



HUMAN SCAFFOLD

Building human connections for exceptional results

DARE TO BE BOLD:

Possibility Circle

Advanz Pharma: Sales Team

Thursday, February 26, 2026



TIMELINE	DESCRIPTION
8-9am	Breakfast
9-915am	Charter: co-creation of norms for the meeting
915-930am	Concept: DARE to be BOLD & DIScomfortable compass
930-1000am	Activity: "What's One Thing You've Outgrown?"
10-1015am	Perception vs Perspective
1015-1030am	BREAK
1030-1045am	Micro Bravery: DARE-DIS
1045-1145am	DARE Development Planning
1130-12pm	Wrap Up & Next Steps
12-1pm	LUNCH



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OBJECTIVES



Possibility Circle Objectives

1. KAMs getting out of their comfort zone to DARE to be BOLD, using the DARE framework.
2. Finding your next gear, if you're on a good path but want to be better or make a change with a new behaviour.
3. Overcoming what's holding us back, embracing discomfort and supporting each other as we DARE to be BOLD.



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Meeting Charter Co-creation

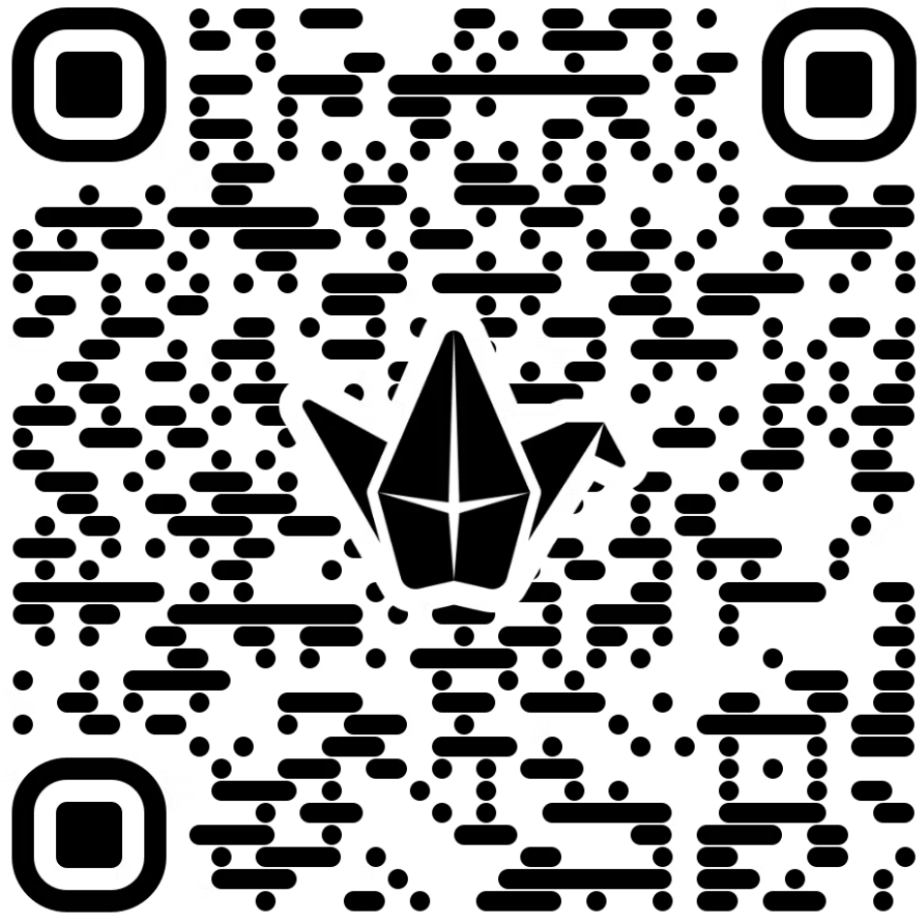
WHITE BOARD REFLECTION...

Where am I playing safe in my role right now... and no one here knows it?

WHITE BOARD REFLECTION...

What am I hoping no one asks
me about today?





What behaviour will
I commit to today
that makes
this a real
Possibility Circle
...not just another
sales meeting?



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Defining BOLD Behaviours

Constraint

a limitation or
restriction

Agency

Ability to shape
outcomes

Default thinking

following familiar routines, assumptions,
or patterns without questioning them

Visionary

a person with
original ideas
about what the
future could be
like

Possibilitarian

someone who
believes in
possibilities,
even when
others see limits

Sanguinity

optimistically
embracing
change

Gumption

shrewd or
spirited initiative
& resourceful

Group Discussion

If I were hired today into my own territory, what would I do differently?

