

# Enemies of Excellence

G R O W T H   G U I D E

*The Enemies of Excellence Growth Guide*

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SECTION ONE

# Growth Guide Usage



# Why a Growth Guide

Do you agree that we struggle to: *gain the growth we want in our life?* Moving from where we are to where we want to be is our greatest challenge. This is the purpose and power of a Growth Guide: *to assist your growth.*

The Enemies of Excellence book and Growth Guide were created to assist your growth by increasing your understanding, directing your next steps and providing accountability to specific results. Please note The Enemies of Excellence Growth Guide is a companion to The Enemies of Excellence book, which is required for the Growth Guide to function properly.

In coaching and consulting, I have seen Growth Guides be highly effective in helping thousands of people gain greater results. As effective as Growth Guides can be they require the users to stay engaged and complete the assignments in them.

In other words they require dedication and discipline to gain the growth. My encouragement to you is to increase your success by inviting another person to participate with you. It's more fun and effective to grow with others. You can encourage and challenge each other to not settle for mediocrity but move onto exceptional excellence.

To your growth,



Coach Greg Saliccioli



# Personal Growth

**AS WE BEGIN I NEED TO ASK YOU** a very important question; *do you own everything in your personal and professional life?* Ponder that question for a moment. Life ownership *means we take responsibility for all our thoughts, decisions and actions in our life.*

If you do “own” all the areas of your life and not hold others responsible for your challenges, then you probably have a high level of EQ: emotional intelligence. A high EQ is beneficial to all areas of our life and leadership and this Growth Guide is designed to increase your level of EQ.

In my years of working with leaders, *life ownership* is critical to personal growth and sustainable success. Once a person assumes complete ownership in their life and leadership they are prepared to face the brutal realities, address them and move forward. On the other hand people who practice partial *life ownership* are pre-occupied with deflecting their problems onto others. They essentially cap their growth because they are unwilling to *fully own* and *face their challenges* before them. They refuse to swallow the harsh realities of: “Its my mistake”, “I made a poor decision”, “I’m lazy” or bad things happen, now what will I do to resolve this challenge”.

So again I ask you that critical question: *do you own everything in your professional life?* If your answer is “no” or “not yet”, then consider this a challenge to increase your *life ownership* and grow. If your answer is yes, then consider this a challenge to discover how you can advance your excellence. Enjoy improving your life.

# Personal Growth Instructions



1. Read The Enemies of Excellence book and complete the exercises in each chapter.
2. Establish an enrichment time each week that you will complete the Growth Guide.
3. Read Section One of the Growth Guide and download your Personal Excellence Plan (PEP) from [www.coachgreg.com](http://www.coachgreg.com) prior to getting started with Section Two.
4. I recommend inviting a friend to join you in this experience and be your accountability partner to track with you during The Enemies of Excellence growth experience.
5. Don't rush the process. As long as you're engaged and continuing to grow, stick with it! Change is challenging for all of us and granting yourself the freedom to grow at your own pace is important for success.



# Team Growth

**A GOOD FRIEND AND COLLEAGUE PATRICK LENCIONI SAYS** that all teams experience dysfunction. Another way to put it is; *all teams have challenges*. They all have challenges because teams are made-up of imperfect people like you and I. The good news is; *team challenges can be addressed* and overcome resulting in high performing teams. It's worth the work to build a great team. I agree with Patrick that; “teamwork remains the one sustainable competitive advantage that has been largely untapped”<sup>1</sup>

Teamwork and its tremendous benefits remain untapped mainly because regular focus or effort on growing a great team is not a regular best practice for most team leaders. The standard focus is usually on getting team results rather than evaluating its ongoing health and effectiveness.

Team results are important and must continue but so is the strength of the team. If team health and collaboration is increased so will results. Another important element to consider is sustainability. Just as regular *attention* in our cars ensures reliability and sustained performance the same is true of our teams. They need regular *attention* to their growth and health to ensure they are sustainable.

