





Group Discussion Guide

The Leadership Challenges of High Performance Cultures



Jason Jaggard
CEO, Novus Global

Discuss the following questions with your table group.
If your time is limited, focus on the questions with a .

1. Jason Jaggard described organizational culture as the “conscious and subconscious habits that shape the trajectory of organizations.” Would you describe the predominant habits of your organization’s culture as low-performing, average-performing or high-performing? Why?
-  2. No matter where your organization is right now, Jason suggested a goal of becoming “meta-performing.” Of the three mindset shifts listed below, which one does your organization do well? Which one is the most challenging for you?
 - Instead of comfort, choosing growth
 - Instead of trying to be right, choosing a positive mindset about being wrong
 - Instead of winning, choosing to redefine the game
-  3. In what ways are you or your team currently getting in your own way?
4. In what ways are you currently valuing comfort over growth?
5. What beliefs do you currently hold about yourself, your team or your community, where you might actually be wrong?
6. What would it look like for your team to shift from trying to “win” to trying to “change the game?”
-  7. Discuss one thing your team could do in the next week to move toward becoming a meta-performing culture.