

Book Club for *Where Leadership Begins*

This book club plan will guide participants through a structured exploration of *Where Leadership Begins* by Dan Freschi, focusing on the five essential leadership choices. The content and activities are designed to foster meaningful discussions, enhance leadership skills, and encourage participants to apply insights from the book to their professional and personal lives.

Overview and Objectives

Objective: The purpose of this book club is to help participants deepen their understanding of leadership concepts such as self-awareness, authenticity, humility, vulnerability, and courage. Through discussions, reflective activities, and actionable plans, participants will develop practical strategies to enhance their leadership impact.



STRUCTURE

Duration: 6-8 Weeks

Meeting Frequency: Weekly or biweekly

Time per Session: 60-90 minutes

Participants: Leaders, managers, aspiring leaders, or anyone seeking to enhance leadership skills

MATERIALS NEEDED:



Copies of *Where Leadership Begins*

Where Leadership Begins Journals or notebooks for reflection

Where Leadership Begins Values Discovery Cards (optional)

Where Leadership Begins™ Assessment Results (optional)

Where Leadership Begins™ Individual Development Plan Forms (optional)

Where Leadership Begins™ Workbooks (optional)

BOOK CLUB OUTLINE & CONTENT

Session 1: Introduction and Choice Theory Foundations

PREPARATION

Read the Preface, Introduction, and Chapter 1: *Control Theory, Choice Theory, and Being a Leader*.

DISCUSSION TOPICS

- Overview of leadership: What does it mean to participants?
- Introduction to Control vs. Choice Theory
- Key differences between Choice Theory and Control Theory.
- How these theories manifest in personal and professional leadership.
- The impact of switching from Control to Choice Theory

ACTIVITY

Icebreaker: Each participant shares a leadership experience.

Quality World Mapping Exercise: Participants map their Quality World (Appendix 1) and reflect on how their relationships align with their leadership goals.

Self-Reflection: Participants reflect on situations where they felt controlled or empowered in their work.

ACTION PLAN

- Set personal goals for participating in the book club: What do participants hope to gain? Identify one relationship to improve using Choice Theory principles.
- Conduct the Values Discovery card sort process before session #2.

Session 2: Chapter 2 – Choosing to Be Self-Aware

PREPARATION

Participants read Chapter 2.

Complete Values Discovery Process

DISCUSSION TOPICS

- Why is self-awareness critical and foundational for effective leadership?
- Personal triggers and biases: How do they impact leadership?
- Challenges in seeking and acting on feedback.
- How was the Values Discovery Process? What were their top values and why?

ACTIVITY

Self-Awareness Journaling Exercise: Participants write down areas where they can expand the open area in the Johari Window.

Group Exercise: Share the areas and give each other feedback on opening their Johari Window. Discuss how their values discovery aligns with the organizations.

Assessment Review: Review results and development suggestions if participants have completed the Where Leadership Begins™ Assessment.

ACTION PLAN

- Each participant will seek feedback from a trusted peer or mentor before the next session.
- Begin work on completing their Personal Leadership Philosophy.
- Review, discuss, and draft a Where Leadership Begins™ Individual Development Plan Form.

Session 3: Chapter 3 – Choosing to Be Authentic

PREPARATION

Participants read Chapter 3.

Explore Appendix 3.

DISCUSSION TOPICS

- What does it mean to be authentic in leadership?
- How authenticity impacts relationships and team dynamics.
- Overcoming challenges in staying true to personal and organizational values.
- Times when authenticity is challenging.

ACTIVITY

Value Alignment Exercise: Participants share their top five personal values, reflect on how they align with their leadership style, and share the start of their leadership philosophy.

Storytelling Exercise: Each participant shares a story of when they were authentic (or inauthentic) in leadership. What was the result? What were others' reactions?

Assessment Review: Review results and development suggestions if participants have completed the Where Leadership Begins™ Assessment.

ACTION PLAN

- Share one instance where authenticity enhanced leadership outcomes.
- Reflect on a time when you were on the receiving end of someone being inauthentic - how it made you feel and impacted the relationship.
- Identify one situation where they can act more authentically in the coming week.
- Share details and update the Where Leadership Begins™ Individual Development Plan Form.

Session 4: Chapter 4 – Choosing to Be Humble

PREPARATION

Participants read Chapter 4.

Explore Appendix 4.

DISCUSSION TOPICS

- How does humility affect leadership?
- The balance between confidence and humility.
- How can leaders model humility within their teams?
- Humility as a strength in leadership and decision-making.
- Stories of leaders who demonstrated humility and its impact.

ACTIVITY

Recognition Exercise: Participants practice giving genuine praise and credit to others.

Group Discussion: What does humility mean to participants personally and professionally?

Assessment Review: Review results and development suggestions if participants have completed the Where Leadership Begins™ Assessment.

