



Your BIG Game Intensive

Playbook



Something has to change...

This is the truth that is driving you as a Game Changing Leader. There is a change that you want to bring about in your company, community... for your customers, the world. There is a new possibility you want to create with people or there is a pervasive problem that you aim to solve. Either way there are new results that you are after.

The BIG Question is...

How will you go about this world changing endeavor? Without an intentional focus on your personal transformation from worker to player, the default programming will take over and your endeavor will become another year of hard work. It doesn't have to be this way, but this is what will happen because you – and all of us – were trained from a young age to WORK on everything. You know what this looks like:

- Do your own work, don't ask for help.
- Endless task lists
- Only do what you can control
- Do it right the first time or don't do it at all
- Avoid mistakes and failure... Like the plague!!!

Life is a game... and YOU are a game changer

Business, Career, Leadership, Community, Family... they are aspects of the game.

To change someone's life, you have to change their game.

To change someone's game, you have to be a great coach.

What is a great coach?

**As a Great Coach you can
co-create a life-changing conversations.**

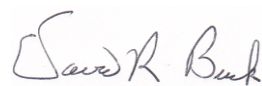
(yes, it is a high bar! ;-)

The BIG Game intensive will get you READY TO Play BIG in your own life AND Become a GREAT Coach for others: your team members, colleagues, partners and customers.

You will...

- Discover the purpose and values – the BIGGER Why – that are the foundation of your game
- Identify the Object of your game: Tangible Outcomes, Pursuit of Mastery, Becomings and Environmental Upgrades
- Create a play-able game of recurring actions and results infused with the Spirit of Play!
- Uncover the Inner Freedom and World Power upgrades you will need to win your game.
- Experience "Life Changing Conversations" with amazing colleagues!
- Optional: Observe (and possibly participate in) Laser Coaching with Coach Dave

Enjoy the intensive ... YOU are A Game Changer!



Coach Dave Buck and the CV Team!

Table of Contents

1. How to use this playbook
2. Play 2 Win Model RACE Diagram
3. Outline for the BIG Game Intensive
4. Welcome to the Connected Economy
5. Quick Overview of the Play 2 Win Method
6. Develop your capacity to speak "Play" language
7. Invitation to explore Transformation-Results Coaching

How to use this Play Book

The purpose of this playbook is to provide you with the important concepts to consider **prior** to the intensive. Since the intensive program is largely based on the dialogue that occurs during the intensive there is also a place to record your "highlights" from these conversations.

Pre Intensive Action Plan

- 1) Read the Play Book all the way through
- 2) Consider the questions for each section and make a few notes... BUT don't get too attached to your answers! The main reason to be familiar with the questions is mainly for when you are ASKING them, not for when you are answering them.

You are READY for the intensive!

During the Intensive

- 1) Have the playbook printed and available.
- 2) Use it to know which questions to ask your colleague when you are the Coach (if you are on the Social Webinar, the questions will be posted on the screen as well)
- 3) Use the spaces to write notes that come to you when you are the Player or after you are the Coach or Observer.

Format for the Intensive

We will be organized in groups of 3. For each segment – at the top of each hour - we will create new groups so you will be in 3 different groups during the Intensive.

For each conversation you will rotate between 3 positions: Coach, Player and Observer.

When you are the Coach you are asking the questions and sharing insights.

When you are the Player you are answering the questions and creating your game.

When you are the Observer you are "taking it in" and allowing your imagination to be sparked. ;-)

At the conclusion of each segment we will use a shared "white board" on the Social Webinar where you can share your game element keywords.

After the Intensive

Go to the Game Card for the Human RACE game and share your BIG Game keywords.

Then go to the game cards of some of your colleagues in the Game and learn about their games.

If you get a great idea, you can go back and update your game! Game design is an ongoing process!

You will receive special PDF of the Play 2 Win RACE diagram that you can type in your key words and phrases for each element of your game. Print this out to keep your game in front of you at all times!