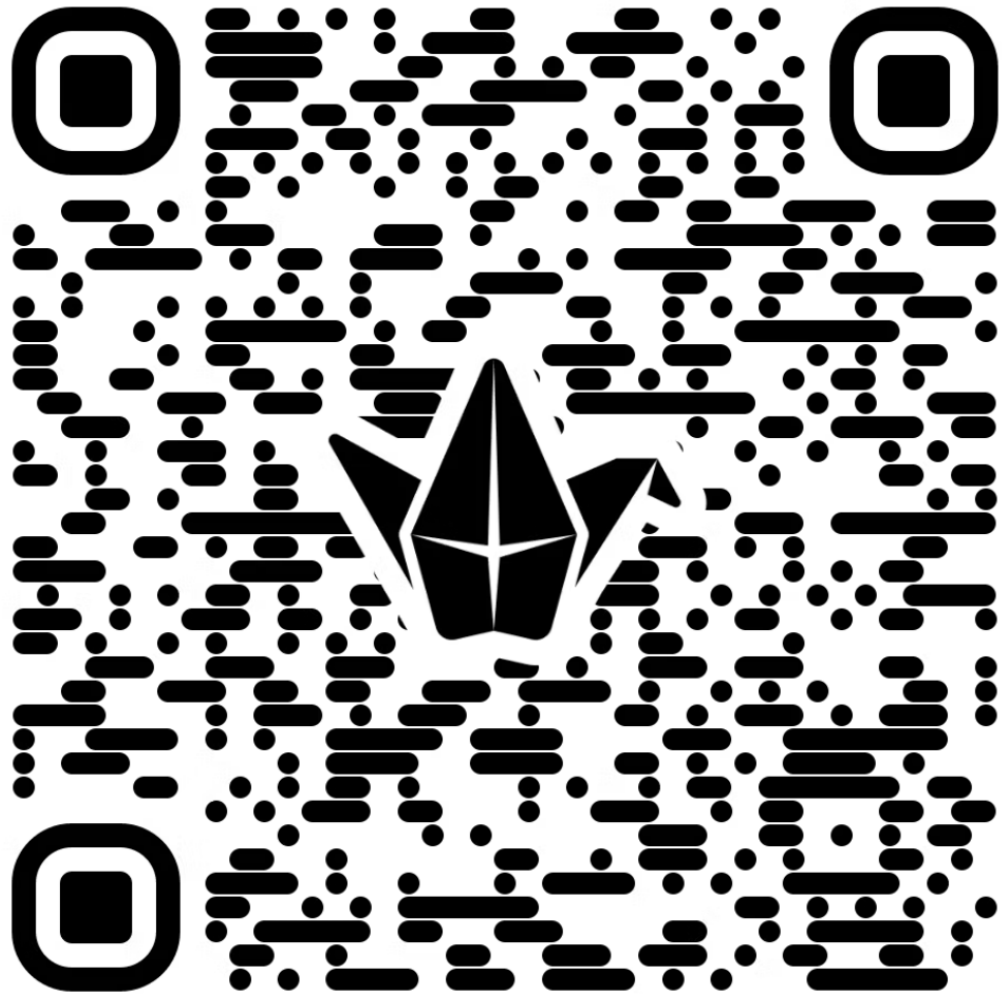
Group Discussion

What must we become
exceptionally good at?

