

NextGen Session Six

Build Your Professional Playbook

August 20, 2026

YELLIN GROUP

Blueprint

Session 1:	Session 2:	Session 3:	Session 4:	Session 5:	Session 6:	Session 7:	Session 8:
Set the Direction	**Adapt to Connect**	**Define Your Signature**	**The Inner Game**	**Build Relationships & Influence**	**Build Your Professional Playbook**	**Build Your Peak Performance Playbook**	**Next Level**
Gain clarity on the cohort, expectations, where we are going, and how you want to grow.	Increase your influence by understanding yourself and the language of others.	Craft a personal brand that reflects your strengths and aspirations.	Master self-awareness, self-management, and emotional agility.	Build trust, influence, and collaboration.	Develop communication habits that drive credibility and success.	Create strategies for resilience, energy, and sustainable growth.	Reflect, refocus, and prepare for what's next.
Triad Call with Coach and Leader	**1:1 Coaching Call (DiSC Debrief)**			**1:1 Coaching Call**			

6/4, Thursday, 9:30-11am CST
6/25, Thursday, 9:30-11am CST
7/2, Thursday, 9:30-11am CST
7/16, Thursday, 9:30-11am CST
8/6, Thursday, 9:30-11am CST
8/20, Thursday, 9:30-11am CST
9/03, Thursday, 9:30-11am CST
9/17, Thursday, 9:30-11am CST

Rules of Engagement: *How can we make this most valuable for you?*

- Be present
- Be your own advocate
- Understanding me
- Open communication
- Invest and be all in
- Know your ‘wild thing’ and limiting beliefs
- Be honest, blunt, and direct – get to the point
- The Do plan – clear takeaways, fieldwork, resources, application
- Be curious and willing to dig deeper
- Reach out!!! Suffering is optional.

Application

- What did you apply?
- How did that impact your leadership?
- How has that impacted those who experience your leadership?



NextGen | Session Five
Build Relationships & Influence

KEY BEHAVIORS

- Empathy
- Service
- Influence
- Initiative
- Teamwork

LAB TESTED

One thing I will try is:

I will try it when:

I will know it's working if:

If I forget or struggle. I will:

My next step is:

I will check in with _____ on _____ by text email call.
Name of partner date circle one

Partner's contact information: _____

Capstone

What is a manifesto?

A manifesto is a declaration of beliefs, principles, and intentions.

It takes something that could remain abstract—an aspiration, a philosophy, a desired experience—and makes it tangible.

One well-known example comes from the Danish concept of hygge.

Hygge is often associated with warmth, comfort, connection, presence, and enjoying simple moments.



It's not a declaration of perfection. It's a declaration of intention.

Capstone

5-10 principles

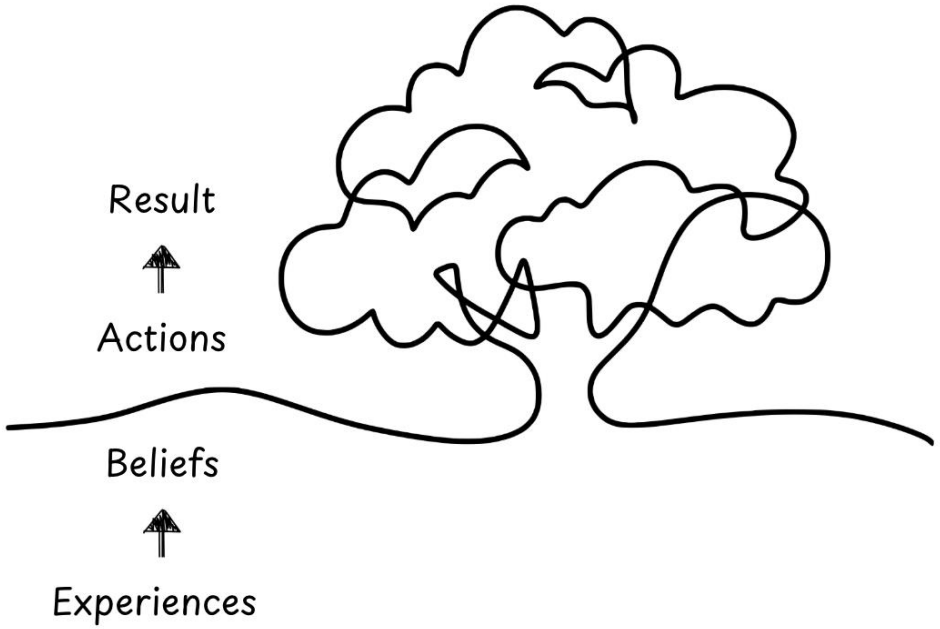
- What do you believe?
- Make it yours
- The no-one-else test

Presentation

- Why is this important to you?
- How did NextGen influence it?
- Where have you seen it?
- What would living it look like?
- What is one leadership promise?



