

# PREVIEW GUIDE



## Law of the Harvest

Part of the Stephen Covey's Lessons in Leadership Set

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## TRAINING SESSION OVERVIEW

*The Law of the Harvest* is seven and one-half minutes of insight and wisdom shared with the viewer by potato farmer Grant Neibaur. Stephen Covey challenges the viewer further with his insightful comments pertaining to quick fixes, trends, and shortcuts.

*The Law of the Harvest* video and Leader's Guide highlight solid workplace standards based on the core values of planning and preparation that lead the individual worker and organization to meaningful and productive outcomes.

The Leader's Guide lists and summarizes each of the seven exercises, providing the trainer with helpful concepts, additional questions, and special points for emphasis.

The target audience represents white-collar managers and supervisors. This training program can stand-alone or can be part of a day-long leadership training program using all four *Lessons in Leadership* pieces. This could be part of a larger organizational change initiative or incorporated into an ongoing OD process.

Twenty-five or fewer participants is ideal for this allows for a combination of small/large group interaction and discussion within the short timeframe of one and one-half hours. Flexibility is the key. If an exercise takes longer than the suggested timeframe, the trainer may decide to omit another exercise so that the time can be spent in the topic areas that seem most pertinent to the participants.

### **Materials needed:**

- Flipchart or whiteboard with marking pens
- Handouts of Exercises
- Prepared flipchart or poster for Exercise 5
- 3x5 index cards for Exercise 7
- Inspirational quotes are provided at the end of this Leader's Guide. Trainer may want to post these throughout the classroom prior to the session.

## EXERCISE 1: SELF-ASSESSMENT QUESTIONS (5 minutes)

### INDIVIDUAL WORKSHEET

**Leader:** Introduce yourself and have the participants introduce themselves.

*Today we're going to explore the core values of planning and preparation, which are often critical to insure meaningful and productive outcomes. We're going to see a video called The Law of the Harvest that illustrates the principle of "reaping what you sow."*

Hand out the Self-Assessment Exercise.

*This is a short form that, once filled in, will reflect your current personal work standards. You will not be turning this in. It's just for your information.*

## SELF-ASSESSMENT EXERCISE 1: HANDOUT

**Instructions:** Place a check mark next to the response that best reflects your viewpoint and behavior. There are no right or wrong answers; these questions are to gauge your current personal work standards.

Yes	No	Sometimes	
___	___	___	1. I agree with the statement that short-cuts may save a bit of time, but prove ineffective for long-term results.
___	___	___	2. Because of quick deadlines, I often find I am not putting out my best work.
___	___	___	3. I think the end justifies the means.
___	___	___	4. I need a clear sense of direction and priorities.
___	___	___	5. I am challenged by the unexpected and do my most creative work when faced with changing circumstances.
___	___	___	6. I work better with tight time pressures and multiple tasks.
___	___	___	7. I find that a "quick fix" is better than no fix at all.
___	___	___	8. I don't compromise on my work habits and standards of excellence.
___	___	___	9. I agree with the statement "Do it until it's done right."
___	___	___	10. I have a reasonable balance between patience and goal-directed urgency.

## VIEW *LAW OF THE HARVEST* (7 1/2 minutes)

### Leader:

*This video provides an overview of the importance of “reaping what you sow.” It is important to know when to take shortcuts, but equally important to discern when shortcuts or the latest trends may fall short of obtaining long-term goals. Combining preparation and planning with flexibility to “expect the unexpected” can lead to the richest rewards and successes. While you personally may not identify with a potato farmer from Idaho, if you listen to the strength of his message, you will understand the lessons you can learn from his years of experience.*



### VIEW *LAW OF THE HARVEST* VIDEO

#### Video Synopsis:

This brief video is packed with concepts and clues to move someone who feels they are “just an employee” to a deeper and fuller understanding of how their contributions and values can significantly impact organizational goals. In this video, we meet **Grant Neibaur**, an Idaho potato farmer who shares a lifetime of wisdom and experience with us.

The video begins and ends with Stephen Covey clarifying the concepts, as he discusses the harvest principle of “reaping what you sow.” Dependency on shortcuts, quick fixes and the latest trends are often the way to fail rather than succeed in the long-term.

We learn from Grant that it takes three to four years to yield a crop of high quality potatoes. There is no market for poor quality potatoes, so the process is something that cannot be compromised. Part of this lengthy three to four year process involves the planting and harvesting of other low return crops, like wheat, as a way of properly preparing the soil for optimum potato growth.

Ironically, after three to four years of slowly and methodically preparing the soil, planting, watering and fertilizing, the farmer’s timeline is suddenly shortened to what must feel like a mere moment. They have only three weeks to get the potatoes out of the ground, or they run the risk of having the ground turn too cold, thereby ruining the entire crop. As Grant says, “In farming, we have no roof over our head.” There is no safety net. One must sacrifice and work almost non-stop during that three-week window so as not to have wasted three to four years worth of work.



## BRAINSTORMING-LARGE GROUP: EXERCISE 4

(15 MINUTES)

*This exercise will allow you to focus on what works and doesn't work for you and your organization. Based on some of the answers you just gave to the previous questions, let's examine more carefully the pros and cons of shortcuts, versus the benefits and drawbacks of planning and preparation.*

*We all know sometimes the only way to get the job done is to do it "now," even if it is not done to perfection. What are some shortcuts that are currently used in your organization?*

List a few of these examples on flipchart.

