



BORN TO SHINE

LOVE SEATs

Format & Presentation Guidelines

In our training and development work at Move The Crowd, we engage in a number of formats to support our leaders in achieving the next stage of evolution and growth in their life and in their business. The Love Seat format is drawn from our signature “Hot Seats” and provides a safe and nurturing space for breakthroughs and insights gleaned from this laser coaching experience.

Sometimes we create structured time to work with a specific opportunity or challenge identified by a member of our beloved community, and sometimes these experiences happen “on the court” and serve as teachable moments in the midst of training.

Whether your area of focus is personal or professional, you have the option to “take the seat” around a pressing challenge or opportunity that would represent real value to you if you could be supported.

A spontaneous Love Seat will be called out by the Coach/Trainer, and they will simply invite you in the moment to “take the seat.”

Formal Love Seat sessions will be announced with an invitation to “sign up” the Coach/Trainer will inform the group of how many slots are available.

There are **three types of support** you can request when in a formal Love Seat session:

- **Witness** - this is where you simply have room and space to express without interruption, questions, or the need to clarify or explain unless you so desire. This practice is more about just being seen, heard, and understood by your community.
- **Braintrust** - this is where you are sharing with the intention of gaining access to the unique wisdom of the community. In this case you specifically can request authentic, seasoned input/feedback from your sisters.
- **Community Connections** - this is where you put out a specific request for resources and connections that can help you address or meet the opportunity and/or challenge you are presenting.

In preparation for your Love Seat - take the time to set a clear intention around what you'd like to specifically walk away with as a result of the feedback you receive.

This will help guide how you prepare. What's the ONE opportunity or challenge that, if you addressed it, would be pivotal for you in taking your personal or professional game to the next level?

Do the work to hone in on what you most want support around in your Love Seat session.

Love Seat Presentation Format:

If there is a call for Love Seats, each selected person will have about 15 mins total for their Feedback Session.

The timeline for your session is as follows:

- **Your Opportunity or Challenge (5 mins)**

- a. Share background & mission for your venture/project/initiative
- b. Frame opportunity and/or challenge

- **Clarifying Questions (3 mins)**

Panelists ask clarifying questions to enable their ability to give sage advice.

- **Feedback Round (5 mins)**

Coach & members of the circle offer insights, ideas, strategies, support related to your opportunity/challenge

- **Final Reflections (2 mins)**

Provide a final reflection on the feedback given and how you look to incorporate advice, as well as ways the group can continue to provide support to you.

Principles/Tips for getting the most out of your experience and crafting an effective request for feedback

- Be Specific about the type of support you are looking for (see below)
- Be clear and concise - ask the question and then STOP :)
- Once you ask the question, prepare to sit back and LISTEN.

- When you give your final reflections - identify 1-2 key takeaways that you'll act on.
- Don't be nervous: This is a group of your peers and community members, let them help you through your chosen area of growth.
- Be sure to acknowledge the group for their contribution
- Follow up as promised.

Clarifying Your Request for Support

- What current goal or objective does this opportunity or challenge belong to? (i.e. is it personal or professional or both?)
- What outcome (s) are you hoping to achieve as a result of this feedback? Beginning with the end in mind can help you clarify exactly where you need the greatest support.
- What kinds of wisdom, expertise or experiences are most useful to you? i.e. Do you want input from someone who has experienced this challenge or opportunity before? OR do you want someone with truly "fresh ears and eyes" to respond?

Sample Questions:

- There is an advancement opportunity at my company and I'd like to put my name in the hat for this new position. I'd like to enroll my Director/VP in advocating for me. What's the best way to have this conversation with them and make this request?
- I am launching a new product that is geared towards stay at home moms who want to purchase more green products for their home. I'd love to identify - *the top 5 places I should be looking to reach this client - what would this circle recommend?*
- In a recent team meeting, one of the executive leaders (who is a peer) made a comment that I felt was out of line (i.e. biased, insensitive, inaccurate, etc..) with regards to the demographic we are trying to reach. I feel it's important to approach them about it. How do I have this conversation in a way that does not put them on the defensive?

- I'm in a negotiation with my company about returning to work in the office and I have some concerns about what is being proposed versus what I really think will work for me. How do I approach this conversation in a way that enables me to create my ideal scenario for how I'd like to return?
- I'm helping a family member take care of someone and I need to renegotiate some boundaries around expectations as it relates to my time, money or other resources. How do I approach this conversation without falling into our typical back and forth?

Your question does not need to fall into any of these categories, these are just examples to give you a sense of how you might structure your opportunity or challenge as you pose it to the circle.

Of course..if you have any questions, about the format or about what you'd like to focus on, please don't hesitate to reach out to us at hello@movethecrowd.me.



GREAT WORK!



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