Sample Deliver Asha Case Study

The Piston Cup, Route 66, and the Power of the "Pit Crew"

Scenario Overview & Learning Objective:

The case study is based on the 2006 Disney movie Cars.

Lightning McQueen (L.M.) is a rookie race car driver obsessed with fame, speed, and winning the Piston Cup *on his own*. During a cross-country trip, he is accidentally diverted, damages the main road in the forgotten town of Radiator Springs, and is required to repair it. Forced to slow down and interact with the residents (Doc Hudson, Mater, Sally, etc.), L.M. begins a transformative journey that shifts his focus from individual glory to the importance of community and relationships.

Learning Objective: Analyze L.M.'s transformation by examining his actions through the lens of four of our ten core traits: Resilience, Empathy, Collaboration, and Communication.

Phase 1: Home Group & Expert Topic Setup

Mentees in the twelve-member class are randomly divided into three "home groups," each with four mentees.

Each mentee in a home group is assigned one of the four Expert Topics listed below and instructed to focus on their specific topic during the review and analysis phase. The Expert Topics typically align with one or more of the Deliver Asha Core Traits of values or skills and are referred to as Focus Areas in the workshops.

#	Expert Topic	Focus Area (Core Values & Skills)
1	The Crisis & Resilience	Resilience & Adaptability
2	Relational Shift & Empathy	Empathy/Compassion
3	The Work & Collaboration	Collaboration/Teamwork
4	The Finale & Communication	Effective Communication

Phase 2: Review & Analysis

Once class members are aware of their individual Focus Areas for the workshop, they begin reviewing the case study material, which, in this case, involves viewing the movie "Cars".

Before watching the film, mentors meet with the four Expert Topic teams to discuss potential questions related to each topic that will be asked afterward. This step is meant to help individual mentees concentrate on their designated topics.

Expert Topic # 1	Focus Area # 1
The Crisis & Resilience	Resilience & Adaptability
Core Questions for Review & Analysis	

a) How does L.M. initially react to losing his comforts and being forced to stay in Radiator Springs (anger, panic, denial)?
b) What are 2-3 specific ways he is forced to adapt his routine or expectations while stuck in town?
c) How does his ability to cope with this frustration show growth in resilience?

Expert Topic # 2	Focus Area # 2
Relational Shift & Empathy	Empathy/Compassion
Core Questions for Review & Analysis	

a) How does L.M.'s view of the town's residents (like Mater and Doc Hudson) change from the beginning to the end?
b) What specific moment shows L.M. truly listening to Sally or Mater and understanding their pain or history?
c) How does this new perspective (Empathy) change his actions toward the community?

Expert Topic # 3	Focus Area # 3
The Work & Collaboration	Collaboration/Teamwork
Core Questions for Review & Analysis	

a) How is the task of fixing the road an act of teamwork? Who contributes what unique skill (e.g., Guido, Flo, Luigi)?
b) What does L.M. learn about relying on others (the "pit crew") versus relying only on himself?
c) Describe a moment where L.M. had to compromise his own desires for the sake of the team's goals.

Expert Topic # 4	Focus Area # 4
The Finale & Communication	Effective Communication
Core Questions for Review & Analysis	

a) What important life lesson does Doc Hudson communicate to L.M. without using any words?
b) During the final race, how does L.M. communicate his new values (loyalty, friendship) through his actions, particularly his final push across the finish line?
c) How does his relationship with Mater teach L.M. better ways to express genuine affection?

After the film ends, mentees assigned to the same expert topic gather to discuss and deepen their understanding. This step involves collaboratively developing a way to share their expert insights with the rest of their home team in their original groups.

Phase 3: Verify Learning Objectives Are Achieved and Wrap-up

Next, the expert topic group members return to their original home groups and start sharing what they've learned. The other students in the home group, assigned to different topics, are encouraged to ask questions for clarification as needed.

Once each Expert finishes their section, the Home Group works together to complete the following exercises.

1. **L.M.'s Core Transformation:** Using the evidence from all four sections, write a single sentence summarizing the most significant change in Lightning McQueen's character.
2. **From Self to Success:** How mastering the skills of e**ffective communication** and c**ollaboration** ultimately allowed L.M. to reach a higher, more meaningful form of s**uccess** than just winning the Piston Cup.
3. **The "Rust-eze" Value Proposition:** Imagine you're crafting a new mission statement for L.M.'s race team. How would you weave the values of **Empathy** and **Resilience** into that statement?

Meanwhile, mentors monitor the information exchange and ask open-ended questions to encourage discussion, helping everyone clearly understand the learning goals.

In the final step, the entire class comes together again, with the mentor guiding a structured discussion. This enables students from each home group to ask clarifying questions to students from other groups, helping to clear up misunderstandings and foster a shared understanding of the topics and learning goals among everyone.