Here's the exciting opportunity for team leaders and the teams they lead; invest in your teams growth and health by using The Enemies of Excellence book and Growth Guide. This experience will remove barriers that are blocking success and increase team collaboration. The first side of success is *best practices*. The Enemies of Excellence helps you address both the first as well as the second side of success. The second side of success is addressing the barriers that block your success. Once these barriers are identified and removed greater excellence can be achieved.

Below are the recommended action steps to facilitate an effective Enemies of Excellence training process with your team.



# Team Training Process: Instructions for Team Leaders



**TEAM LEADERS FOR A SUCCESSFUL TEAM GROWTH EXPERIENCE** consider the following action steps:

1. Read *The Enemies of Excellence* book and complete the Growth Guide process prior to inviting your team members to participate. This will allow you to actually lead your team members in a growth process that you have experienced. It will also afford you the opportunity to be more innovative in leading and presenting the material.
2. Provide *The Enemies of Excellence* book and Growth Guide for each team member.
3. Set an enrichment schedule of 90 minutes a week or a two day retreat setting to complete the process outlined in the *Enemies of Excellence* Growth Guide. If you select training your team weekly it is recommended you feature overcoming one Enemy a week in Section Two and dedicate 90 minutes for your training.
4. Ensure team members read *The Enemies of Excellence* book and completes the exercises in it prior to meeting as a team.
5. Ensure team members read Section One of the Growth Guide and download their Personal Excellence Plan (PEP) from [www.coachgreg.com](http://www.coachgreg.com) under “Tools” prior to meeting as a team. Team members will need to access their PEP during the training times to be successful.
6. It is recommended team members establish an accountability partner to track with them during *The Enemies of Excellence* growth experience.
7. Be careful to not rush the process. As long as team members are engaged and participating, continue.

SECTION TWO

# OVERCOMING THE ENEMIES OF EXCELLENCE





# The Personal Excellence Plan (PEP)

**THE PERSONAL EXCELLENCE PLAN** is your road map that you review often to increase your implementation of insights and best practices gained from The Enemies of Excellence book and Growth Guide.

Download it from [www.coachgreg.com](http://www.coachgreg.com) under “Tools”. Share it with your accountability partner and be brutally honest as you track your progress. Remember you’re not looking to achieve perfection but rather to be a regular practitioner of excellent activities. I like to say; *practice makes permanent*. You are looking to eliminate poor attitudes and activities by building good ones. This takes courage to continue in the change process of building greater excellence. You will win if you see this as a marathon and not a sprint.

# Overcoming The Enemy of Egotism



## EVALUATE

Let's begin with you describing egotism. How does an egotist think and behave?

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What egotistical attitudes or behaviors do you have?

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How would you like to alter your attitude and behavior?

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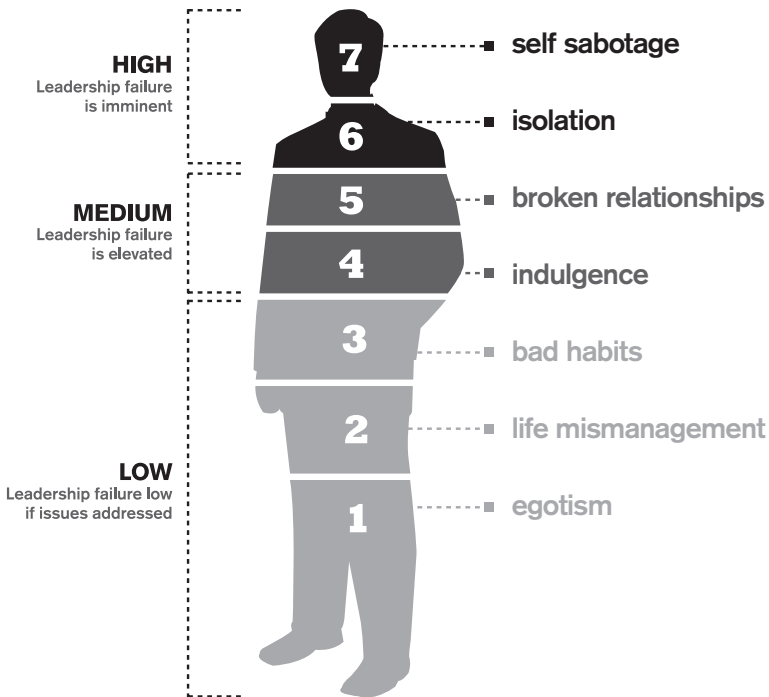
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## RISK ANALYSIS

