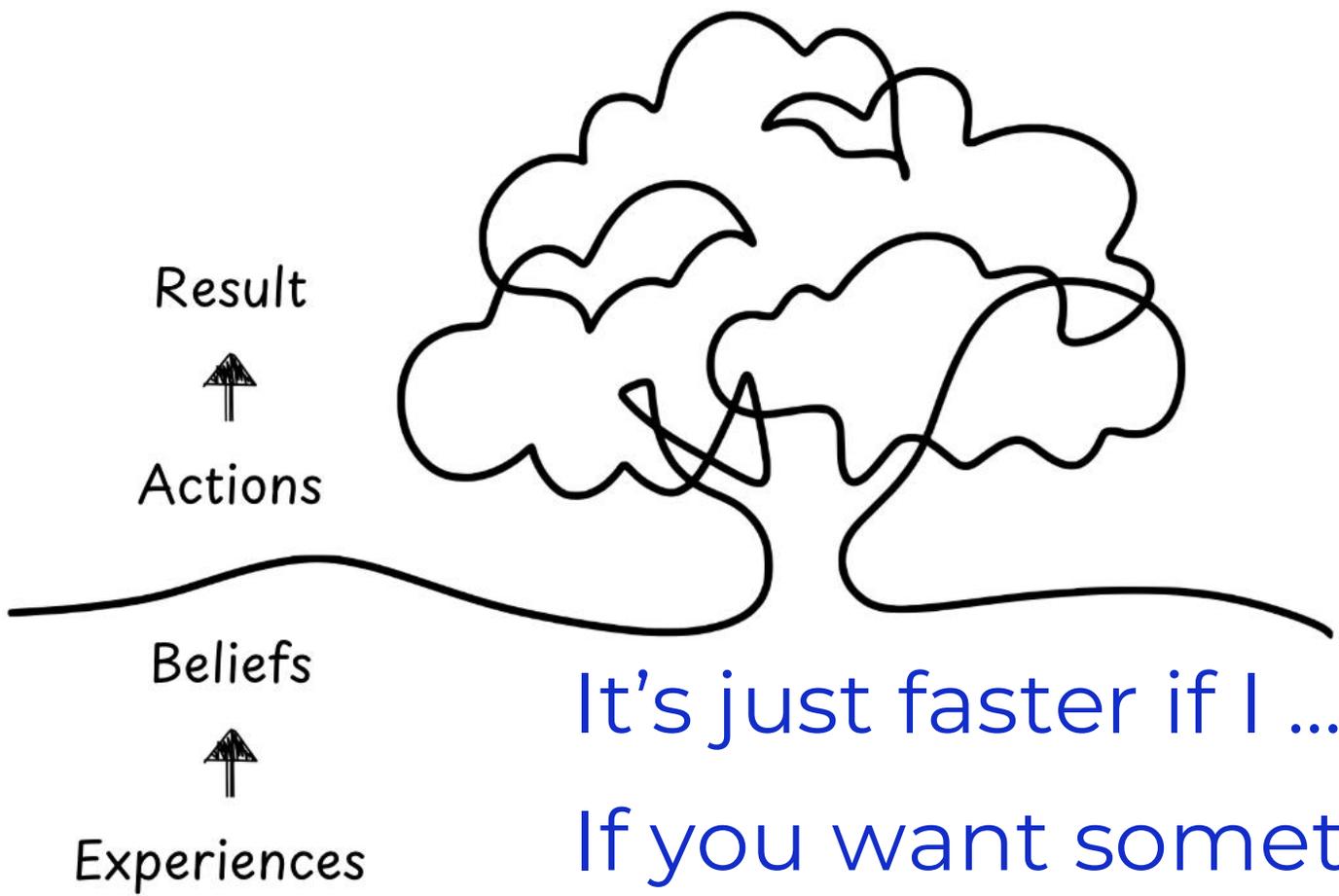
<https://www.youtube.com/watch?v=OqB5CEkPII4>

Personal Trust Assessment

Directions: Using a 1 through 4 scale, rate each statement by considering how frequently you display the ability described. There are no right or wrong answers. Try not to spend too much time on any one statement.

| Almost Never | Rarely | Often | Almost Always |
|--------------|--------|-------|---------------|
| 1 | 2 | 3 | 4 |

| | | | | | |
|-----|--|---|---|---|---|
| 1. | I keep promises and honor commitments. | 1 | 2 | 3 | 4 |
| 2. | I acknowledge and apologize for mistakes. | 1 | 2 | 3 | 4 |
| 3. | I am loyal to the absent. | 1 | 2 | 3 | 4 |
| 4. | I seek to understand others' needs and concerns. | 1 | 2 | 3 | 4 |
| 5. | I say what I feel in a way that shows respect for others' opinions. | 1 | 2 | 3 | 4 |
| 6. | I seek constructive feedback. | 1 | 2 | 3 | 4 |
| 7. | I am open and honest with information. | 1 | 2 | 3 | 4 |
| 8. | I involve people in decisions that affect them. | 1 | 2 | 3 | 4 |
| 9. | I encourage others to openly contribute ideas and opinions. | 1 | 2 | 3 | 4 |
| 10. | I give credit where credit is due. | 1 | 2 | 3 | 4 |
| 11. | I share decision making with team members and support the collective decisions. | 1 | 2 | 3 | 4 |
| 12. | I view mistakes as learning opportunities. | 1 | 2 | 3 | 4 |
| 13. | I act on information only after hearing and understanding all the facts. | 1 | 2 | 3 | 4 |
| 14. | My actions are consistent with my words regardless of the person or my stress level. | 1 | 2 | 3 | 4 |
| 15. | I communicate clear expectations. | 1 | 2 | 3 | 4 |
| 16. | I honor confidential and sensitive information. | 1 | 2 | 3 | 4 |
| 17. | I make eye contact and address others by name. | 1 | 2 | 3 | 4 |
| 18. | I promote our team's reputation with others. | 1 | 2 | 3 | 4 |
| 19. | I am fully present and listen to understand. | 1 | 2 | 3 | 4 |
| 20. | I stay curious and assume good intent. | 1 | 2 | 3 | 4 |