ACTION PLAN

- Identify a team member to acknowledge for their efforts before the next meeting.
- Reflect on a time when someone recognized you and what it did for your confidence and self-esteem.
- Request feedback from a colleague or team member and reflect on how it informs your leadership.
- Share details and update the Where Leadership Begins™ Individual Development Plan Form.

Session 5: Chapter 5 – Choosing to Be Vulnerable

PREPARATION

Participants read Chapter 5.

DISCUSSION TOPICS

- What makes vulnerability difficult for leaders?
- The relationship between vulnerability and trust.
- The role of vulnerability in fostering trust and psychological safety.
- Breaking down barriers between leaders and teams.

ACTIVITY

Group Exercise: Participants practice sharing a challenge they are currently facing.

Discussion: Participants identify small, manageable ways to show vulnerability in leadership.

Assessment Review: Review results and development suggestions if participants have completed the Where Leadership Begins™ Assessment.

ACTION PLAN

- Identify one situation where they can practice vulnerability at work and report back during the next session.
- Reflect on a time when you admitted you didn't know something or that you were wrong. What was your initial feeling? When you admitted to others, what was their reaction?
- Share details and update the Where Leadership Begins™ Individual Development Plan Form.

Session 6: Chapter 6 – Choosing to Be Courageous

PREPARATION

Participants read Chapter 6.

DISCUSSION TOPICS

- What does courage look like in leadership?
- Handling fear and uncertainty with courage.
- Standing up for values under challenging situations.
- The interplay between courage and the other four choices.
- Examples of courageous leadership in action.

ACTIVITY

Role-Playing Exercise: Participants practice handling a difficult conversation with courage.

Reflection: What fears are holding participants back as leaders?

Assessment Review: Review results and development suggestions if participants have completed the Where Leadership Begins™ Assessment.

ACTION PLAN

- Commit to one courageous action (e.g., a challenging conversation or a calculated risk) in the coming week.
- Where in your life could you exercise more courage? What's holding you back? What will it take to be more courageous?
- Share details and update the Where Leadership Begins™ Individual Development Plan Form.

Session 7: Wrap-Up and Afterword

PREPARATION

Participants read the Afterword and Appendix.

DISCUSSION TOPICS

- Reflection on personal growth throughout the book club.
- Key takeaways from *Where Leadership Begins*.
- How participants will continue their leadership journey.

ACTIVITY

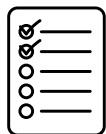
Final Reflection Exercise: Participants write a personal leadership statement based on their learning.

Peer Feedback: Participants share their leadership statements and receive feedback from the group.

ACTION PLAN

- Develop a personal leadership development plan moving forward.
- Develop a quarterly check-in with the club members. Keep it casual and consider planning it over lunch.
- Ask the club members who might be good speakers to visit quarterly and invite them to share their perspectives on leadership, when it began for them and the most challenging choices they've made since becoming leaders.
- Start a new club with junior leaders to share your knowledge and learnings from your experience.

Action Plan for Organizing the Book Club



Pre-Launch:

Invite Participants: Identify and invite interested participants (via email, company intranet, or professional network).

Distribute Materials: Provide participants with copies of *Where Leadership Begins* books, journals, *Values Discovery*, and links to complete the *Where Leadership Begins*™ Assessment and the session schedule.

Set Expectations: Share the objectives, schedule, and time commitment with participants.



Kick-Off Session (Session 1):

Introduce the Book Club: Review the goals, structure, and expectations.

Icebreakers: Help participants get to know one another.

Set Goals: Have participants set personal goals for the book club experience.



During the Sessions:

Facilitator Preparation: Prepare discussion questions and activities for each session.

Track Progress: Encourage participants to reflect on their growth between sessions.

Follow-up emails: Send reminders and summaries after each session, including the next steps and reading assignments.



Wrap-Up Session (Session 7):

Celebrate Completion: Acknowledge the group's achievements.

Share Reflections: Facilitate a discussion about the overall experience and key takeaways.

Next Steps: Encourage participants to develop personal action plans for continued leadership growth.



Post-Book Club:

Evaluate the Experience: Collect participant feedback to improve future book clubs.

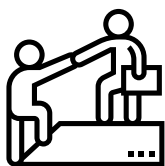
Provide Ongoing Support: Offer follow-up sessions or additional leadership resources.

Optional Enhancements



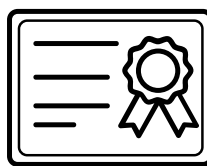
GUEST SPEAKERS

Invite experienced leaders (or the author) to share insights during specific sessions.



ACCOUNTABILITY PARTNERS

Pair participants to support each other throughout the book club.



CERTIFICATES

Offer completion certificates or badges for participants who finish the program.



LINKEDIN GROUP OR SLACK CHANNEL

Create a space for ongoing discussions and resource sharing.

This book club plan for *Where Leadership Begins* offers a structured, engaging way to explore key leadership concepts. Through reflective discussions, practical activities, and personal action plans, participants will grow as leaders and develop the skills necessary to inspire and lead others effectively.