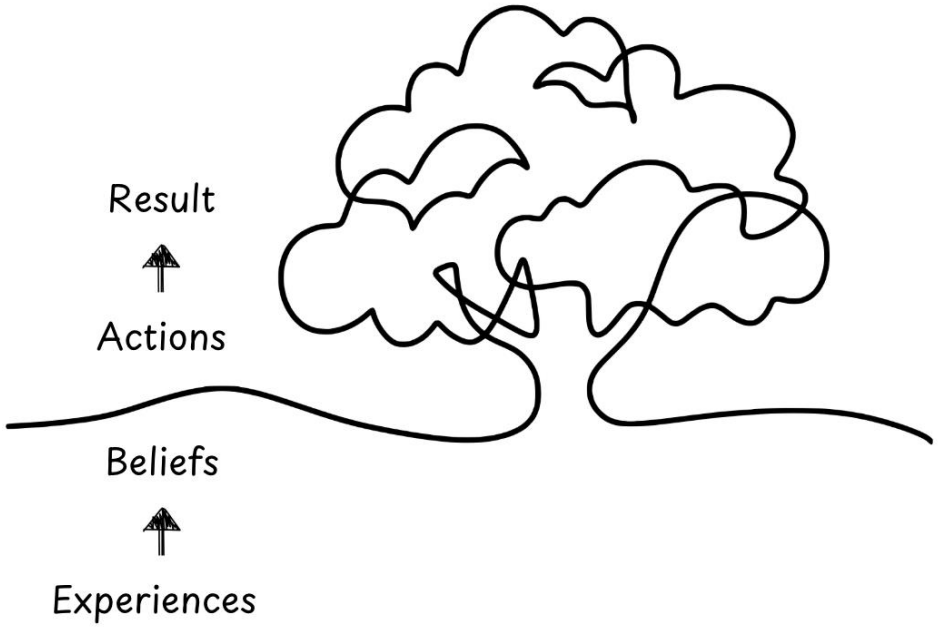
Capstone



THE REAL TEST

Four months from now, will someone experience you differently because of what you learned?
Your manifesto is your opportunity to decide what you want that experience to be.

Communication



Communis – "to connect"

- If you didn't connect, you didn't communicate.
- The effectiveness of your communication is measured by your ability to connect.
- It isn't about your intention; it's about their experience.
- What you say isn't always what they hear.

Today's Map

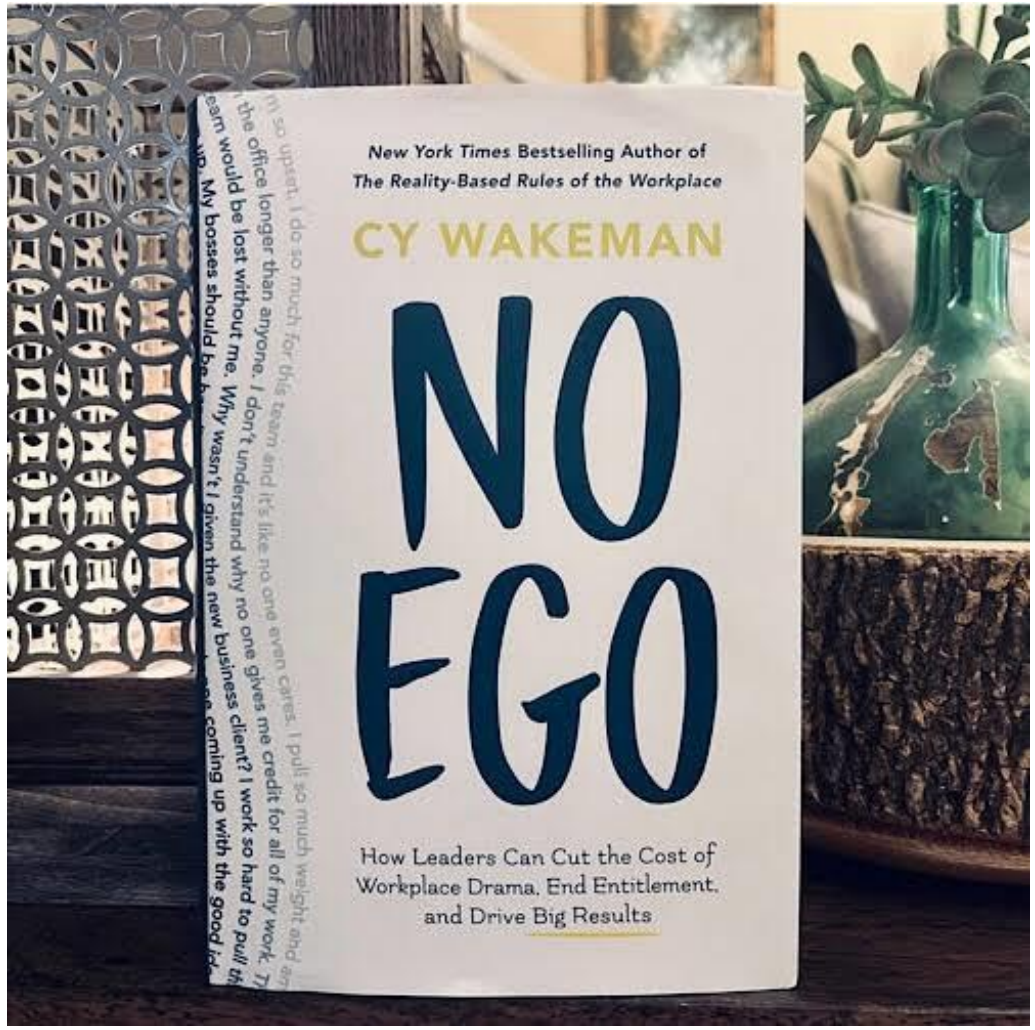


The Drama Triangle

Which explains why we lose the ability to connect when communication gets emotionally charged.