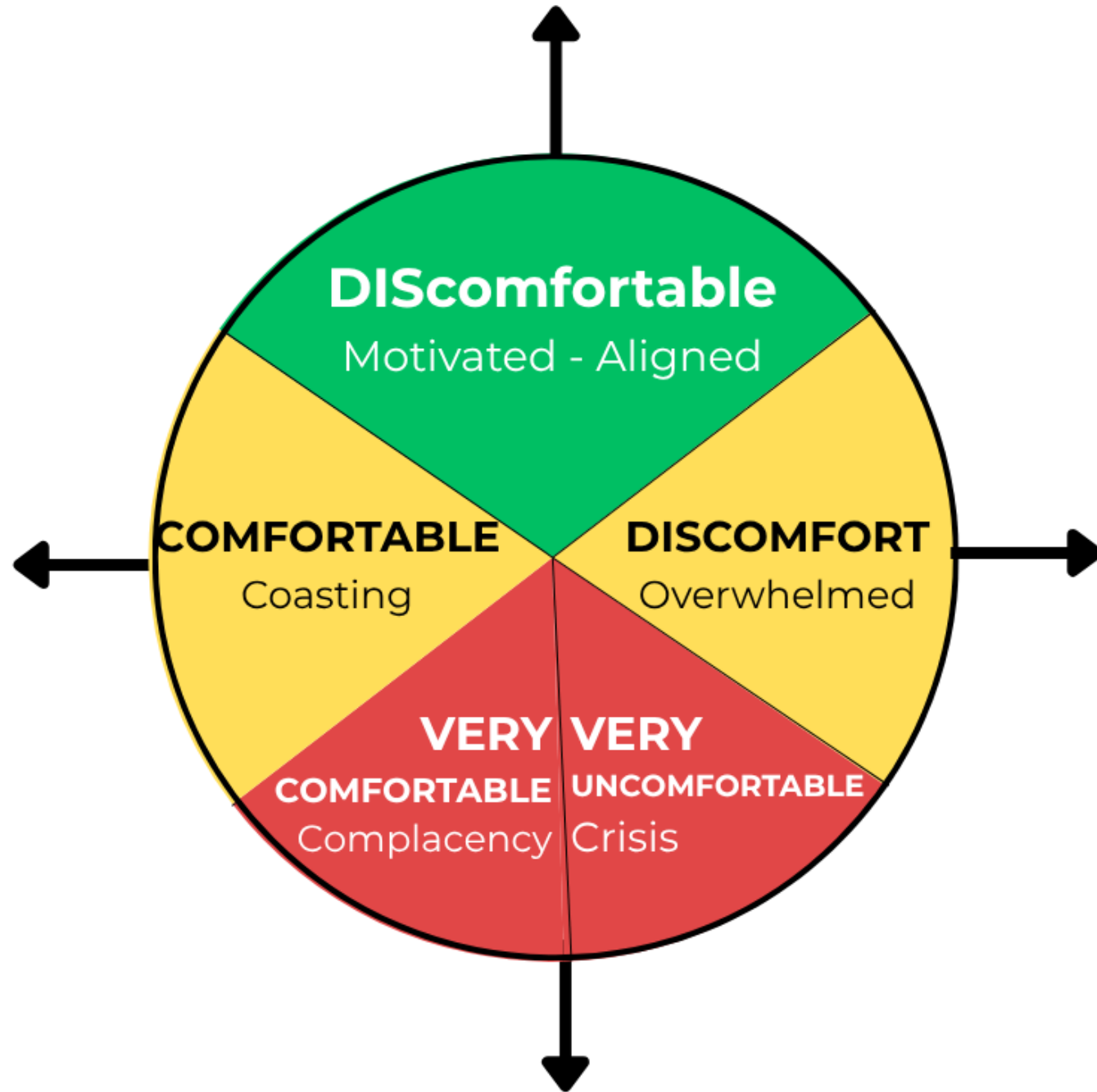


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DIScomfortable Compass



List specific behaviours that signal comfort in your role as a KAM (both in territory and strategically).



Perception vs Perspective

PERCEPTION: your interpretation of the world around me

- Unique only to the individual
- No real advantage since it's only focussed on your beliefs (and the root of most arguments)

PERSPECTIVE: Observing the world from outside of yourself

- Shift into someone else's perspective to think like them, to give you an informational advantage



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DARE to be BOLD DEVELOPMENT PLAN



When you look at your business plan...

What tactic do I default to every year without truly questioning its impact?

If I had to defend that tactic with measurable evidence... could I?

If I removed it from my plan, what bold alternative would I test?

DARE to be BOLD: *development plan*

**Choose one
behavioural shift
that you will
make that will
have a significant
impact in your
territory.**

Decide

- What specifically will you do differently?

Assess

- What comfort pattern will try to pull you back?
- What constraint will you blame?

Resolve

- What will you do when resistance shows up?

Execute

- First action within 72 hours.
- Next milestone in 30 days.

DARE to be BOLD: *development plan*

**Choose one
behavioural shift
that you will
make that will
have a significant
impact in your
territory.**

The Default Thinking Test

For any tactic or behaviour...

- What am I doing out of habit?
- What evidence says it works in *my* territory?
- If I stopped this for 60 days, what would I replace it with?

DARE to be BOLD: *development plan*

**Choose one
behavioural shift
that you will
make that will
have a significant
impact in your
territory.**

If it's already in your
business plan every
year, it doesn't
count as your BOLD
move!




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FINAL REFLECTIONS

FINAL REFLECTION

What is one key takeaway
or light bulb moment for
you today?





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