Play Two Win Playsheet + The RACE Model

Step 1: Define the game <div style="border: 2px solid red; padding: 10px; text-align: center;"> Name the game </div>		Step 2: Design the object of the game <div style="border: 2px solid red; padding: 10px;"> Outcomes </div>		<div style="border: 2px solid red; padding: 10px;"> Mastery </div>		<div style="border: 2px solid red; padding: 10px;"> Becomings </div>		<div style="border: 2px solid red; padding: 10px;"> Upgrades </div>	
Purpose / Values		Step 3: Play for results <div style="border: 2px solid blue; border-radius: 50%; padding: 10px; text-align: center;"> Results </div>		With intention grow into		With vision grow into		With engagement grow into	
Spirit of Play		Actions		Step 4: Embrace challenges <div style="border: 2px solid blue; border-radius: 50%; padding: 10px; text-align: center;"> Challenges </div>		With design grow into		Step 5: Evaluate what matters <div style="border: 2px solid blue; border-radius: 50%; padding: 10px; text-align: center;"> Evaluation </div>	
Step 6: Game Plan		Step 7: Practice Skills		Step 8: Inner Freedom		Step 9: World Power		To get better	
To take better		To respond better		To sustain better					

Outline for the Intensive

1. Welcome! And Brief Introduction to the RACE Model and Abera Ca Dabera
2. With Group #1: Explore the Purpose and Object of Your BIG Game
3. With Group #2: Transform your endeavor into a playable game of recurring results and actions
4. With Group #3: Clarify Challenges and How you will Evaluate Progress; Uncover potential Inner Freedom blocks and World Power upgrades
5. Big Group: Share highlights from the Intensive
6. Optional: Observe Laser Coaching with Coach Dave

Welcome

Each of us has a BIG Game to play in life. Our purpose today is to co-create a structure that will allow you to PLAY your game rather than work on tasks.

We will use the RACE model from our Play 2 Win Method program.

RACE = Results – Actions – Challenges – Evaluation

Results are what happens in the world “as a result of” your actions.

Key distinction: Completing tasks you can control; Creating results you CAN NOT control. BUT you can influence. So anything that you can control 99.9% of the time is work. Anything that you can not control but you can influence is PLAY.

Our aim is to make your pursuit of results – your PLAY - the centerpiece of your day; rather than your task list.

Abera Ca Dabera is from the Aramaic Language and translates to: ***I create as I speak.***

It is often used as an incantation for magicians which is interesting because it highlights the magical power of creative speaking.

We will explore this power in this “Intensive” by asking you questions and encouraging you to create as you speak. Rather than trying to “think” of good answers, allow your inner knowing to flow through your words as you speak them.

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Group #1: Explore the Purpose and Object of Your BIG Game.

First Conversation: Name your game and clarify your purpose (6 minutes each)

Questions:

If you look at the year ahead as a game, what are the themes of your game?

Why are you playing this game right now?

What is the phrase that best captures the essence of your game?

Please share your highlights and insights about the name of your game and purpose:

Second Conversation: Explore the object of your game in 4 parts (6 minutes each)

Questions:

What are the tangible outcomes you want to create this year?

What are the skills you want to master?

Who do you want to become by playing this game?

What upgrades do you want to make to your environment this year?

Please share your highlights and insights about the object of your game:

BIG Game Intensive Playbook

Group #2: Transform your endeavor into a playable game of recurring results and actions

First Conversation: Identify the recurring results and recurring actions of your game (6 minutes each)

Questions:

What are the recurring results that will accumulate into your tangible objectives?

What are the recurring actions that will create these results?

Please share your highlights and insights about your recurring results and actions:

Second Conversation: Describe a picture of mastery for each recurring action (6 minutes each)

Questions:

For each recurring action...
What does mastery look like?

How would you rate your level of mastery now on a scale of 1-10?

What are some ways you can “practice” this skill?

Please share your highlights and insights about your path to mastery:

BIG Game Intensive Playbook

Group #3: Clarify Challenges and how you will Evaluate Progress; Uncover potential Inner Freedom blocks and World Power upgrades.

First Conversation: Explore the challenges of the game (6 minutes each)

Questions:

What are the biggest challenges you will face in pursuit of your results?

Who are these challenges asking you to become?

How can you find the fun in these challenges?

Please share your highlights and insights about your challenges:

Second Conversation: Explore how you will Evaluate what matters (6 minutes each)

Questions:

What will you look at to evaluate your progress as a player?

What matters most?

How will this evaluation help you adjust how you are playing?

Please share your highlights and insights about how you will Evaluate:

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Big Group: Share highlights from the Intensive

BIG Game Intensive Playbook

Welcome to the Connected Economy!

You can LEAD the way.

