



Leader's Guide: Inspire New Leaders

The goal of this lesson is to:

Provide the Manager with an understanding of the benefits and process of inspiring new Managers, their role in the promotion process and inspiration to enter the Director-in-Qualification Program.

The objectives of this lesson are to provide Managers with the ability to ...

- Describe the Director Career Opportunity benefits and awards
- Recognize the benefits of promoting Managers
- Recognize the reasons why Consultants want to step up to Manager
- Understand how to identify future Managers
- List the actions that support a Manager-in-Training
- Explain the qualifications to enter the Director-in-Qualification Program
- Develop an individual Action Plan to qualify to enter the DIQ Program

Materials:

- Name Tags (1 per participant)
- Inspire New Leaders Workbook (1 per participant)
- Table-top flip chart (or easel with flip chart paper) and markers (optional)
- Dreaming Interview PowerPoint (not included with this Guide)
- Dreaming of Royalty Fact Sheet (1 per participant not included with this Guide)
- Blank Thank You Note & Envelope

Key Points

- The Inspire New Leaders lesson can be used solely or in conjunction with the other lessons from the New Manager Success System. The lesson can also be used in a Manager Workshop as well as be incorporated into Conference Calls, Webinars and Leadership Meetings.
- The Lesson is designed for a small group of 3–5 new Managers and a 60–90-minute delivery time. However, if your group is larger, you will need to adjust to a 90–120-minute delivery time, in order to provide ample time to teach and discuss the objectives.
- **Access to the internet and My Sales will be beneficial in demonstrating the Dream Team potential of your attendees.**



Lesson At-a-Glance

As the Learning Facilitator, once you're familiar with the details of the lesson plan, you can refer to this overview (which includes workbook and slide references) and the workbook as your reference when you facilitate the training. The slides and flip charts are optional but can reinforce the learning points. Suggested duration times for each major topic are noted on this at-a-glance; refer to the Lesson Outline for detailed timing.

Reference Key: workbook handout slide flip chart props/support

Step	Topic	Description	Duration	Visuals/Handouts
1	Opening	Welcome attendees Conduct introductions Review objectives	10 minutes	Inspire New Leaders Workbook pg. 1 slide 1-3
2	Inspiring the Dream	Introduce Habit #5: Inspire New Leaders Brainstorm the Benefits of Stepping Up Review the Benefits of Stepping Up to Director Activity: My Dream Team Family Tree Review the Benefits of Promoting Managers Review Reasons Consultants Want to Step Up	45 minutes	pgs. 2-3 slide 4-8 Why Step Up to Director? Dream Interview Presentation Dreaming of Royalty Fact Sheet Why Promote Managers? Why Would Consultants Step Up? Identifying Future Managers
3	Promoting Process	Introduce the 5 Steps to a New Manager Discuss How to Identify Future Managers Introduce Steps to Create Interest Discuss How to Build the MIT's Skills Review the DiQ Game Plan for Success	30 minutes	pgs. 4-12 slide 9-15
4	Lesson Review / Feedback	Review the key points and ask for feedback	5 minutes	
5	Challenge / Action Plan	Challenge Managers to write a "I See Success in Your Future" Note Explain Stepping Up Action Plans & Tic-Tac-Toes Explain Activity Coupons Hand out Certificate of Completion	5 minutes	pgs. 13-18 slide 16-17 Blank Note/Envelope Certificate



Lesson Outline

Reference Topic

📄 slide 1

1. Opening (1 min.)

- Start by welcoming the participants to the Inspire New Leaders Manager Success Class.
- Congratulate the Managers for continuing to invest their time by attending all of the New Manager Success Classes and for their desire to be a leader in our business.

📖 pg. 1

📄 slide 2

Conduct Introductions (6 min.)

- Refer the Managers to **WB page 1** and explain the introductions by asking each Manager
 - name
 - length of time in Tupperware
 - who inspired them to become a Manager and what they did or said that inspired them to reach higher
- Call for volunteers to begin the introductions. The introductions should be about 1 minute each. Thank everyone for sharing.

Review Lesson Objectives (2 min.)

📄 slide 3

- Introduce the lesson objectives by sharing that the goal for today's class is to review the final Habit of Highly Successful Managers: Habit #5: Inspire New Leaders.
- Explain that during this class, they'll review the benefits and process of stepping up new Managers, as well as discuss the Manager's role and responsibilities. The ultimate goal is to inspire them to take the next step in their career success – that of a Director-in-Qualification.
- Explain that after this lesson, they will be able to:
 - List the benefits of becoming a Director
 - Recognize the importance of stepping Consultants up to Manager to the growth of their team and business.
 - Understand the benefits of promoting to the Manager and the Consultant.
 - Understand the Manager's role as they partner with the Director to inspire, identify and support the Manager-in-Training.
 - List and apply the 6 Steps of Promoting.
 - Understand what steps to take in order to qualify for the Director-in-Qualification Program.

