



I've Got the POWer

Participant Manual

Bell Finance Interns, New Grads & Learn2

2020/07/23

Open with a POW

Problem in their world (5 Acknowledgement statements)	Opportunity (3 What if...? Statements)	Why (Why/what/how question or statements)
<ul style="list-style-type: none"> What is the problem your audience wants to address or solve? What are the external impacts that your audience experiences? How can you transition the impact on the business unit to be on a personal level? 	<ul style="list-style-type: none"> What is the problem your audience wants to address or solve? What are the external impacts that your audience experiences? How can you transition the impact on the business unit to be on a personal level? 	<ul style="list-style-type: none"> What question or statement frames the conversation you want to have? <ul style="list-style-type: none"> How could you target the desired result?
YOU/WE/US YOU/WE/US YOU/WE/US YOU/WE/US YOU/WE/US	WHAT IF WHAT IF WHAT IF	

Problème, occasion et question

Problème à résoudre (cinq énoncés commençant par « Vous » sont préférables)	Occasion (trois énoncés « Et si? » sont préférables)	Question (une question ou un énoncé commençant par « Quoi/Comment » est préférable)
<ul style="list-style-type: none"> • Quel est le problème que votre unité d'affaires veut résoudre? • Quels sont les éléments externes qui ont une incidence sur votre unité d'affaires? • Comment pouvez-vous modifier votre énoncé pour avoir une incidence sur l'unité d'affaires au niveau personnel? 	<ul style="list-style-type: none"> • Quels sont les avantages de résoudre le problème? • Qu'est-ce qui pourrait être différent? Quelle différence cela peut-il faire pour l'unité d'affaires? <ul style="list-style-type: none"> • Quelles sont les incidences et les conséquences de ce changement pour l'unité d'affaires? 	<ul style="list-style-type: none"> • Quelle question ou énoncé permet d'orienter la conversation dans le sens désiré? • Comment pouvez-vous viser le résultat désiré?
VOUS/NOUS	ET SI...	
VOUS/NOUS		
VOUS/NOUS	ET SI...	
VOUS/NOUS		
VOUS/NOUS	ET SI...	

First Practice

PRACTICE QUESTION: You and your triad are responsible to kick off a virtual end of week team social event.
Use a POW to highlight your team's successes for the week.

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YOU/WE/US	WHAT IF	
YOU/WE/US		
YOU/WE/US	WHAT IF	
YOU/WE/US		
YOU/WE/US	WHAT IF	
YOU/WE/US		

Example of a POW

Problem in their world (5 Acknowledgement statements)	Opportunity (3 What if...? Statements)	Why (Why/what/how question or statements)
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<p>YOU have your entire career before you</p> <p>YOU are set up for success by being here</p> <p>YOU feel the pressure of wanting to be a good leader</p> <p>YOU want to be listened to</p> <p>YOU know that you can be critical to Bell's future</p>	<p>WHAT IF you could change the trajectory of your career?</p> <p>WHAT IF you change the way people lead?</p> <p>WHAT IF you controlled the narrative?</p>	<p>WHY we are here today is to learn POW</p>

POWer Pitch competition

SCENARIO A (Breakout Rooms 1 & 2)	SCENARIO B (Breakout Rooms 3 & 4)	SCENARIO C (Breakout Rooms 5 & 6)	SCENARIO D (Breakout Rooms 7 & 8)
You are in a meeting with colleagues from another team. You believe that by collaborating across team boundaries, you can save \$10,000s for that team. Use a POW to effectively communicate your message.	You have recognized and are ready to seize a new opportunity by pitching your idea to your leader and their leader. Use a POW to effectively communicate your idea.	You are in a conflict with your team as to how to proceed with an important project. You are convinced that you are right? Use a POW to manage the conflict.	Your leader is suggesting a way to resolve an issue that you have been working on. You are confident that your way is better for the team and the BU. Use a POW to respectfully demonstrate confidence in your solution.

P - Problem in their world (5 acknowledgement statements)	O - Opportunity (3 What if...? Statements)	W - Why (What/how question or statements)

POWerful Commitments

Where else can I use POW?

What else did I learn?

- Effective communication
- Presentation skills
- Conflict management
- Confidence