Examine The Enemies of Excellence below.

# enemies of excellence

## risk levels:



### RISK LEVEL EXPLAINED

Leadership risk is driven by ambition to succeed and failure to address Enemies undermining success. Leadership risk increases as more Enemies are active and decreases as Enemies are eliminated.

Take a moment and determine what level of risk you are at today: low, medium or high. Next determine which of the Enemies are active in your life by circling them.

- Egotism
- Life Mismanagement
- Bad Habits
- Indulgence
- Broken Relationships
- Isolation
- Self Sabotage

## **P** PERSONAL EXERCISE

Now go to the “Action” area of your Personal Excellence Plan (PEP) and formulate some action steps to begin eliminating the active Enemies of Excellence.

## **T** TEAM EXERCISE

- Ask team members to complete the Personal Exercise above.
- Invite team members to share their perspective regarding how egotists think and behave.
- Have team members share how the first three Enemies: Egoism, Life Mismanagement and Bad Habits affect a leaders life.

## **R** REFLECTIVE THINKING

Reflective Thinking is a form of journaling that focuses on summarizing key thoughts for the purpose of expanding learning. For example, when we read an article there are key thoughts or words that jump out at us and capture our attention.

Those key thoughts are important in our growth process. They increase our understanding and point us to ideas and solutions that will greatly benefit our life. Throughout the Growth Guide I will direct you to practice Reflective Thinking to mine for key thoughts. Please use the Reflective Thinking tab in your PEP to record your Reflective Thinking insights.

- Read chapter 2 and 3 in *The Enemies of Excellence* and record your key thoughts in the Reflective Thinking section of your PEP.

## **T** TEAM EXERCISE

- Have team members complete the Reflective Thinking exercise above.
- Invite team members to share their key thoughts from chapter 2 and 3 of *The Enemies of Excellence*.
- Have the team members suggest best practices from chapters 2 and 3.

## Equip

### **P** PERSONAL EXERCISE **Ego Evaluation**

Feed back from others is a critical step in growth. Think back in your life to a time when a parent, teacher or coach helped you see how you needed to change to better your life or performance. They observed your life and

provided valuable insight to help you see what you could not see on your own. They shared from their experience and expertise and it greatly benefitted you. That's exactly the type of feedback were seeking with your Ego Evaluation. Select someone who will provide honest, candid feedback. Share your Ego Evaluation with a friend, colleague or your accountability partner. Ask them:

- How accurate was I in evaluating myself?
- Would you consider my ego; low, medium or high?
- In observing my behavior what would you recommend I address?
- How do you recommend I address my behavior?
- What attitudes or behaviors would help me be less egotistical and more altruistic?

## T

### TEAM EXERCISE

- Invite team members to complete the Personal Exercise above by pairing up and providing honest feedback to each other.



# Excel

## **P** PERSONAL EXERCISE

Ok its time to apply what you have learned and advance your excellence. Please go to the “Action” tab in your PEP and determine the action steps you will be taking to pursue greater excellence. I recommend two best practices that will assist your success.

1. Go to your schedule and determine a time each week when you will fully review your PEP and enter in actions as appointments to complete in your calendar.
2. Daily review the “Action” section of your PEP before you begin your day.

## **T** TEAM EXERCISE

- Invite team members to complete the Personal Exercise above.
- Have team members establish their weekly review time in their schedule as a re-occurring appointment each week.

