

Supply List:

Pennant per person

Packs of colored Sharpies (1 pack per table or 1 per person)

Rope lights

Garment Racks

300 clothespins

Baskets for clothespins

Clips to attach ropes to posts on stage




Preparation:






Distribute 1 pennant to each person as they arrive or place them on tables.




Set a pack of Sharpies on each table.

String the ropes lights the stage platform. Place baskets of clothespins near the rope.

NOTE: Be sure the presenters have their pennants!

Time	Props	Script (Facilitator says words in BOLD font.) Directions for facilitator are <i>italicized</i> .
1-2 minutes Dave Cardello		<p>SAY: Welcome to our final session. To wrap up our time together, we'll define some winning actions we can take to accomplish what matters most for our associates, our residents, and our shareholders. How can we win in all of these areas?</p>
3-5 minutes Dave Cardello	<p>1st slide is a quick click</p>  <p>PROP: Pennant</p>	<p>DO: <i>Hold up a pennant and tell about a time you or your team won the pennant i.e. you achieved success or turned something around. You could also share a sports story. Describe what happened. Be sure to include how you felt i.e. elated, rejuvenated, affirmed.</i></p>
12-14 minutes (includes time to form groups and return to seats) Dave Cardello		<p>SAY: That's my winning story. Now share yours. Here's what you'll do. Get up and find 3 other people with the same color pennant to form a group of four. Tell about a time you or your team won the pennant. For example, your team made all of its sales goals or you won the tournament for your tennis league. You might talk about winning a contest. Each person will have three minutes to share. To make sure everyone has enough time to speak, I'll let you know when the next person in your group should begin talking. Listen for this sound.</p> <p>DO: <i>Sound the attention getting device.</i></p>
		<p>DO: <i>Tell the person in the group with the birthday closest to today to go first. Wait 3 minutes, sound the attention getting device, and instruct the next person in the group to begin. Wait another 3 minutes, sound the attention getting device, and have the next person begin talking. Continue this process until all members of the group have finished sharing. Then have people return to their seats.</i></p>
3-5 minutes Dave Cardello		<p>DO: <i>Once people have returned to their seats, ask for 2 or 3 willing volunteers to share their pennant stories or a story they heard in their group. Be sure to summarize and repeat back what each person says so that the entire room can hear the volunteers' comments.</i></p>

<p>1 minute Dave Cardello</p>		<p>SAY: Winning the pennant feels amazing. The desire to accomplish our goals and tackle significant challenges is inherent to who we are as leaders. We innately want to be better, do better, and achieve what matters most.</p>
<p>2 minutes Marla Sovereign</p>		<p>DO: Hold up a pennant. SAY: Think about everything you've heard, learned, and experienced in the last few days. What three winning actions can you take to apply what you learned? Use the permanent marker to write each one on your pennant. You might record things you'll start and stop doing or you could list three new things you're going to try. Be specific and include deadlines for your actions. Demonstrate writing on the pennant. For example, one of my winning actions is to [insert one of your winning actions and include a deadline]. To help you decide how you'll win, it might be helpful if you review your notes from all the sessions you've attended. You could also take a look at our Storyboard. DO: Point to the poster created by the graphic facilitator.</p>
<p>7 minutes Marla Sovereign</p>		<p>SAY: Begin writing your winning actions and be sure to put your full name on your pennant. You'll have about 7 minutes. DO: During this time, write two more of your winning actions on your pennant. After 7 minutes, sound the attention getting device.</p>
<p>16 minutes Marla Sovereign</p>		<p>SAY: Find 2 other people nearby and take turns sharing your winning actions. You'll have 15 minutes—so about 5 minutes each. As each person shares, offer feedback on their actions. What tips can you share? What advice do you have? As you get great pointers from your peers, write them down. What gets written done gets done. DO: After 15 minutes, sound the attention getting device and have people turn their attention back to you.</p>
<p>1-2 minutes Marla Sovereign</p>		<p>SAY: Shout out some of your winning actions. DO: Repeat back 2 or 3 things people say.</p>
<p>Marla Sovereign</p>		<p>I'd like to share the other winning actions that I'm committed to taking. Share what you wrote.</p>
<p>Steve Flynt</p>	<p>PROP: Clothespin and pennant</p>	<p>DO: As you talk, attach your pennant to the rope. SAY: When I complete these actions, we'll be on step closer to winning Brookdale's pennant—delivering what matters most to our associates, residents, and shareholders.</p>

8 minutes Steve Flynt		SAY: As a demonstration of your commitment, I'd like you to come forward and hang your pennant. There are baskets of clothespins along the rope for you to use.
	AUDIO CLIP	<i>DO: As people come forward play Kool and the Gang's "Celebration" NOTE: Repeat song if necessary. Once people have finished hanging their pennants, stop the music.</i>
1-2 minutes Steve Flynt		<i>DO: After people have added their pennants, read a few of the actions.</i> SAY: There are over 900 winning actions (CUE LIGHTS) written on these pennants. If we do what we've committed to do today, one year from now, we'll be celebrating winning our pennant—and Brookdale will have delivered what matters most.
		

NOTE: Collect pennants and ship or bring them back to corporate office. They will be mailed back to the participants with a special note from a key leader.