The GROW Model

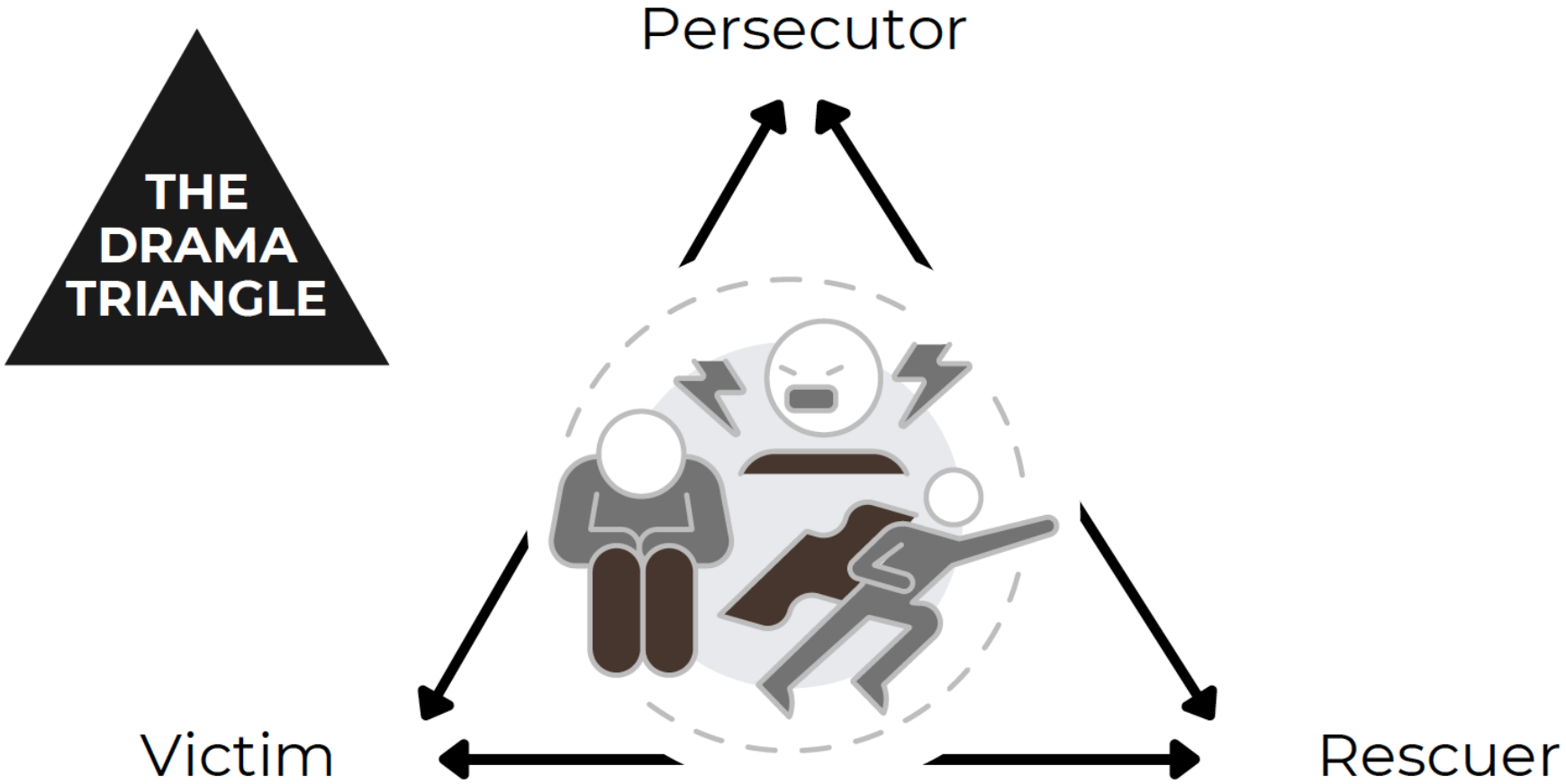
Which provides a framework to get us back to connection and productive conversation.



