# THE SPARK, THE FLAME, AND THE TORCH

## A Guide for Setting up a Reading Group Guide

Many book discussion programs—and Professional Development Course Outlines—are designed to thrive on debate, argument, and heated discourse, which lead to a discussion based on conflict, polemics, power, and ego. This is not aligned with the message and teachings of *The Spark, the Flame, and the Torch*. We therefore suggest three ways to engage in an inspiring dialogue about the book (or to develop an *Instructor's Outline*):

- ### Choose from one of the main topics in the book.

Follow a structured linear program based on the major concepts and principles of Higher Ground Leadership® discussed in the book. As the emphasis of this soul-based style of leadership is on living these principles rather than just talking about them, the participants in your Book Discussion Group, or course, may find it helpful to model the principles as you work together, to ask questions rather than assert that any one person has the answer, and to share your time together in a loving, learning partnership.

- ### Choose a topic for discussion

Choose a free-style discussion or allow your discussion to be inspired by the questions suggested below for this format. You may wish to assist each other in formulating your Destiny, Character, and Calling Statements (Part One). Also, be sure to complete and download the free personal 5 Dynamics Report that is provided with each copy of the book. And you may find it helpful to assess your current practice of the CASTLE® Principles (Part Two) and in establishing your Vector 360º Leadership Profile (Part Three).

- ### Follow a structured discussion group based on the three major themes in this book:

### Part One—The Spark: Inspiring Self

- Have you completed the Inspire Pledge?
- How will I relate to others in a way that inspires—them, and me?
- What is the difference between the "Essential Self" and the "Social Self"? How can we determine whether a thought, action, choice, or decision, emanates from our Essential Self or our Social Self? Can we recognize this difference in another person? How can we best align our Social Self with our Essential Self, so that we can be inspiring and effective humans?
- Why is Inspirational Leadership® important? What steps do we need to take to become inspirational leaders?
- How can we practice listening and responding to our soul's voice?
- What is the purpose of my life—my Destiny?
- Why is it important for us to identify our North Star, and what steps are required so we can find and follow it? What do we mean by Destiny, Character, and Calling (our Why-Be-Do), and why is it important to have a clear definition and Statement for each?
- What is my personal ONE Dream® that I would like to see realized for myself?

- Have you reviewed the Why-Be-Do Forum, searched the Why-Be-Do Statements posted by others to prompt your own creative ideas, and then submitted your own Why-Be-Do Statement?
- What is "5 Dynamics"? What does it measure? How does 5 Dynamics® differ from personality-based profiling systems, and what do the terms "energy" and "process" signify in our understanding of ourselves, others, and our relationships with them? Why are these measures important? How do they lead to high performance? What do your energy preferences mean to you? And to others?
- Why is building inspiring relationships so important, and what are some of the ways this can be achieved?
- What is the difference between "the metrics" and "the music"?
- What is the difference between "ONE Dream®" and more traditional "mission, vision and values statements"?
- What role does "Permission Space" play in the achievement of the ONE Dream® in organizations?

## Part Two—The Flame: Inspiring Others

- Why are the CASTLE® Principles important in the pursuit and fulfillment of our Destiny, Character, and Calling (our Why-Be-Do)?
- *Courage*: How can we achieve breakthroughs in our leadership experience, thus overcoming and removing self-imposed limitations? What roles do trust and courage play in leadership and in making such breakthroughs? How do the stories of Dustin Carter and Natalie du Toit reflect the principle of Courage, and what can you learn in your own life from their Courage? How did Mike McCallister's Why-Be-Do bolster courage and help him guide his company during extreme turbulence in their marketplace?
- *Authenticity*: What does authenticity mean to you? How does it improve relationships? How can we bring greater authenticity into our personal and professional lives? Where are you challenged in your personal or professional life, where greater authenticity might bring about more favorable outcomes?
- *Service:* How does Julio Diaz' response to his attacker reflect the principle of service based on oneness? How can service be seen as a partnership? How does a shift towards our Essential Self help us to serve others better? How did Steve Bigari's attitude of service to employees contribute to the success of his franchise? What is the concept of "Voice", and how does it differ from the concept of "brand"?
- *Truthfulness:* Why is lack of truthfulness so prevalent in the corporate world? Did Bill Hawkins make the right decision? If so, why is it often so difficult for us to do what he did? How can we improve our standards of truthfulness?
- *Love:* Why is there such an uneasy relationship with the word "Love" in the Anglo-Saxon tradition? Why is it so hard to use this word in the workplace? What do we need to do to expand our horizons concerning this? How did seeing the faces of people influence Franz Stigler's decision not to shoot at an enemy plane? Why is this concept (seeing people's faces) significant when applied to the corporate world?
- *Effectiveness:* How does following our North Star help us to become optimally effective? What is the difference between efficiency and effectiveness? What "effectiveness" factors contributed to the success of the Beatles? Why is "forgiveness" so important in building team effectiveness? Why and how does "elegance and grace" lead to greater effectiveness? What do we mean by the "circular logic" of the CASTLE® Principles?

## Part Three—The Torch: Inspiring the World

- How does "motivation" differ from "inspiration"? How do we define them both? When and how do we choose between the two? Do you favor motivation or inspiration in your daily practice? How

do we improve our capabilities to inspire so that they are as natural for us to practice as our capabilities to motivate?

- How can we coach, mentor, and teach others so they become inspired and therefore inspiring?
- How can we build stronger and more effective performance management, appraisal and assessment systems?
- How can we build more effective coaching systems?
- Why is [Values-centered Leadership](#)® so effective as a coaching tool and model for personal development?
- What roles do the Primary Values of Mastery, Chemistry, and Delivery play in the realization of goals and objectives?
- What is an "Accelerator" and what role does it play?
- What is a "Vector"? How do we measure it?
- How can the concept of "The Vector" contribute to your personal success and that of your organization?
- Why is the Vector dialogue a partnership conversation rather than a hierarchical procedure?
- Igaz Semmelweis was labeled insane by his colleagues for suggesting a simple act that is today recognized as the most important tool for preventing the spread of infection. How can we remain sufficiently open to change so that we learn to listen to the Igaz Semmelweises in our own lives and circumstances?
- Why is the art of listening so important for optimal effectiveness?
- How does staying relevant help us to be more effective? Why does it offer personal security?
- What are the important shifts that we need to practice and increase so that we can effectively move from "old-story" leadership to "New-Story" leadership?
- Why is "letting go" so important?