My Notes



Reference	Topic	My Notes
	2. Inspiring the Dream	
	Introduce Habit #5: Inspire New Leaders (2 min.)	
slide 4	<ul style="list-style-type: none">• Introduce the 5th and final Habit of Highly Successful Leaders by reminding the Managers of Brownie Wise's philosophy: "When you build the people, the people will build the business."• Explain that great leaders look for the best in others because they can always find something positive in everyone.• Reinforce that as Managers, they have the ability to build the people through their words, actions and beliefs because they believe that every team member has the potential to succeed in this business.• Explain that the role of Tupperware Managers is to always be looking to help a person up the next step on the ladder of success to achieve their dream. And, as Tupperware Managers, they have already begun to inspire the dream of the Consultants on their team by:<ul style="list-style-type: none">- believing that they can be their best,- telling others what they see as their strengths,- offering words of encouragement,- praising them in front of others- guiding them with their knowledge and experience- painting the vision of the benefits of the Tupperware Opportunity• One of the most important ways we fulfill Brownie's philosophy is by sharing the Manager Opportunity, helping someone reach their dream.	
pg. 2		
slide 5		
slide 6		
pg. 2		
<input type="checkbox"/> Why Step Up to Director	Brainstorm Benefits of Stepping Up (5 min.) <ul style="list-style-type: none">• Explain that before they can inspire the dream in others, they must first be inspired themselves. The Tupperware Career Opportunity is the ultimate Tupperware has to offer to help you reach your greatest dreams.• Refer the Managers to WB page 2 as you lead a brainstorm of all the reasons why a Manager would want to step up higher in the career plan and perhaps even become a Director. Get responses from the group and flip chart. Potential answers should include:	



Reference	Topic	My Notes
	<ul style="list-style-type: none">- additional income- Dream Driver Cash / company car- greater rewards- leading a larger team- helping others achieve their dreams- travel- prestige <ul style="list-style-type: none">• Ask the Managers to share their dream that they wrote during the My Dream Worksheet activity from the Dream Big and Plan for Success lesson. You may want to lead the discussion by sharing your dream.• Debrief the brainstorm by adding any other reasons you feel are missing and explaining that everyone's reason for reaching higher, and maybe even becoming a Director and beyond, will be different.	
Dream Interview Presentation	<p>Review the Benefits of Stepping Up to Director (15 min.)</p> <ul style="list-style-type: none">• Use the Dream Interview presentation to present the benefits of becoming a Director and how to qualify to enter the DiQ program, emphasizing the slides that focus on Star Manager and above.	
pg. 2	<ul style="list-style-type: none">• Refer the Managers to WB page 2 and ask them to write down all of the benefits of stepping up to Director in their workbooks as they view the presentation.	
Dreaming of Royalty Fact Sheet	<ul style="list-style-type: none">• Hand out the Dreaming of Royalty Fact Sheet as you summarize the presentation by emphasizing that the income and rewards continue to increase as they move up the career path. The greatest income increases come at the DiQ and Director Levels because they scoop up their recruits' recruits and their royalties are paid on their Dream Team.	
pg. 3 slide 7	<p>Activity: My Dream Team Family Tree (15 min.)</p> <ul style="list-style-type: none">• Refer the Managers to WB page 3 and ask them to write down the names of all of their personal recruits on the first row and the names of their recruits' recruits on the second row.• Next, ask the Managers to write their month-to-date personal sales.• Note: You will need access to My Sales for the second part of this activity. Go to the Team Summary in My Sales for each Manager.	



Reference Topic

- Next, ask the Managers to write down the Team Sales from their personal recruits, emphasizing that this is their current Team Sales as a Manager.
- Next, ask the Managers to write down the Team Sales of their recruits' recruits.
- Finally, ask the Managers to add their personal sales, their recruits' sales, the sales from their recruits' recruits and write that amount in the "My Dream Team Sales" in their workbook.
- Ask the Managers if they had any ah-ha revelations as a result of doing this activity.

Review the Benefits of Promoting Managers (5 min.)

 pg. 4
 Why Promote Managers?

