

## Enrollment Conversation: The Power of Questions

Prior to your coming to the LCI we would like to schedule an initial enrollment conversation with you. The purpose of the conversation is to enable us to learn something about you, and for you to begin to reflect on what you would like to learn in the LCI program.

You will have the opportunity to work with a coach during the program on a variety of issues, both personal and professional. You will speak with your coach on average once per month during the LCI. The person who ends up being your coach may or may not be the person who first contacts you. Please consider the questions below as you reflect upon the program and prepare for your conversation with one of the faculty. Please note: There are many more questions here than you will cover in your initial conversations; these are intended to stimulate reflection and to initiate the learning process.

- What drew you to participate in the LCI? How did you come to attend?
- What are you most looking forward to in this year?
- What was one of your most notable moments of true creative expression?
- What leader (living or not) do you admire most and why?
- If you could be more aware of something in your life that would make a real difference to how you lived, what would that something be, and why would it make a difference?
- What concerns do you have about your participation in the LCI?
- If the people closest to you had a wish about what you would learn in this program, what would it be?
- What questions are always with you?
- What risks are you prepared to take during this program? How far beyond your comfort zone do you usually move in things like this? What prevents you from stepping beyond it? What about this time?
- What is an important choice you are contemplating in your work and life?
- What is one important leadership failure that you have had in the last 6-12 months? What lessons have you drawn from this so far?
- What are the two issues you now face at work that, if you could make significant, non-Incremental progress on, would have a profound impact on you and your organization?
- What consistent feedback do you get about your performance and behavior? What about this feedback is valid?
- If the faculty were to conduct a 360-degree feedback process about you at work, what would surface?
- What areas of personal development and growth do you particularly need to work on? What do you feel you most want to change in yourself? What would you most want to conserve, to not change?
- What matters to you?
- What is the best-case scenario of your participation in the LCI? Imagine things could work out any way that you wish - perhaps beyond your wildest imagination - would you learn? What would you do differently afterwards? How would your career and life change?

Finally

- If you had two questions you could ask an oracle, what would you ask, and why?