# Overcoming The Enemy of Life Mismanagement



## EVALUATE

How well do you manage your day. On a scale of 1-5 with 1 being the lowest and 5 the highest rate your ability to schedule your day and keep to your schedule.

Circle One: 1 2 3 4 5

What things throw you off your schedule?

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What critical priorities are you not “getting to” on a regular basis?

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What would you have to change in your life to have it be “better managed”?

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## LEADERSHIP STYLE

Centralized leaders like control and want all decisions to be approved by them while decentralized leaders provide people the freedom to lead and make their own decisions. Centralized leaders tend to be overworked and struggle with managing their life. Decentralized leaders understand how to empower people

and have them lead to their full potential which allows them to complete their work and lead a better managed and healthy life.

Examine the Centralized vs. Decentralized model below.

# centralized vs. decentralized

## LEADERSHIP STYLES

Centralized leaders control and frustrate, while decentralized leaders empower people.



DIAGRAM 1

### CENTRALIZED

All decisions and direction must be approved to move forward.



DIAGRAM 2

### DECENTRALIZED

Leaders are given the freedom to make decisions and direct activities in their area of expertise.

What do you believe is your primary leadership style and why?

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If you're primarily a centralized leader how can you move towards becoming a decentralized leader?

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What obstacles do you see blocking you becoming a decentralized leader?

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**P**

#### **PERSONAL EXERCISE**

Invest some time in your PEP in the “Action” area formulating the action steps you need to take to move from a centralized to a decentralized leader. This important shift in leadership styles will prepare you to master life management. It is recommended you engage in dialog with a fellow colleague on your current leadership style and what they recommend you do to transition to a decentralized leader who empowers people to be self-directed reducing workload.

**T**

#### **TEAM EXERCISE**

- Complete the Personal Exercise above.
- Discuss among your team the leadership style that is most prominent in leaders today and why.
- On a white board list the pros and cons of each leadership style. Then determine what type of leadership style your team deems most appropriate.

## **R** REFLECTIVE THINKING

Read chapter 4 in *The Enemies of Excellence* book and record your key thoughts in the Reflective Thinking section of your PEP. This chapter has the greatest potential to improve your life. Pay special attention to Systematic Renewal and how optimum health can benefit your life and leadership.

## **T** TEAM EXERCISE

- Invite team members to complete the Reflective Thinking exercise above.
- Divide your team into two groups. Give each group 15 minutes to complete the following task. Have one group formulate the *challenges* to achieving work/life balance and the second group the *solutions* to mastering work/life balance. Have each team select a spokesperson to present the *challenges* and *solutions*. Award the group with the most compelling presentation.
- Have team members discuss the best practices to achieving work/life balance.

## Equip

### **SYSTEMATIC RENEWAL**

Systematic Renewal is *replacing the energy you expire*. It's a powerful process that replenishes us and leads us to Optimum Health. To achieve Optimum Health we need to discover a daily rhythm of spiritual, emotional, relational and physical activities. Please review the Systematic Renewal graphic below placing a check mark by the area that needs special attention in your life.

# systematic renewal

## **OPTIMUM HEALTH**

Optimum Health is achieved when spiritual, emotional, relational and physical health are replenished.



The four areas of Optimum Health are critical in our life. If they are replenished we can be healthy and perform well in our leadership roles. If they are depleted we falter and fail. Your challenge in this section is to discover what activities replenish you each day. In my coaching with leaders

I have discovered that the most effective way to achieve Systematic Renewal is by practicing your personal and professional priorities every day.

## Excel

### **P** PERSONAL EXERCISE

Go to your PEP in the “Action” tab, utilizing the recommendations in chapter four of *The Enemies of Excellence* and build your personal and professional priorities. Then go to your calendar and schedule your priorities. Share your personal and professional priorities with your accountability partner asking for them to track with you on your progress.