Emotional Waste

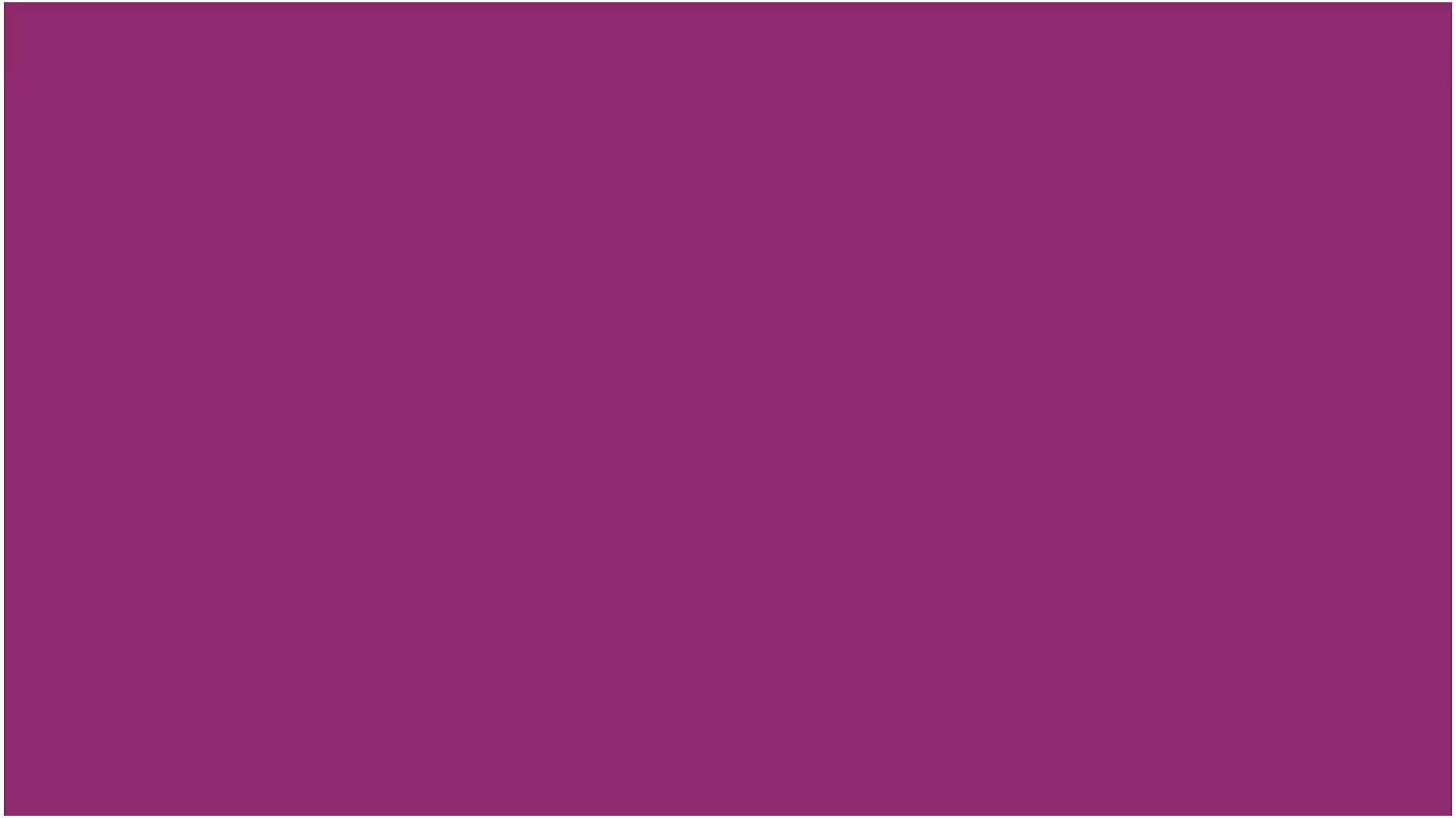
2.5 hours are lost every day to drama

The Drama Triangle

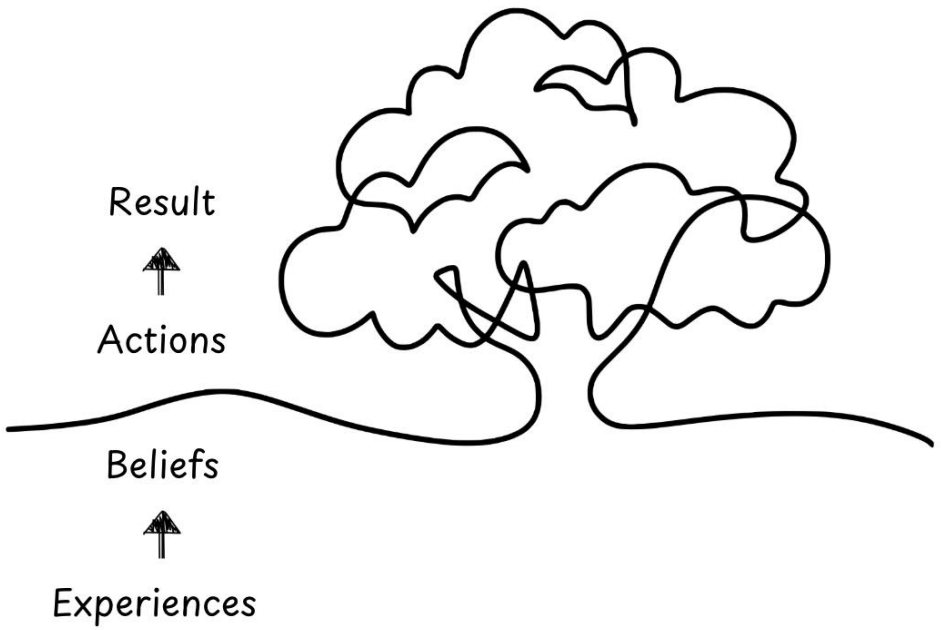




Persecutor



Persecutor



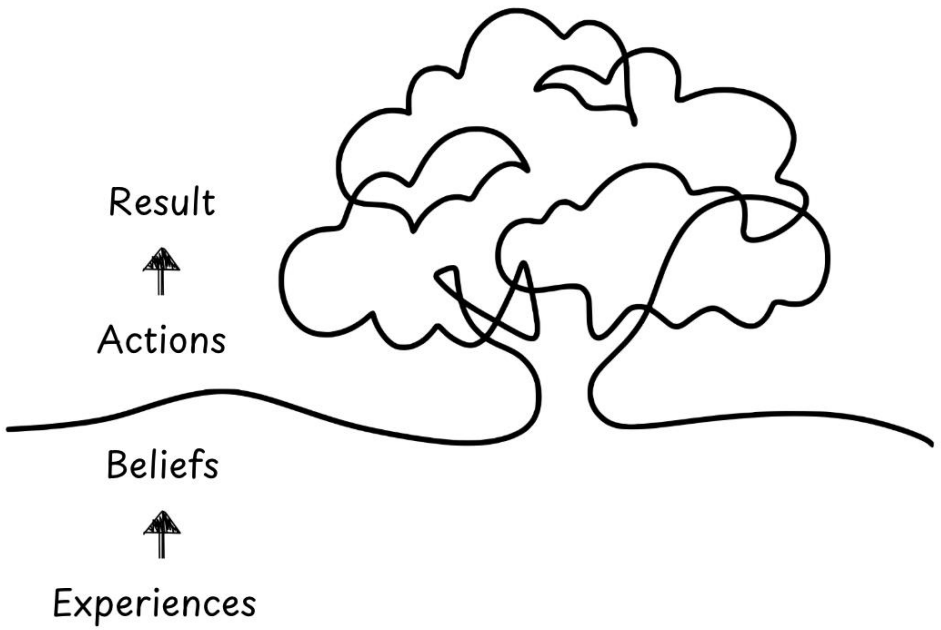


Persecutor ➡ Challenger
New belief: People's choices make sense to them.
Ask: "What do I want?"