Next, label a heading **SHORTCUTS** and ask for a listing of the **pros** and when those ideas seem depleted, move on to list the **cons** of shortcuts.

(Note: If not suggested by the group, here's a listing of possible responses that can be mentioned. However, it works best if you allow the group to come up with their own list. Respectful debate and dialogue will lead the group to a new appreciation of the value of each perspective.)

Elicit answers such as these:

### SHORTCUTS:

#### **Pros**

- Doesn't have to be perfect, just needs to be done
- Deadline is fast approaching
- Deal with the crisis — put out the fire
- Stay on top of change
- Customers want it ASAP
- More creative under time pressures
- Beat out the competition
- Quick Fix is addictive...adrenaline rush

#### **Cons**

- Due to quickness, mistakes are made
- Quality suffers
- Shortcuts don't allow for creativity, and change is a creative process
- Customers aren't well-served
- Reactive response may be "knee-jerk"

## CORE VALUES: EXERCISE 5 (15 minutes)



**Leader:** (Note - You will need a prepared flipchart or poster that corresponds to the statements on the Exercise 5 Handout.)

*What are the core values of our organization? You're going to form small groups of three to four people to rate these ten statements in order of priority.*

Point to the prepared flipchart of these statements. Then distribute the handout.

*Put a number "1" in front of the statement that you think is our organization's highest priority and continue, in order of priority, until each statement is numbered from "1" to "10." Try to reach a consensus.*

*You can reach a consensus by carefully listening to each person's response, viewpoint and perception. Agreement is reached (hopefully) when all have shared their opinions and feel their perspective has been heard. Work towards reaching a consensus, but if it's not possible, record people's opinion with a tally mark and add them up at the end to try to pick priorities. You will only have 10 minutes so you'll need to move quickly.*

Go around the room to make sure each group is progressing. This will be a spirited discussion. Give a two minute warning when the ending time is drawing near. After the groups have completed the activity, summarize by asking each group what their top one or two statements are. Someone may mention that this task was impossible, as all of these reflect the core values and mission of the company. The **Leader** can respond by stating that this exercise was indeed impossible, but was a process to reinforce the core values and strong work ethic needed in the workplace, especially in times of change and quick turn-arounds.

## CORE VALUES: EXERCISE 5 HANDOUT

**Instructions:** How important are these statements to your organization? In your small group, prioritize by group **consensus** your perception of **the importance of these core values for your organization**. A consensus is reached by carefully listening to each person's response, viewpoint, and perception. Agreement is reached (hopefully) when all have shared their opinions and feel their perspective has been heard. It may not be possible to reach consensus, but work toward that goal. If you reach an impasse, simply record each person's opinion with a tally mark and tally them up at the end. You have 10 minutes.

1=highest priority

10=lowest priority

- \_\_\_\_\_ 1. Managers trust their people to do their best.
- \_\_\_\_\_ 2. People feel proud of what the organization does.
- \_\_\_\_\_ 3. Policies, procedures and organizational structures help, not hinder, getting things done.
- \_\_\_\_\_ 4. We are willing to be flexible when timelines are tight and customers need to be served now.
- \_\_\_\_\_ 5. We are committed to team and corporate goals, not our individual agendas.
- \_\_\_\_\_ 6. People are willing to take risks for what is important (tickle the dragon's tail).
- \_\_\_\_\_ 7. People prepare and plan so that rewarding and significant results can occur.
- \_\_\_\_\_ 8. People go beyond their job requirements to ensure quality products and service.
- \_\_\_\_\_ 9. Leaders clearly communicate the organization's mission and vision.
- \_\_\_\_\_ 10. Leaders can be trusted and are credible.



## Program Information

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**Law of the Harvest** provides an enlightening look at the true meaning of 'reaping what you sow.' Viewers meet a potato farmer whose story exemplifies that the technology and quick fixes many of us have come to rely on are no substitute for patience, preparation, perseverance and strong values.

## Materials Included With *Law of the Harvest*

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The workshop designed to accompany the video-based program lasts just over 1½ hours. The workshop materials include everything you'll need to customize and run the program:

- ◆ The **DVD** of *Law of the Harvest* provides the theory and examples to illustrate the workshop topics. It is closed-captioned.
- ◆ The 18-page **Leader's Guide** provides step-by-step instructions for introducing activities, leading discussions, and making transitions between the video, group discussions, and exercises. It includes a Self-Assessment about values and ethics, five exercises and all necessary participant handouts.



## Program Information and Pricing

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Purchase Price: \$695.00

Rental Price: \$225.00

Preview Price: Free

Running Time: 7 minutes

Materials included with purchase: DVD, Leader's Guide.

## Quantity Pricing Discounts

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### ***Law of the Harvest*** Program

2 copies      10% off

3-5 copies    15% off

6-10 copies   20% off

11-15 copies  25% off

Industry discounts may apply; call your Sales Consultant for more information.

### ***Stephen Covey's Lessons in Leadership 4 Video Set***

*A Better Way*

*A Grander Goal*

*Law of the Harvest*

*Journey to Discovery*

Price: \$2395.00 for the 4-part set

(\$598.75 per program, a 14% discount)

Set Rental: \$780.00

(contents, pricing & discounts subject to change without notice)