It's just faster if I ...

If you want something done right, ...



Experiences
↑
Beliefs
↑
Actions
Result

It's faster and better if I get better at delegation.
I can have control or I can have growth. I can't have both in equal proportion at the same time.



<https://www.youtube.com/watch?v=6Y4vbS6c4p4>



© Yellin Group

CLARITY:

What do you want the delegate to do?

What does "done" look like?

What is the "why" of this delegation?



Unforgettable Leadership. Unforgettable Results.



© Yellin Group

LEVEL:

Consider the **nature of the task** and the **skill/experience** of the delegate.

- | | |
|----------------------------------|---|
| 1. Do as I say | Do exactly as I have asked. |
| 2. Research and report | Research the delegation and report findings. |
| 3. Research and recommend | Research the delegation and make a recommendation |
| 4. Decide and inform | Do the research, make a decision, and inform me on what you decided. |
| 5. Decide and act | Make whatever decision you think is best with no need to report back. |

CLEAR



Unforgettable Leadership. Unforgettable Results.



© Yellin Group

EXPECTATIONS:

What are any essential, non-negotiable requirements or expectations you have?
(cost, expectations, stakeholders, etc.)

CLEAR



Unforgettable Leadership. Unforgettable Results.



© Yellin Group

ACCOUNTABILITY:

What is the timeline?

How would you like to hold each other accountable?

When are the deadlines and check-in points?

CLEAR



Unforgettable Leadership. Unforgettable Results.



© Yellin Group

RESULTS:

Did you get the results you wanted? What could you improve for next time?



Put in the reps

Personal Commitment

Team Commitment

LEADERSHIP

| Month | Day | Date | Time | Location | Cohort |
|-----------------|----------------|-------------|-------------------|-------------|------------------------|
| October | Monday | 10/13 | 10:00-2:00 | Norman OK | Leadership/Foundations |
| | Thursday | 10/30 | 9:00-10:30 | Zoom | Leadership |
| November | Tuesday | 11/11 | 9:00-10:30 | Zoom | Leadership |
| December | Tuesday | 12/2 | 9:00-10:30 | Zoom | Leadership |
| | Tuesday | 12/16 | 9:00-10:30 | Zoom | Leadership |
| January | Monday | 1/12 | 10:00-2:00 | Norman OK | Leadership/Foundations |
| February | Thursday | 2/5 | 9:00-10:30 | Zoom | Leadership |
| | Thursday | 2/19 | 9:00-10:30 | Zoom | Leadership |
| March | Thursday | 3/12 | 9:00-10:30 | Zoom | Leadership |
| | Thursday | 3/26 | 9:00-10:30 | Zoom | Leadership |
| April | Thursday | 4/9 | 9:00-10:30 | Zoom | Leadership |
| | Thursday | 4/23 | 9:00-10:30 | Zoom | Leadership |
| May | Monday | 5/4 | 10:00-2:00 | Norman OK | Leadership/Foundations |

FOUNDATIONS

| Month | Day | Date | Time | Location | Cohort |
|-----------------|----------------|-------------|-------------------|-------------|------------------------|
| October | Monday | 10/13 | 10:00-2:00 | Norman OK | Leadership/Foundations |
| | Thursday | 10/30 | 12:30-2:00 | Zoom | Foundations |
| November | Tuesday | 11/11 | 12:30-2:00 | Zoom | Foundations |
| December | Tuesday | 12/2 | 12:30-2:00 | Zoom | Foundations |
| | Tuesday | 12/16 | 12:30-2:00 | Zoom | Foundations |
| January | Monday | 1/12 | 10:00-2:00 | Norman OK | Leadership/Foundations |
| February | Thursday | 2/5 | 12:30-2:00 | Zoom | Foundations |
| | Thursday | 2/19 | 12:30-2:00 | Zoom | Foundations |
| March | Thursday | 3/12 | 12:30-2:00 | Zoom | Foundations |
| | Thursday | 3/26 | 12:30-2:00 | Zoom | Foundations |
| April | Thursday | 4/9 | 12:30-2:00 | Zoom | Foundations |
| | Thursday | 4/23 | 12:30-2:00 | Zoom | Foundations |
| May | Monday | 5/4 | 10:00-2:00 | Norman OK | Leadership/Foundations |

Encourage your teams!

Grab & Grow:
Wednesday, November 12
12:00-12:30

November 11, 2025