Victim



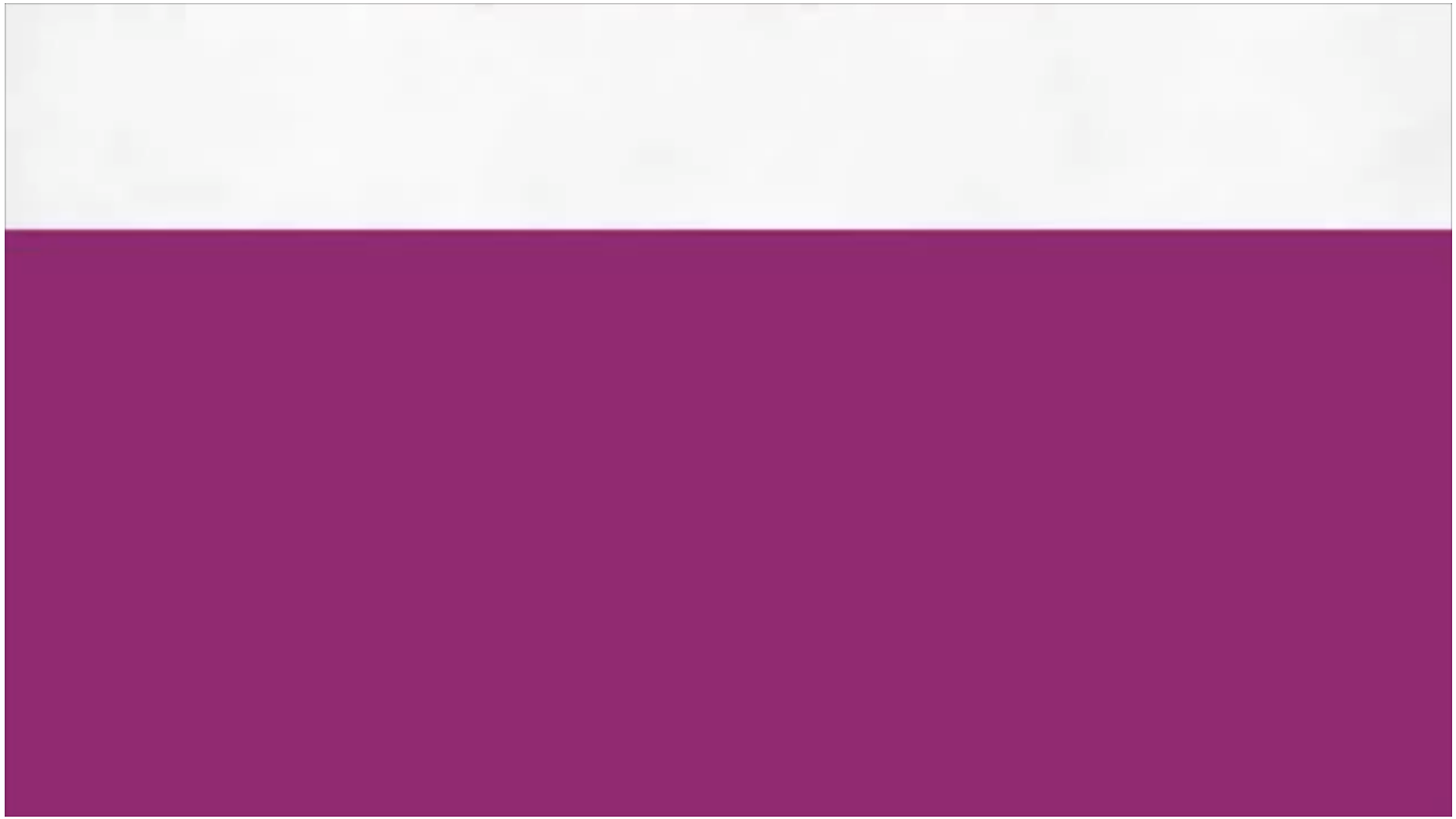
Victim



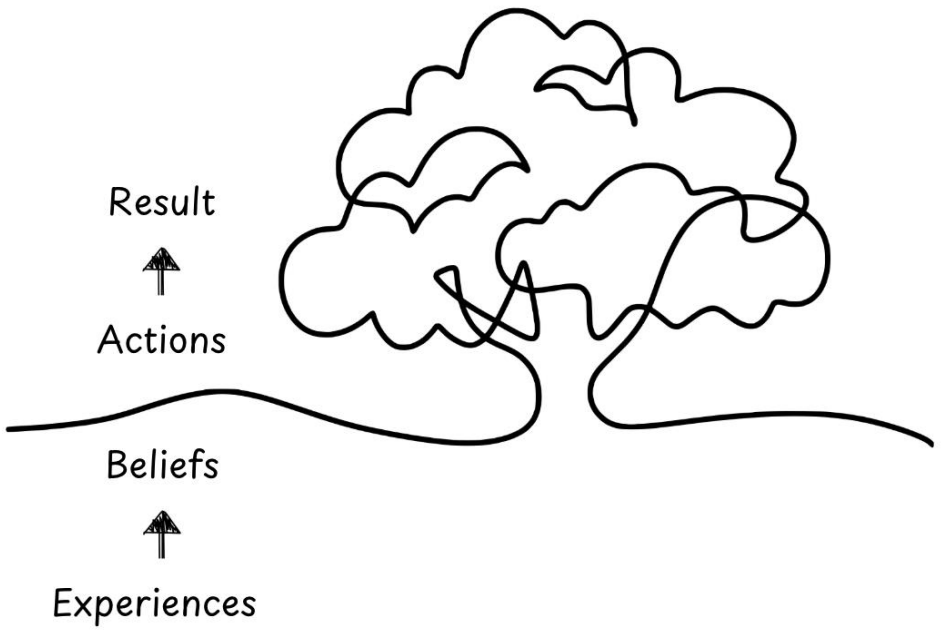


Victim ➜ Creator
New belief: Where a problem exists, the solution exists.
Ask: “What action can I take?” and “What else?”

