

Build for the Future

Session Five: December 9, 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 	
 Coaching							



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.



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.

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

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.

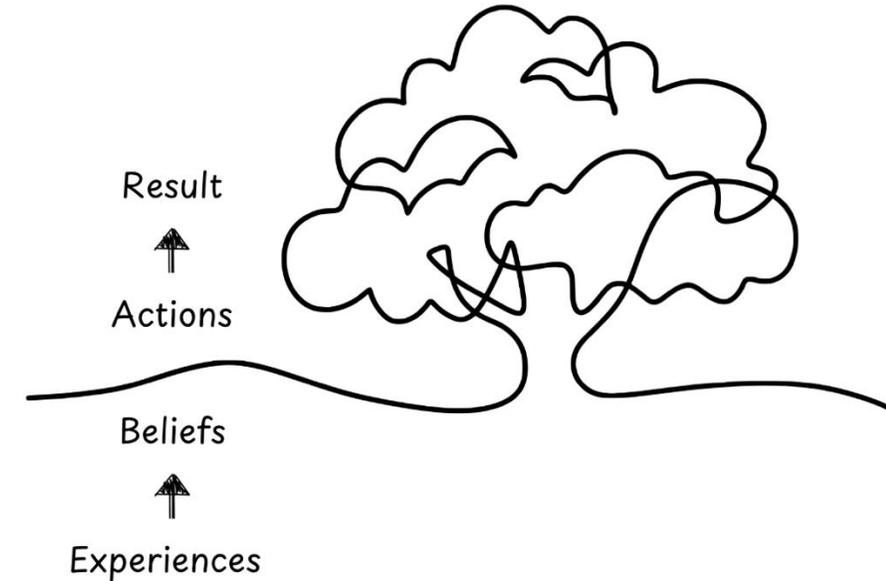
Come before the team with a heart for service and a sense of humility. Always focus the best outcome for the customer and the company over being right. Never lose the desire to challenge your most deeply held beliefs. No matter how long we've been at it – we have more to learn and must approach life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