### **T** TEAM EXERCISE

- Complete the personal exercise above and have team members share their personal and professional priorities.

# Overcoming The Enemy of Bad Habits



## EVALUATE

We all have *bad habits*. It 's just a part of being human, right? Yes it is but the critical question to ask yourself is: *are you willing to address them and eliminate them?* Excellence requires the constant evaluation of our attitudes and behaviors determining what will stay and what has to go!

I had a basketball coach that permanently etched a saying in my mind: *good is not good enough, I want your best!* Excellence is not achieved with good effort but rather our best effort and overcoming bad habits is going to require your best effort. Make a personal commitment right now that you will do all you can to overcome the debilitating and sometimes destructive bad behaviors in your life and leadership.

What personal bad habits are you dealing with today?

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What professional bad habits undermine your productivity?

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Why are you allowing your bad habits to exist?

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What do you need to do to overcome your bad habits?

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## Equip

### **R** REFLECTIVE THINKING

Read chapter 5 and record your key thoughts in the Reflective Thinking section of your PEP. Pay special attention to “Why Bad Habits Exist” and see if any of the descriptions apply to you.

## Excel

### **P** PERSONAL EXERCISE

Complete the “Bad Habits – Good Habits” exercise for both your personal and professional life and transfer any action steps to the “Action” section of your PEP. Connect with your accountability partner and review the action steps you will be taking to overcome your bad habits.

### **T** TEAM EXERCISE

- Have team members complete the Reflective Thinking and Personal Exercise above.
- Invite team members to share their perspective on why we allow bad habits to exist in our life.

- Have team members discuss what they feel are the best practices to overcome bad habits.

## SPECIAL NOTE:

The first three Enemies of Egotism, Life Mismanagement and Bad Habits are common among all leaders. They are visible and easier to address than the next four Enemies of Indulgence, Broken Relationships, Isolation and Self-sabotage. These Enemies operate more in private and pose the greatest danger to people.



# Overcoming The Enemy of Indulgence

## EVALUATE

To indulge is to: *satisfy a desire by yielding to it.* Practicing moderation and enjoying a desire that is good for us is one thing but to yield control to our desires — that's a problem. That's called indulgence and indulgent behavior is dangerous.

Have you found that the more you yield to something the more it tends to gain control over you? Unless addressed indulgent behavior will own you.

This section will advance your self-control as you identify the indulgences that weigh you down and move to eliminate them.

Define moderation and excess.

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Which defines your life and why?

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On a scale of 1-5, 1 being the lowest and 5 the highest how willing are you to move to greater moderation in your life and eliminate indulgence?

Circle One: 1 2 3 4 5 (share this answer with your accountability partner)

## Equip

### **R** REFLECTIVE THINKING

Read and reflect on chapter 6. Record your key thoughts in the Reflective Thinking section of your PEP. Please note Reflective Thinking is one of the best practices of successful leaders mainly because it promotes clarity, conviction and character development.

## Excel

### **P** PERSONAL EXERCISE

Complete the “Indulgence Inventory”. Transfer your “What will you do to eliminate indulgence” action steps to the “Action” area of your PEP. You will notice that you are acquiring a lot of action steps in the “Action” area. During your weekly review select specific areas to focus on each week so you can gain “wins” and achieve progress.

Now focus on building your “Character Code” in your PEP. In the “Character Code” tab of your PEP you will see some sample “standards” that define successful behavior. This is your opportunity to refine *your behavior*. What standards of behavior define you? Remember your standards not only define you but also establish your distinctive character and ultimately your reputation.

### **T** TEAM EXERCISE

- Have each team member complete the Reflective Thinking and Personal Exercise above.

- Have team members share their perspective on what indulgences in our culture today undermine a leaders success.
- Have team members share what standards of behavior are important in a leaders life.

# Overcoming The Enemy of Broken Relationships



## EVALUATE

The Beatles in the late 60's sang, "All we need is love". While love may not be all we need we certainly need connected caring relationships with people we love and who love us. Without them we are isolated and lonely and there is no greater torture than solitary confinement.