You	Industrial Economy	Connected Economy
are a	Worker	Player
are seen as a	Consumer	Creator / Investor
have a	Job (enjoyment unlikely)	Purpose (enjoyment assumed)
do what you do	Complete tasks Solve problems To earn money to buy things	Create Possibilities Express talents that add value To get results and fulfill a purpose,
buy...	Things - More is better Entertainment to get away from it all	Things that inspire you and facilitate creation; Experiences that expand skills and awareness
Aim to	Save some money for retirement	Create "Wealth" by fulfilling your purpose in the world

The Manager - The Coach

	The Manager	The Coach
You have	Workers	Players
They are	Cogs in the wheel; serving the purpose of the organization	Creative individuals serving their own purpose in life
What they do	Complete tasks; Fix Problems	Play for results; Create Value
Mentality	Get it done by the deadline or you are in trouble FEAR failure	Play to win and get results; Evaluate how to play better Embrace Failure
Approach	Command – Control - Compliance Do what you are told to do; do it right.	Connect – Collaborate - Contribute Make plays based on the game plan; respond to challenges
Your focus	Make sure they get it done the right way and on time	Help them play better every day

The reason to make this leap...

You wake up every day into an exciting game that is fun to play and fulfills your purpose; rather than a job that is an unwinnable game that never ends; checking off tasks on a bottomless list!!!

Quick Overview of the Play Two Win Method for Coaching and Playing

Play Two Win Method of Coaching	What the Player Does
Step #1) Define the game Clarify the purpose of the game; Explore values.	1) Creative self-expression This is WHY you play. Make sure the game has real purpose for you and expresses your values.
Step #2) Design the object of the game Identify the Objectives: Outcomes, Mastery, Becomings and Upgrades; Identify the RACE: Results, Actions, Challenges and Evaluation	2) Plan for results You know what you want to accomplish. Next you can create your approach to doing it. Make it a game NOT a job.
Step #3) Play for results (and observe your player) Discover how your player responds to creating Results by taking Action vs. just getting it done. Discover what your player needs from you	3) Play for results and Engage Fully Find the fun in everything action of the game Be aware of your desired results while focusing on playing the game (NOT looking at the score board)
Step #4) Embrace challenges Teach Resourcefulness with support and Challenge	4) Respond to challenges Get the best result possible from the situation; Embrace what IS; Know that every challenge makes you a better player
Step #5) Evaluate what matters Evaluate results and feedback with judgment-free awareness; Learn and make a plan for growth.	5) Devour Feedback Look at everything and learn from results, messes, mistakes, failure and winning.
Step #6) Game Plan Teach the strategies of the game to leverage strengths	6) Think about your approach to the game Make the most of your abilities; Be smart about how you go for the results you want.
Step #7) Practice Skills Create a personalized learning plan for your player	7) Pursue Mastery Learn every skill of the game; Have a vision of excellence. Practice. Practice. Practice. Enjoy the process even when you are not good at something yet.
Step #8) Expand Inner Freedom Teach awareness of fear	8) Step out of your comfort zone Learn how to play with fear
Step #9) World Power (Design a winning environment) The environment always wins; Help your player create the conditions for sustainable success	9) Compete AND Collaborate Seek the best in yourself in the company of others likewise engaged; Surround yourself with other players who pull you toward greatness

Develop your capacity to speak in “Play Language”.

A BIG part of becoming a “Game Changer” for people is shifting them into Play Language. As we have discussed, most people in the Western Culture at least, are work-centric. We work at everything from career, to business, to community and we even work at our relationships and our golf game. Often the work-centric life is disconnected and joyless.

Inspiring – even challenging – people to PLAY in the areas of life that matter to them is a real gift. And it is a transition that will require some time and encouragement.

The key is the use of Play language. As children, we play naturally. As we age, however, we must transition from “free-form” play to what we call SERIOUS PLAY. To engage in serious play, you need to learn Play Pattern Language. For many people it will seem similar to learning a foreign language at first.

We are using the phrases: “playing a game” and “worth playing” as a part of our **play pattern language**. However you can start your conversations with other pattern languages if you like and ease into play language over time. For example: Meaningful Objective or Important Goal are commonly used and understood by most people.

As long as you are consistent in your use of Play Language, they will eventually catch on and start speaking it themselves. Why? Because deep down EVERYONE wants to play and be joyful in life in every area. Most people have gotten really blocked about this and part of your job is to unblock them. This is often an amazing source of transformation!

A little encouragement / observation for you: if you are still a little stuck about playing in any area of life then you will tend to attract players who are stuck in this area too.

Don’t be alarmed. Just notice what you are seeing in the mirror (your player) and remain persistent in your own quest to be a player in life.

We all know that playing a game worth playing has more life to it and is powerful because people already know that a coach can help them play better.

Introduction to Transformation – Results Coaching

Coach Dave here.

You have a BIG Game! Now maybe it’s time to partner with a BIG TIME coach.

If you have an opportunity to significantly increase your income by playing better, then I would love set up an exploratory conversation with you about Transformation-Results coaching with me or one of the CV Agency Coaches.

<http://blog.coachville.com/agency/>