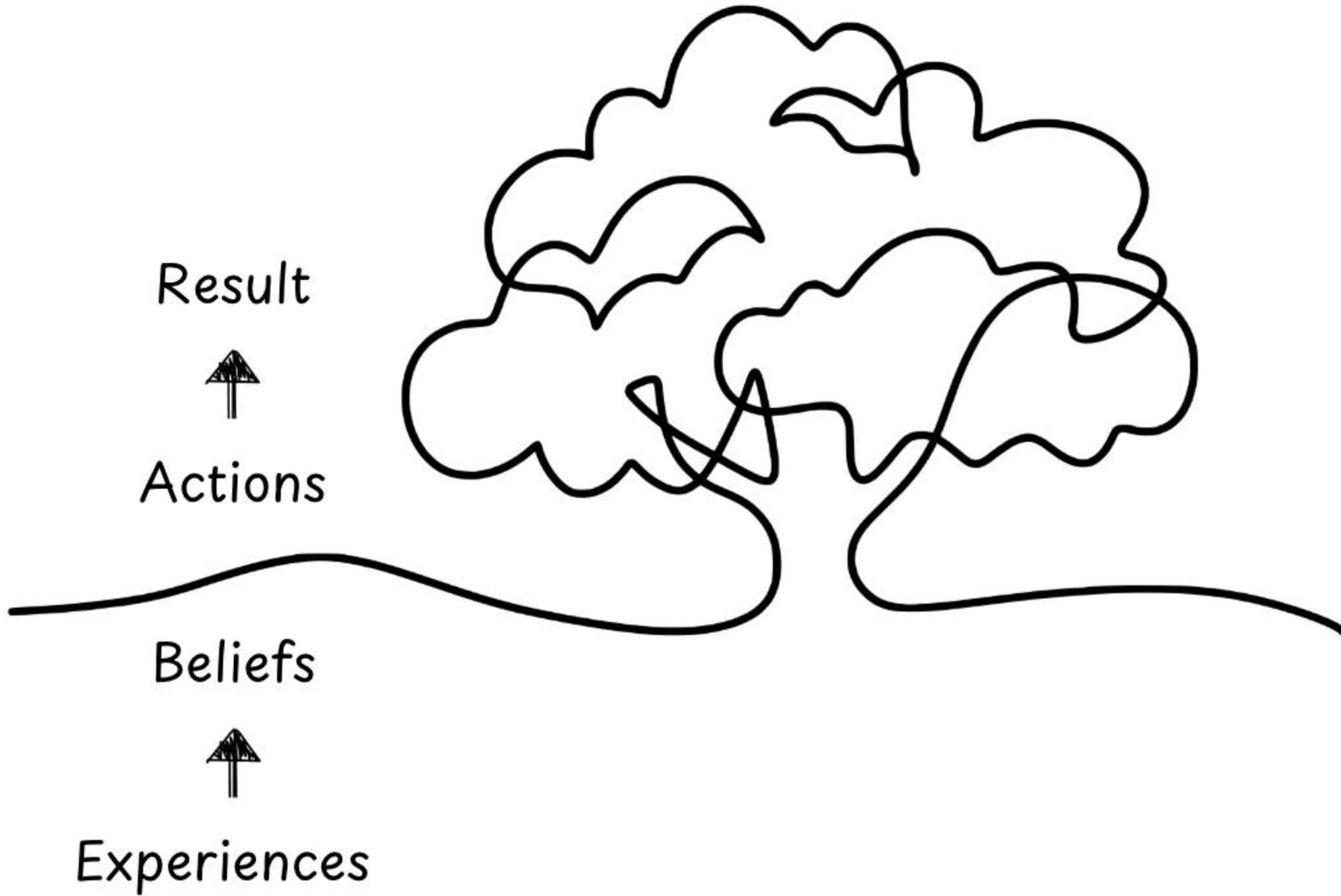


Everyone is a leader, and everyone is a teammate. No matter your role with the company your actions matter. Somebody is always watching; somebody is always using your actions to justify their own; so, strive to inspire others. Put others first, lend a hand, push for the greater good.

Session Five: Key Messages

- *Conflict is a place of possibilities.*
- *Sooner is smaller. Later is larger.*
- *Conflict can be addressed with high courage and high consideration.*
- *Choose your hard.*