The focus in this section is your "Critical Connections". You will evaluate who is in your Critical Connections and whom you might want to add.

Are relationships important to you, why?

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Who would you consider your key relationships?

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Are you enjoying your key relationships?

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What's getting in the way of enjoying them more?

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# Equip

## **R** REFLECTIVE THINKING

As you read chapter 7 in *The Enemies of Excellence* consider how much of a priority you make relationships in your life. In my years of working with leaders there ability to build and maintain quality relationships was the difference between their success and failure. We need each other and the more we enjoy our relationships the greater our health, outlook and ability to build sustainable success. Record your key thoughts in your PEP.

### CORE GROUP

Examine the model below and consider who is in your Core Group of Critical Connections.

# critical connections

#### CONNECTION IS KEY

Quality connection in our key relationships is critical to balance, stability, and health.

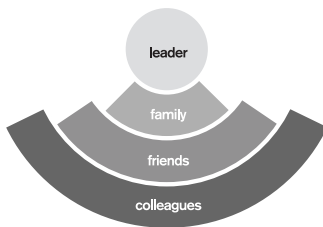


DIAGRAM 1

#### STANDARD

Most leaders have these key relationships in their lives

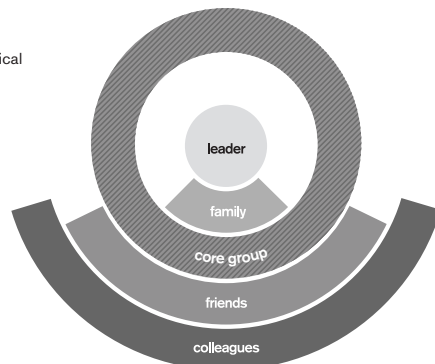


DIAGRAM 2

#### IDEAL

Successful leaders have an additional Core Group of trusted advisors

# Excel

## P

### PERSONAL EXERCISE

As was suggested in *The Enemies of Excellence* chapter 7 clarify who is in your Core Group as well as close friends and colleagues. Invest a few minutes and record who is in your Core Group. Are there some advisors you need to include in Core Group for a short time to address a health, financial or career issue? Core Group members can be temporary as well as permanent and flow in and out as needed. The goal of a Core Group is to resource yourself with the right people to address every area of your life. You will most likely meet with different Core Group members at different times. Some will provide insight while others provide expertise and even others accountability to actions in your PEP. Some Core Group members like a professional coach or personal trainer are hired to provide services while others share their expertise and collaborate with you.

A difficulty with a Core Group is actually connecting to the people in it. If you are not proactive in contacting and connecting to the advisors in your Core Group you will not gain the tremendous value they can bring your life.

Now go to your PEP and record any additional Core Group members you desire to add in the “Action” section of your PEP. Go to your calendar and schedule who you need to contact this week in your Core Group.

## T

### TEAM EXERCISE

- Invite each team member to complete the Personal Exercise above.
- Have team members share their perspective on what Core Group advisors a successful leader should have to fully resource their life and leadership.
- Engage the team members in a dialog to consider advisors you may want to acquire to increase the success of your team.





# Overcoming The Enemy of Isolation

## EVALUATE

What's the aim of accountability? Is it to manipulate and control or protect us from self-sabotage? I have found accountability with the right people checking my motives, decisions and actions has helped me excel. It doesn't limit me but actually frees me to fly higher not weighted down by the Enemies that undermine my success.

Accountability works best when we invite people to provide it. In order for accountability to work we need to practice self-disclosure. I must open up and share the truth about my life and let people offer their counsel and constructive criticism. This means I will listen, learn and not over-react. Not easy to endure at times but very effective in avoiding isolation and its destruction.

Let's evaluate your accountability. Do you practice regular self-disclosure with trusted advisors? Has it proven to be helpful?

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Is there anything you can do to improve your level of accountability?

