



PROFESSIONAL DEVELOPMENT

Cutting Edge Leadership

Over the years I have Executive / Business / Life Coached numerous people from CEO's to general personnel employed in multinationals to solo entrepreneurs, in diverse industries from Producers in Film and TV, Lawyers, Barristers, Manufacturing, Mortgage, Property, Recruitment++



Engagement of employee through the process of Self & Other Awareness

The most outstanding tool for developing Cutting Edge Leadership in all industries is Self Awareness. Learning how you and others realistically function, and what motivates and de motivates you and your team, alerts you to the benefits of fast

employee need responsiveness, which effectively increases company engagement and your opportunity to motivate them to exceed their own performance expectations

SELF AWARENESS

Some CEO's and High Level Executives bemoan the lack of passion, commitment, and lack of engagement of employees even in these challenging economic times.

Personnel complain about 'invisible management' lack of understanding of job specification, congruent guidance, no clear vision, purpose and mission

Recently 2 Polls conducted independently in the US and Australia revealed that 80% of polled US employees "hated their jobs".

While 60% of Australian employees polled would accept pay cuts and benefits to be engaged in meaningful work

Questions we need to ask ourselves

- 1. How are we to interpret these findings?*
- 2. Where are the gaps in Leadership that are failing to be addressed?*
- 3. What Leadership requirements does the employee of 2009 need?*

Of all the Leadership Coaching and Training programs I have delivered over the years, using a myriad of tools such as SMART goal setting, EQ, Communication skills, Motivational , Advanced, Meetings, Negotiation, Persuasive++

None have equated or surpassed Self Awareness Leadership

Why?

Because when you the Leader learns about your thinking/feeling processes on a deep, deep level, when you become aware of the personal drivers of your behaviour, you create a template that you can ultimately use to understand the motivations of others.

IT IS THAT SIMPLE!

The question you may ask at this point is everyone exactly like me? Are they inspired, or driven by fear (women readily admit to fear, men voice it as anxiety or trepidation due to our gender socializing) the same things as I do?

Yes and No!

To commence understanding human behaviour you need to learn about YOU!

Leadership Problem One

Whilst Coaching an Executive in a National Logistics Company, third in the hierarchical company order who aspired to the CEO position,

I noted an incongruence in asserted goals and behaviour. He seemed to have little understanding of his team members and peers and produced inconsistent goals

He diarised his most prominent thoughts, feelings and subsequent actions, for 7 days to observe developing patterns

He was shocked to discover that his thoughts and actions were mis aligned. He planned certain actions and did the total opposite.

As Leaders we project what we see/do!

Problem two

A CEO of a manufacturing company had high staff turnover due to his tendency to generate a new idea and share it immediately with his employees

Unaware that he was creating instability in his company with his constantly changing ideas which ultimately slowed performance and good employees departed regularly

Problem three

A cattle buyer in an abattoir, highly unaware that his communication skills enraged team members who would retaliate by ignoring his requests, or sabotage his efforts to create an effective buyer team

The strategy that was most successful in addressing all these leadership problems was “Self Observation”.

The silent witness of your thoughts, motivations, fears, inspirations and actions. You learn by observation what you do and how it affects others. Then you adjust your behaviour to achieve required results

WARNING!

When you commence Self Observation ensure that your personal observer is objective and does not become your judge, jury and executioner

What do employees need in a work environment?

- *The family model equates to the business model. Extensive Research in the US of 250 SME's with 250 employees – 12, discovered that a family culture embedded in the workplace was most successful in accelerating performance and retention rates*

- *A benevolent paternal Leadership figure that creates structure, vision, stability, and a strong compelling future, lifts performance*
- *Fun*

So how do we begin Self Observation?

A STEP BY STEP PROCESS TO PHENOMENAL LEADERSHIP RESULTS

1. *Choose a problem area in your professional life and ask yourself what behaviours could you increase, decrease or change radically?*
2. *Begin to observe your thoughts/feelings within this sector. Diarise your daily most prominent thoughts / actions for a week*
3. *Observe patterns of thoughts/feelings/actions, self talk and subsequent results*
4. *Be brave, ask feedback from peers and personnel commencing with least challenging to highly confronting individuals as you build self awareness*
5. *Now observe the Leadership polarities of poor performing and highly successful Leaders*
6. *Commence open communication with staff and ask them open questions about their needs and motivations Listen carefully, record findings*
7. *Using all the information, set achievable objectives. Motivate staff, increase alternate business opportunities, develop Guerrilla Marketing Strategies, increase efficiency, build brand awareness delight customers*

Be patient, total Self Awareness does not magically appear overnight

When mastered the results are phenomenal