Rescuer



Rescuer





Rescuer ➡ Coach

New belief:
People are whole, resourceful, and capable.

Ask:
“How can I help?”

Breakout

- **Who's in which role?**
- **Where do the roles shift?**
- **How could they move out of drama?**

Owner: "Hey, your late on the Johnson project update I asked for two weeks ago?"

Project Manager: "I can't. I'm still waiting on a bunch of info from you to even get started."

Owner: *Snaps* "Well, why don't you just give me an f-ing list of things you need me to do for you?!"

Project Manager: *Defensive tone* "I've already sent you three emails. It's not my job to chase you down every day."

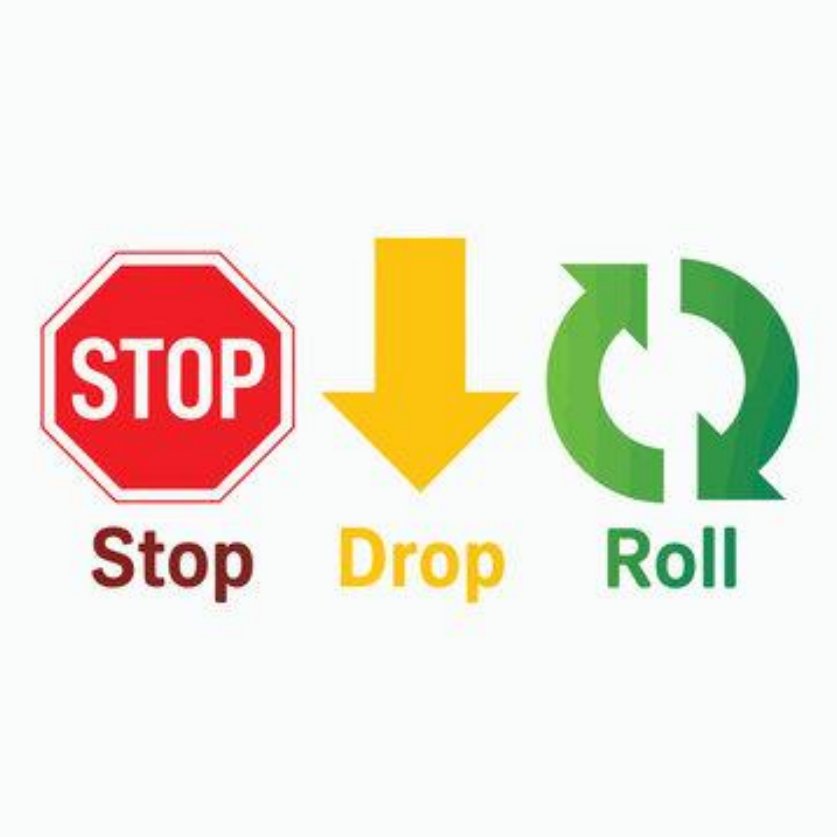
Owner: Do you have any idea what I do for this company so that everyone gets a steady paycheck?

Team Member (Rescuer): *Trying to ease tension* "Okay, let's all take a breath. I can help gather the missing pieces. Maybe we can go over the list together now and identify what's still outstanding?"

Owner: *Grumbling* "Fine."

Project Manager: *Resigned* "Whatever."

When you're on fire…



Stop

- Recognize you're in the triangle
- Breathe

Drop

- Get curious
- Pay attention to the meaning you're giving (E+R=O)

Roll

- Choose a different belief
- As a different question

The conversations we most need to have are the ones we most often avoid.