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Are their areas in your life where you need accountability that are not currently being addressed? What will you do about it?

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## Equip

**R**

### REFLECTIVE THINKING

Read chapter 8 in *The Enemies of Excellence* and practice Reflective Thinking mining for valuable key thoughts. Pay special attention to the importance of EQ in maximizing your IQ. Consider how you might increase your EQ. Increasing your emotional intelligence is not only helpful in your personal relationships but will advance your professional career and success. Record your key thoughts in your PEP.

## Excel

**P**

### PERSONAL EXERCISE

Accountability works best when it is applied often. Download the Accountability Tracker from [www.coachgreg.com](http://www.coachgreg.com) under “Tools”. Fill-in the Accountability Tracker and meet with your accountability partner or Core Group members. With their input consider new action steps in the “Action” section of your PEP. It is recommended you have an accountability review once a month. Keep your Accountability Trackers in a digital folder for reference.

As you live and work with accountability, be intentional to recognize the progress you are making. Any small “win” is forward momentum. Celebrate

with others and reward yourself as you continue to work your Personal Excellence Plan with the insight of others.

## **T** TEAM EXERCISE

- Have team members complete the Personal Exercise as described above.
- Invite team members to share their views on the value of accountability and when they have seen it work well.
- Have team members share what they feel is proper accountability for a successful leader.
- Have team members define EQ and share how they see it helping or hindering team dynamics.

# Overcoming The Enemy of Self-sabotage



## EVALUATE

The greatest safeguard to self-sabotage is to be intentional and not reactionary in your life. If you are intentionally working in the direction of excellence as described in *The Enemies of Excellence* book and Growth Guide you can avoid rash and ridiculous behavior. Rash and ridiculous behavior sabotages a person's life and the people associated with them.

Be assured that if you are applying the insights and lessons in this Growth Guide you are being intentional, eliminating Enemies and establishing sustainable success.

If you are not applying the valuable insights in this material, find yourself overwhelmed and isolated I recommend you reach out to a trusted advisor immediately.

Rate your performance. On a scale of 1 to 5 with 1 the lowest and 5 the highest, rate the level of effort are you giving to the exercises in this Growth Guide?

Circle One: 1 2 3 4 5

Where are you doing well in the Growth Guide and where do you need more effort?

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Are you reviewing your Personal Excellence Plan each week and identifying action steps you need to take to advance your level of excellence? What actions are your top priorities at this time?

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Are your weekly action steps and priorities scheduled in your calendar each week? How successful are you at achieving them?

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Are you inviting accountability regularly and aligning your actions to reflect the input of others? Are there any areas of your life and leadership outside of accountability at this time? If so, how will you address it?

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## Equip



### REFLECTIVE THINKING

Read chapter nine and ensure you understand how the Enemies work together to bring down a leader. Focus your Reflective Thinking on the current condition of your “head”, “heart” and “habits” as directed in this chapter. Record your key thoughts in your PEP.

# Excel

## **P** PERSONAL EXERCISE

It is true that what you do in an average day is really a reflection of your life. This next exercise is a critical one: building an Ideal Week. An Ideal Week blends all your personal and professional priorities into your weekly schedule so they are not missed. Its goal is to discover a rhythm of life that works for you.

Use the Ideal Week tool in your PEP or download it separately at [www.coachgreg.com](http://www.coachgreg.com) under the “Tools” section of the site. Once you build your Ideal Week then incorporate it into your master calendar you use each day. Schedule your priorities as re-occurring appointments and do your best to honor them. Begin practicing your Ideal Week and adjust as needed to establish a successful rhythm of achieving your personal and professional priorities. Please note this process takes 30 to 90 days.

## **T** TEAM EXERCISE

- Complete the Personal Exercise as described above.
- Invite team members to share their views on intentional vs. reactionary living.
- Have team members share the benefits and challenges of living an Ideal Week.
- Have team members discuss how they can support each other in achieving their Ideal Week.