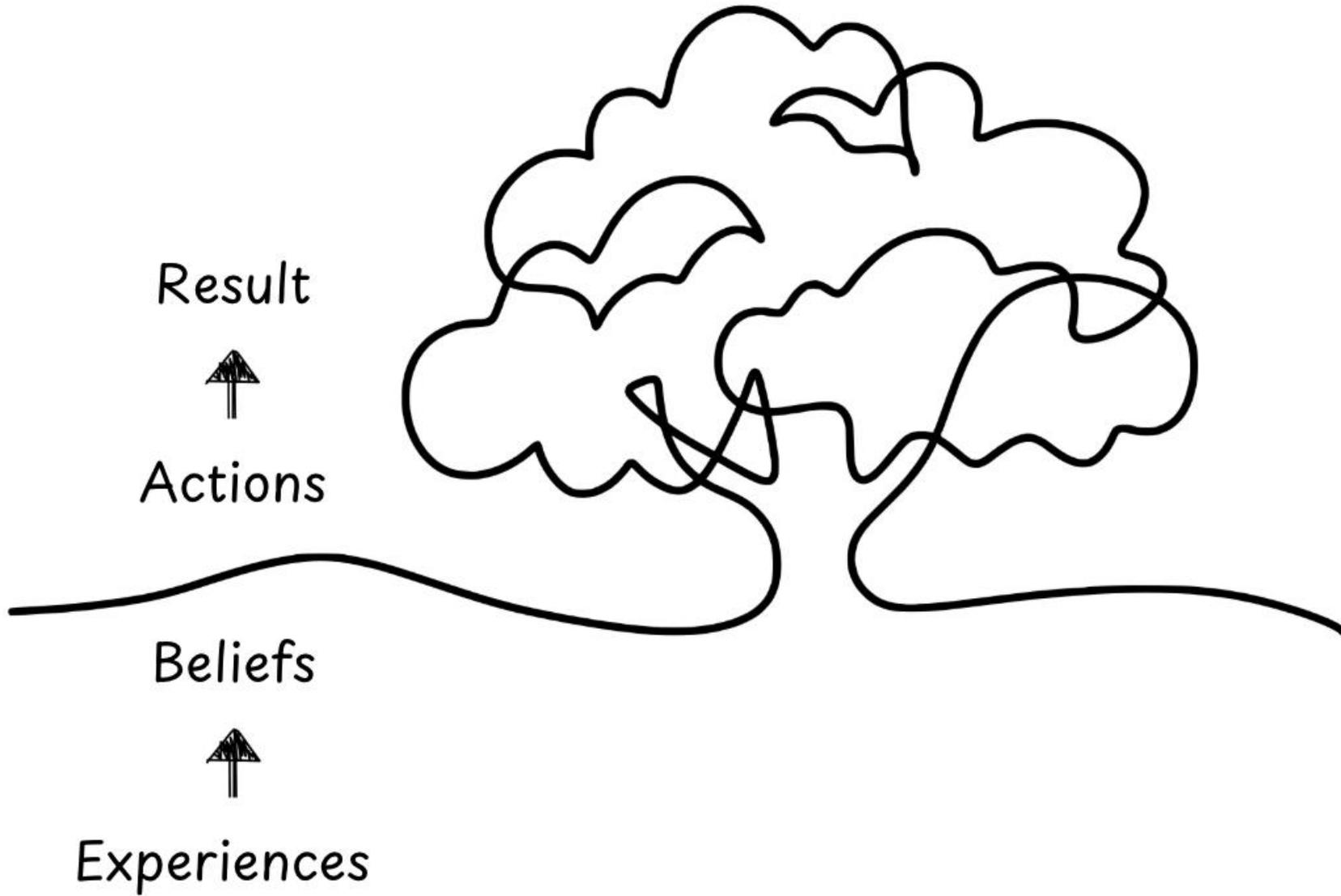


Conflict

Con: *with*

Flict: *to strike*







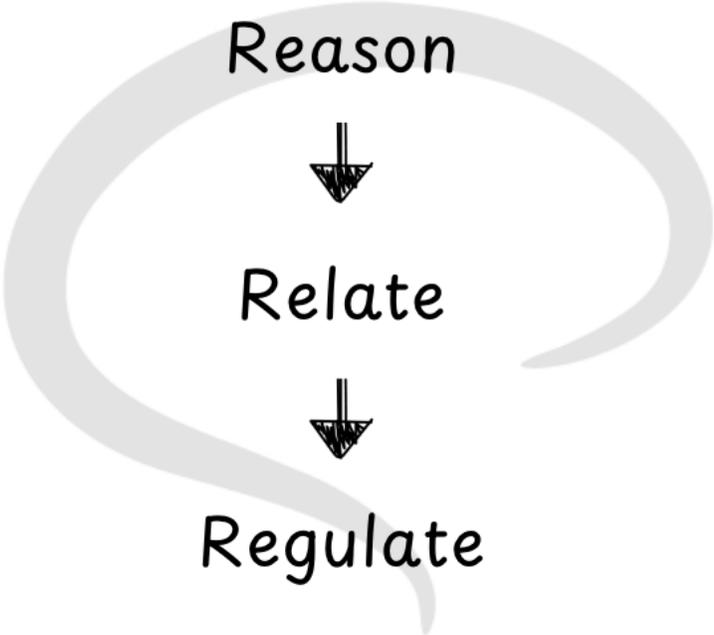
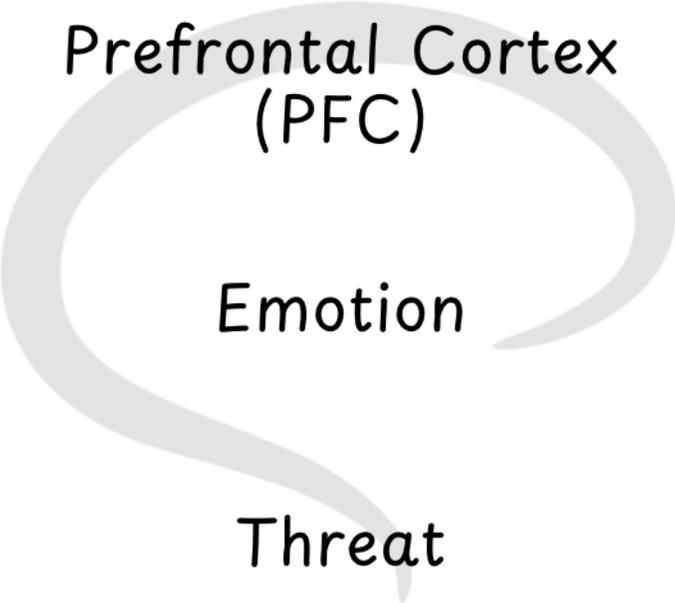
Conversation