Conversation

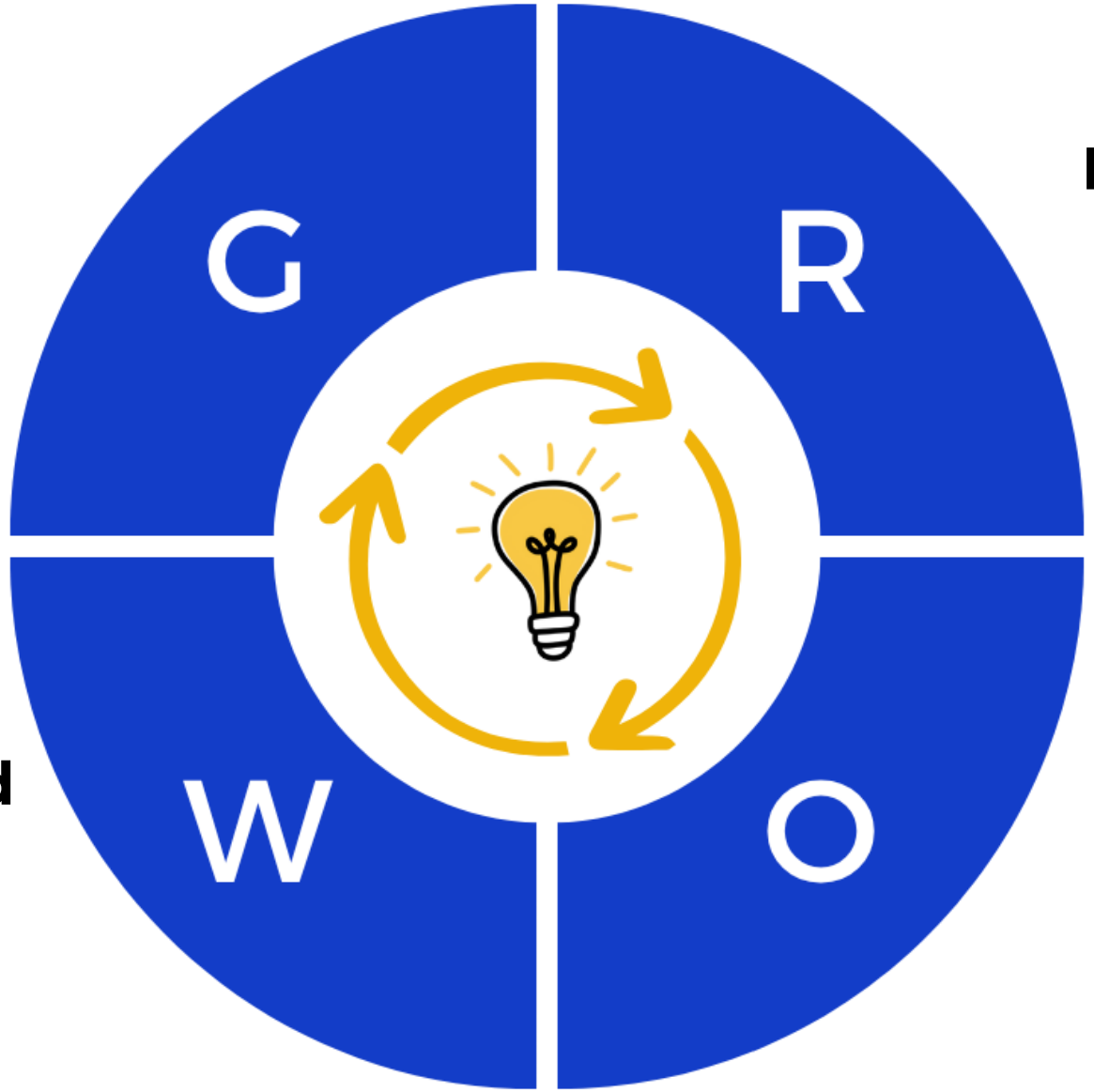
Con: *with*
verse: *to turn*





Goal

Reality



Way Forward

Options

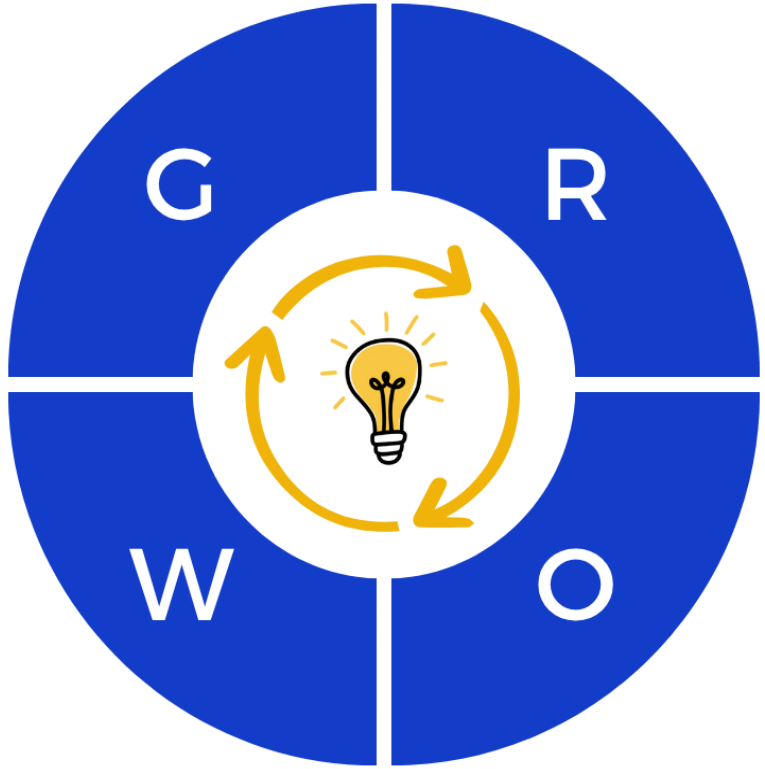
GROW

Goal:

What is the ultimate goal for this conversation?

Trigger the brain to listen for agreement.

- What is the perfect outcome?
- What is the ultimate goal for this conversation?
- What outcome would you like to create through this conversation?