# Experiencing Excellence

## EVALUATE

It is true as Thoreau observed: “most men lead lives of quiet desperation and go to the grave with the song still in them”. In my work with leaders I have discovered that most leaders want to live their life with passion and purpose. They want to discover their purpose and pursue it — they want it to *make a difference in the world*.

The truth is the world needs you to discover your purpose and pursue it with passion and the conviction you will better the world. We all need your unique contribution in our lives. If we look around at the good things existing in our world, they are there because people followed the song of purpose in their heart. Advances in education, science, technology, medicine and social services have come from people passionately pursuing their purpose.

Have you discovered your purpose? Do you share it with people?

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Are you passionately pursuing it, how?

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Are there any changes in your life you need to make to allow your purpose greater expression?

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Is your purpose making a difference in the world, how?

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## Equip

### **R** REFLECTIVE THINKING

Read chapter 10 and dream as you practice Reflective Thinking one last time. What might your life and the lives of others be like if you pursued your purpose more often? Record your key thoughts into your PEP.

## Excel

### **P** PERSONAL EXERCISE

Invest time in clarifying your purpose as detailed in *The Enemies of Excellence* book. Now share your purpose with friends and colleagues. The more you share your purpose the greater clarity you will gain as well as conviction to achieve it. The cares of life can crush our purpose — don't let it happen! Counter the challenges you face by constantly reading your purpose in private as well as share it with family, Core Group members, friends and colleagues. It will not only inspire you but them.

### **T** TEAM EXERCISE

- Encourage team members to complete this final Personal Exercise.
- Invite team members to share why personal purpose is important.



- Have team members share their purpose statement with each other.
- As you complete this team training encourage team members to pursue excellence and maintain the best practices in The Enemies of Excellence book and Growth Guide.
- Schedule a reminder in your calendar to have team members share once a month on their progress with their Personal Excellence Plan.

Congratulations on investing in your excellence. Continue to practice the best practices in your Personal Excellence Plan. It will ensure you eliminate The Enemies of Excellence. To continue your growth I recommend you consider the following Next Steps.

## Next Steps

# professional coaching

Coaching is a powerful growth process.

A Professional Coach:

- Offers an authentic relationship providing honesty, candor and accountability.
- Focuses on helping you take your ideas to completion, therefore propelling your life and leadership to a level of effectiveness you could not achieve on your own.

- Customizes the coaching approach to your needs, learning style and cultural context.

To learn more, please visit [www.coachgreg.com](http://www.coachgreg.com) and select “Coaching” to have a coaching representative contact you.

# the excellence event

advancing excellence in life  
and leadership

The *Excellence Event* is a one-day event lead by Coach Greg Saliccioli at your location. It focuses on eliminating The Enemies of Excellence and building a Personal Excellence Plan as well as leadership best practices to increase staff engagement and productivity. This event includes additional training and resources not contained in The Enemies of Excellence book or Growth Guide. This event is highly effective in raising the level of excellence in your staff and organization. To learn more about how The Excellence Event can benefit your team, staff or organization please visit [www.coachgreg.com](http://www.coachgreg.com) and select “Events” to have an event representative contact you.

# About the Author

**GREG SALCICCIOLI** is an author, speaker, coach, and consultant. He has worked with hundreds of business and ministry leaders to advance their excellence and organizational effectiveness.

He is a professional coach and the co-founder of Ministry Coaching International, a leadership coaching and consulting company that has helped thousands of ministry leaders worldwide.

His goal is to help leaders be an example of excellence to better the world. His inspirational approach and practical tools have proven to be highly effective in moving people forward in their life and leadership.

Greg lives in Oregon with his wife Dianna and their family. They enjoy the outdoors and spending time together.

To learn more about Coach Greg please visit [www.coachgreg.com](http://www.coachgreg.com).

# Endnotes

1 Patrick Lencioni, *Overcoming the 5 Dysfunctions of a Team Field Guide* page 3.