Con: *with*
verse: *to turn*

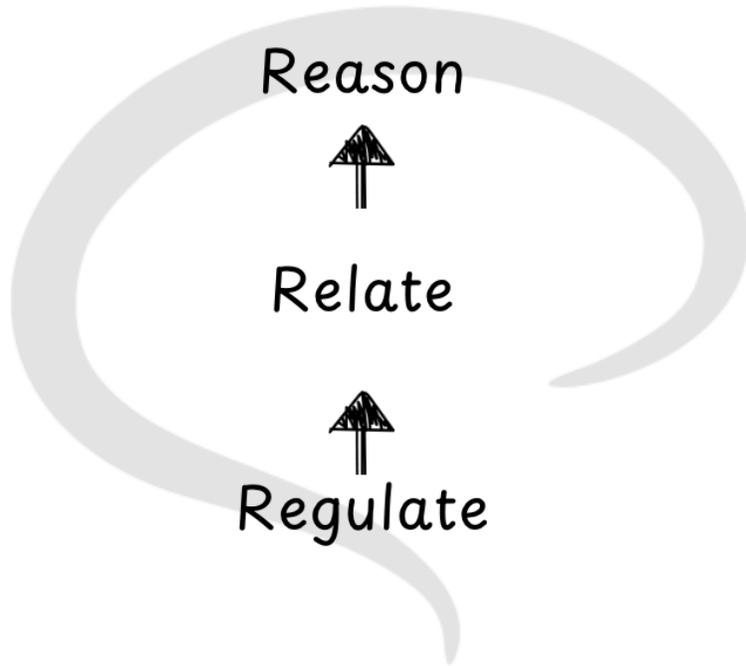




Neurosequencing



Neurosequencing



Relate:

- Get curious
- Listen for what is important to THEM
- What do THEY want?
- How does that make sense to THEM?

Regulate:

- Self manage
- Breathe



GROW

Goal:

What is the ultimate goal for this conversation?

Trigger the brain to listen for agreement.



GROW

Reality:

Each person shares their reality.

The goal is not to agree on reality. The goal is to agree that there is a gap between where we are and where we want to be.



G R O W

Options:

Co-create options.

Each person shares ideas and needs they have.

Explore new possibilities and generate as many options as possible.

When the brain is on the defensive, it gets stuck. To get unstuck, think forward and generate options.



GROW

Way Forward:

Create an action plan.

Clarify the goal, the development actions, milestones, support, resources needed, etc.

Reminder: What you say is not what others hear.

Never leave a GROW conversation without a follow-up GROW conversation scheduled.





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	12/9	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	12/9	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

Professional Brand

How Your Presence Speaks When You are
Not in the Room

Wednesday, December 10
12:00-12:30

December 9, 2025

