

## 2A. Using the OCI Model

Start with your desired outcomes and work across, thinking about the climate and your intentions. Work along the continuum and update as necessary.



<i><b>Outcomes</b> – what are the targeted results, deliverables and/or actions that I desire for me and the other(s) to occur both during and after this meeting/discussion?</i>	<i><b>Climate</b> – what does the mood, energy and/or environment of the meeting/discussion need to be to most effectively yield the targeted outcomes?</i>	<i><b>“BE” Intention</b> – how do I need to BE as a leader before and during this meeting/discussion to most effectively create and sustain the targeted climate?</i>	<i><b>“DO” Intention</b> – what do I need to DO as a leader before and during this meeting/discussion to most effectively create and sustain the targeted climate?</i>
---	---	---	--

Be sure to note the possible impact of your efforts:

<i>What’s the Impact when those Outcomes are achieved?</i>
<i>What’s the Impact when that Climate is cultivated/maintained?</i>
<i>What’s the Impact when I’ve honored my Leader Intentions?</i>

# Using the OCI Model



<i>Outcomes – what are the targeted results, deliverables and/or actions that I desire for me and the other(s) to occur both during and after this meeting/discussion?</i>	<i>Climate – what does the mood, energy and/or environment of the meeting/discussion need to be to most effectively yield the targeted outcomes?</i>	<i>“BE” Intention – how do I need to BE as a leader before and during this meeting/discussion to most effectively create and sustain the targeted climate?</i>	<i>“DO” Intention – what do I need to DO as a leader before and during this meeting/discussion to most effectively create and sustain the targeted climate?</i>
<b>We want to increase enrollment with a new program in music therapy; We need a curriculum so I can write proposal. I want to be seen as a leader in curriculum development.</b> <b>Highrise</b>	<b>The mood should be one of enthusiasm and collaboration. We will need sustained momentum to meet the deadline. We need to mostly be in agreement about the components.</b>	<b>I need to be thoroughly knowledgeable about all parts of the proposal, including current curricula &amp; competing programs. I need be flexible about incorporating others’ ideas.</b>	<b>I need to research competing programs and existing courses &amp; draft possible curriculum and part of proposal. I need to back up our proposal with research and write things in ways that get approved.</b>

# Using the OCI Model

*What's the Impact when those Outcomes are achieved?*

**We create a new program that will attract more students, we achieve regional recognition for our program, and I am seen as a leader whose impact influences long-term growth.**

*What's the Impact when that Climate is cultivated/maintained?*

**We have a collegial atmosphere with a process for and a record of collaboration. We are functional, productive, and client-serving. We feel good about our progress.**

*What's the Impact when I've honored my Leader Intentions?*

**I feel more confident. I am looked at as someone whose knowledge and leadership can be relied on. I have a system for and record of working with others towards success.**