- Refer the Managers to **WB page 4** as you ask the Managers why they would want to promote Managers. Get responses from group and flip chart. Potential answers include:
 - More money
 - Helping others
 - Share leadership
 - Bigger sales helps to achieve qualifications
 - Brings extra income to both the Manager and the promoting Manager
 - Creates excitement and momentum on the team
 - Can achieve qualification in the DiQ program easier
 - Royalties on a Manager's personal sales who is your personal recruit are higher because Managers typically sell more personally than they did as a Consultant.
 - And helping another person become a Manager is one of the most rewarding opportunities in Tupperware. (Share your personal feelings about promoting.)
- Thank everyone for sharing and summarize, adding any you feel are missing in your review.
- Segue to the next topic by emphasizing that consistently identifying, promoting and developing new Managers is the most important and rewarding thing a Manager can do to cause their business to truly grow.

My Notes



Reference	Topic	My Notes
<input type="checkbox"/> Why Would Consultants Step Up?	Review Reasons Consultants Want to Step Up (5 min.) <ul style="list-style-type: none">• Segue to the next activity by explaining that the group has looked at the benefits of stepping up in the career path from the Manager and Director perspective.• Lead a brainstorm of the reasons a Consultant might want to become a Tupperware Manager. Get responses and flip chart. Possible answers should include:<ul style="list-style-type: none">- income- recognition- awards- prestige• Thank the Managers for sharing and direct them to WB page 5 for a list of the top 10 reasons Consultants want to move into royalty (in no particular order as everyone is different). Elaborate on the reasons if you desire.	
pg. 5 slide 8	3. The Promoting Process Introduce the 5 Steps to a New Manager (5 min.) <ul style="list-style-type: none">• Refer the Managers to WB page 6 as you introduce the 5 Steps to a New Manager emphasizing that the Manager will partner with the Director as they work together to promote and develop a new Manager.• Encourage the Managers• Introduce “Step 1: Identify Manager Prospects” by explaining that successful Managers are always looking for 1 to 2 prospective Managers who are their “rising stars.” The Manager then recommends those up-and-coming Manager candidates to their upline Director. Let the Managers know that you will go into more detail about how to identify prospective Managers shortly.• Review “Step 2: Offer to Share the Manager Opportunity Story” emphasizing the following:<ul style="list-style-type: none">- A Manager’s role in this step is to “plant the seeds” that will grow into a desire for her to want more.- The Manager should always be watching and listening for clues and inviting and encouraging Consultants to advance because the Manager is usually the one with the closest relationship with that Consultant, so the invitation should come from them.	
pg. 6 slide 9		



Reference Topic

- Introduce “Step 3: Set a Date for the Dream Interview” as you explain that the Dream Interview is a meeting conducted usually by the Director in person one-on-one, on the phone or in a small group.
- Explain that the purpose is to find out the goals and dreams of a Consultant and present the benefits of the Manager and Director Opportunity.
- Reinforce with the Managers that once they’ve identified a potential future Manager, they’ll want to notify the upline Director as soon as possible so an interview can be scheduled.
- Introduce “Step 4: Conduct the Dream Interview” by reminding the Managers of how inspirational this interview was for them and was probably a contributing factor to them stepping up to Manager.
- Introduce “Step 5: Build the new Manager’s Skills” by reinforcing that once the target date has been set, the Manager’s role is to be their “cheerleader” and work in partnership with the Director to provide training, support and guidance to help build the new Manager’s skills.

Activity: Qualities of a Prospective Manager (10 min.)

Identifying Future Managers
 pg. 7
 slide 10

- Lead a brainstorm of the actions which tell the Manager that a Consultant is a potential new Manager. Get responses from the group and flip chart.
- Set up the next activity of Identifying Future Managers by referring the Managers to the worksheet on **WB page 7**. Ask the Managers to match the Consultants they have on their team to the actions – even if they only have 3 Consultants right now.
- Part two of this activity is to have the Managers write one reason why they think each Consultant would make a great Manager. (For example, the Consultant is enthusiastic, organized, personable, etc.)
- Debrief the activity by summarizing that every Consultant on their team can be a prospective Manager if the opportunity is presented in a way that meets the Consultant’s needs and if the circumstances are right at the time.