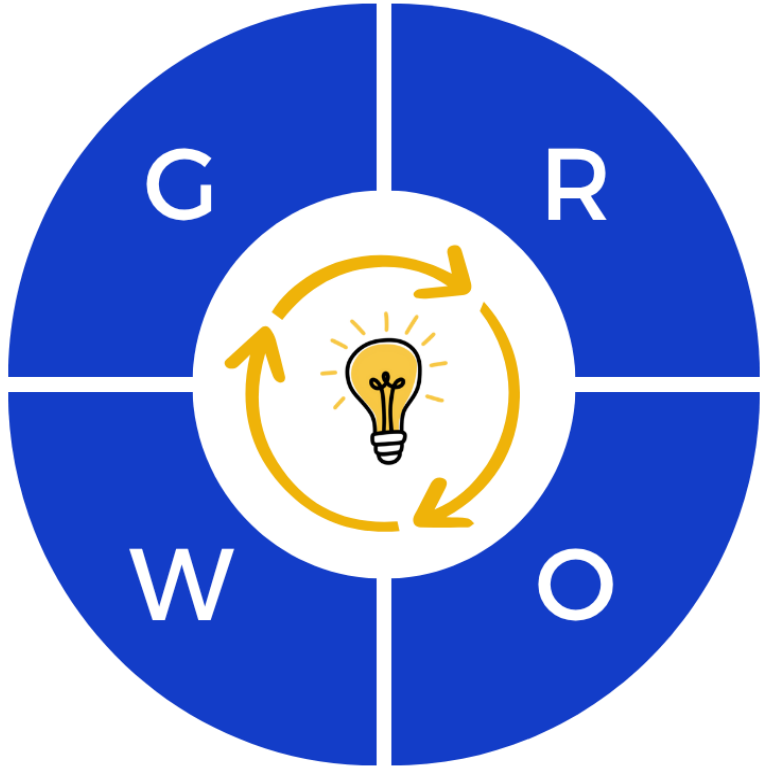
GROW

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.

- Where are you now?
- What's holding us back?
- What are you experiencing? What are costs?
- What assumptions are you making?
- What are your expectations and needs?



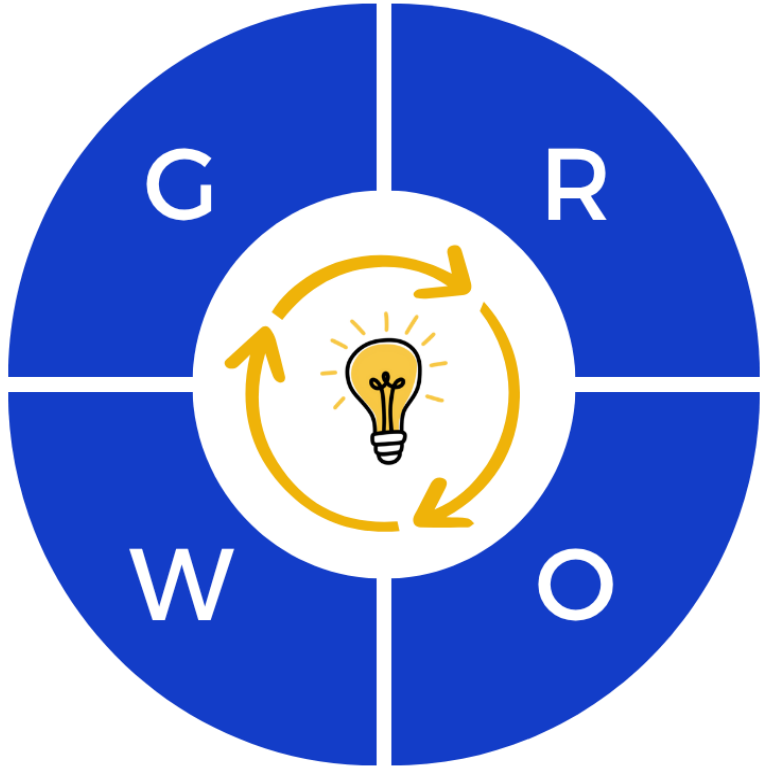
GROW

Options:

Co-create options and explore new possibilities

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

- What are all of our options?
- What ideas have you tried?
- What ideas haven't you tried?
- What can you do differently?
- What has worked in the past?
- What are your non-negotiables?



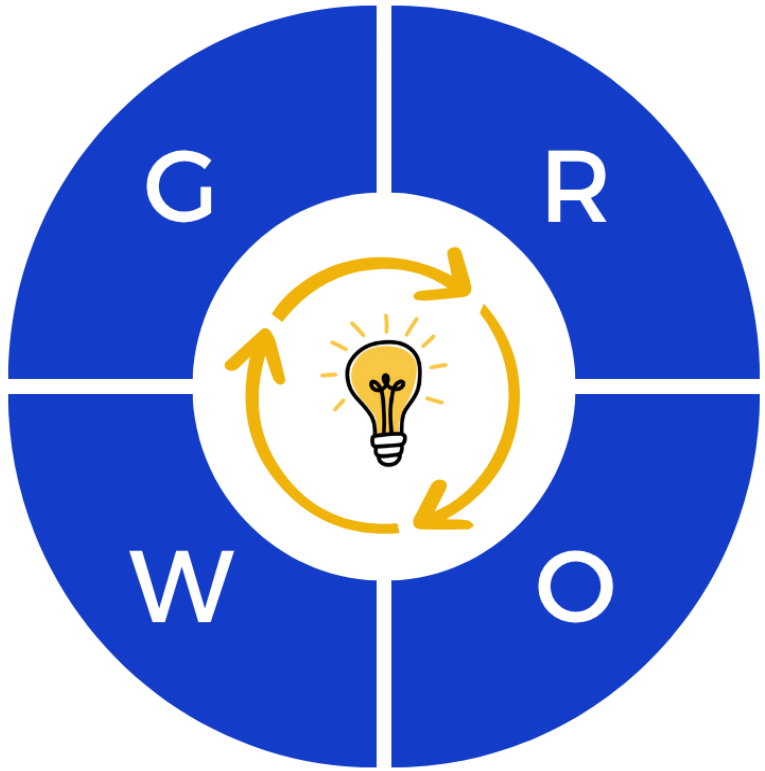
GROW

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.



- What will we do?
- How do you hold each other accountable?
- When will you follow up?