My Notes



Reference	Topic	My Notes
	Creating interest in the Manager Opportunity (5 min.)	
	<ul style="list-style-type: none">Explain that a Manager can help create interest in the Manager Opportunity just like when they recruit by "planting the seeds!"	
📖 pgs. 8-9	<ul style="list-style-type: none">Refer the Managers to WB pages 8-9 for a list of 10 opportunities they have to create a desire to hear more about the Manager Opportunity with word choice they can customize to make their own.	
📄 slide 11	<ul style="list-style-type: none"><i>Leader: ask for volunteers to read 2-3 of the word choices out loud.</i>Summarize by asking the Managers if they noticed the closing line on each approach was similar: "Have you ever heard the full story of the Tupperware Manager Opportunity?" or "I'd love to tell you the full story of the Tupperware Manager Opportunity."Explain that many Consultants will assume they know about the Manager Opportunity from watching the Manager or from little things they hear. That's why it's important to offer them the chance to have the full story which they can get by participating in a Dream Interview with your Director.	
📖 pg. 9	<ul style="list-style-type: none">Refer the Managers to WB page 9 for word choices on how to close and set a date for the interview.	
	Conducting the Dream Interview (2 min.)	
📖 pg. 9	<ul style="list-style-type: none">Explain that the process a Director goes through for the Dream Interview consists of 6 key elements. During the interview the Director:	
📄 slide 12	<ol style="list-style-type: none">Builds rapportAsks questions about the prospect's dream and their "why"Tells the Manager Opportunity Story with benefits and expectations.Closes and gains commitmentSets a target dateDevelops an action plan	
	<ul style="list-style-type: none">Refer the Managers to WB page 9 as you explain that when a Manager is serious about stepping up to Director, they should observe a couple of Dream Interviews or Dream Sessions conducted by the Director.	



Reference	Topic	My Notes
<p>📖 pg. 10 📄 slide 13</p>	<p>Build the New Manager's Skills (5 min.)</p> <ul style="list-style-type: none">• Refer the Managers to WB page 10 as you review the "Step 5: Build the New Manager-in-Training's Skills," emphasizing that the Manager will partner with the Director to provide training, support and guidance to help the Manager-in-Training build knowledge and skills.• Reinforce that the goal is to help the Manager-in-Training quickly build a strong party line up and to recruit 3 new Consultants.	
<p>📖 pg. 11 📄 slide 14</p>	<ul style="list-style-type: none">• Refer the Managers to WB page 11 as your review the "Business-Building Activities" Managers should do with their Manager-in-Training to build skills. Emphasize that as prospective Managers are working toward promoting, the Managers should be comfortable with all aspects of the Manager's position.• Reiterate that the Manager leads by example, making the following points. The Manager:<ul style="list-style-type: none">- must believe in the benefits of promoting and understand that growth only comes from developing others.- must match their actions with their words by making promoting a priority and not being concerned with losing productive Consultants; to do otherwise will send a mixed message to the team.- sparks excitement on the team - so it's important that, as they build the team's skills, they are also building their own confidence by executing on their plan and building personal skills.- must represent what it is to be a Manager in their actions, discipline, dress and demeanor; understanding that they are "on stage" when they are with their Consultants.	
<p>📖 pg. 12 📄 slide 15-16</p>	<p>Stepping Up to Director-in-Qualification (2 min.)</p> <ul style="list-style-type: none">• Ask the Managers in the group who wants more from the Tupperware Opportunity and is willing to take the steps toward becoming a Director.• Refer the Managers to WB page 12 as you review "How to A.C.E. DiQ."• Encourage the Managers by offering your one-on-one business planning for any who have expressed a desire to move up.	



Reference	Topic	My Notes
slide 17	<p>4. Lesson Review / Feedback (5 min.)</p> <ul style="list-style-type: none">• Key points:<ul style="list-style-type: none">- The higher you step up in the career path, the greater your chances are of achieving your dreams.- Consultants want to step up to Manager for a variety of reasons, not necessarily the reason you stepped up.- The best benefit of Managers promoting Managers is to share with others what you have.- A Manager's role, the identification and development of a Manager, is a partnership shared with their Director.- It is much easier to enter and complete the DiQ Program when you have Managers on your team.- Your income and the benefits you receive at a Director level are much greater than at a Manager level.• Lesson Feedback<ul style="list-style-type: none">- Ask each participant to share one key idea they learned and how they are going to apply it in their business.	
slide 18	<p>5. Challenge / Action Plan (5 min.)</p> <ul style="list-style-type: none">• Hand out a blank Thank You Note and envelope and challenge the Managers to write a "I See Success in Your Future" note to someone on their team to someone they see as a future Manager.	
Blank Note/Envelope	<ul style="list-style-type: none">• Refer the managers to WB pages 13-18 and explain there are 3 sets of Action Plans/Tic-Tac-Toes that progress up to DiQ.	
pgs. 13-18	<ul style="list-style-type: none">• Encourage the Managers who expressed an interest in entering the DiQ Program to click the DiQ Fast Track Link in My Sales once qualifications to enter the program have been met.	
pgs. 19-20	<ul style="list-style-type: none">• Explain the Activity Reward Coupons (optional) on WB pages 19 and 20 and what they will receive when they complete the activity and redeem the coupon.	
Certificate	<ul style="list-style-type: none">• Hand out the completed Certificate of Achievement.	