

INSPIRE!

That's what GREATNESS will do!

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TAKE ACTION!

People, passion and
the power of a dream ...



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The new age of business

“the idea that business is just a numbers affair has always struck me as preposterous. For one thing I have never been particularly good at numbers, but I think I have done a reasonable job with feelings. And I’m convinced that it is feelings – and feelings alone – that account for the success of the Virgin brand in its myriad of forms”

RICHARD BRANSON

“People want to be part of something larger than themselves. They want to be part of something that they are really proud of, that they will fight for, that they will sacrifice for, that they trust.”

Howard Schultz - Starbucks

What makes people tick!

- Time pressure: inability to focus on priorities
- Financial pressure
- A healthy balance between work and family
- Finding, developing and retaining excellent people
- Keeping up with the pace of change
- Maintaining confidence in times of transition and turbulence
- Lack of direction and purpose
- Lack of energy

Why Customers Leave

- 1% Die
- 3% Move House
- 5% Form other relationships
- 9% Go to the competition
- 14% Because they were dissatisfied with a product or service
- 68% Because they feel nobody cares

Ref Source: Rockefeller Institute Study

What can go wrong?

- 71% of people leave an organisation because they can't get along with their boss!
- 35% of employees never receive recognition for a job well done
- 44% never get recognised at all
- 50% of managers never give recognition

Company 2003

Ref: Tom Peters

We must engage!

Based on the research of the Gallup Organisation

Engaged

They work with passion and feel a profound connection with the company, they drive innovation and move the organisation forward.

Not Engaged

They have “checked out”. They sleep walk through their day putting in time not energy and passion

Actively Disengaged

They are not just unhappy they are acting out their unhappiness & can be destructive. They will try to undermine their engaged co-workers.

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12 Critical Factors for Engagement

Source: Gallup Research

1. I know what is expected of me at work
2. I have the materials & equipment I need
3. I have the opportunity to do what I do best everyday
4. In the last 7 days I have received recognition or praise for work well done
5. My supervisor or someone at work seems to care
6. There is someone who encourages my development



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12 Critical Factor for Engagement

Source: Gallup Research

7. At work my opinions seem to count
8. The purpose of my company makes me feel my job is important
9. My associates are committed to doing great work
10. I have a best friend at work
11. In the last 6 months someone has talked to me about my progress
12. In the last year I have had opportunities to learn and grow

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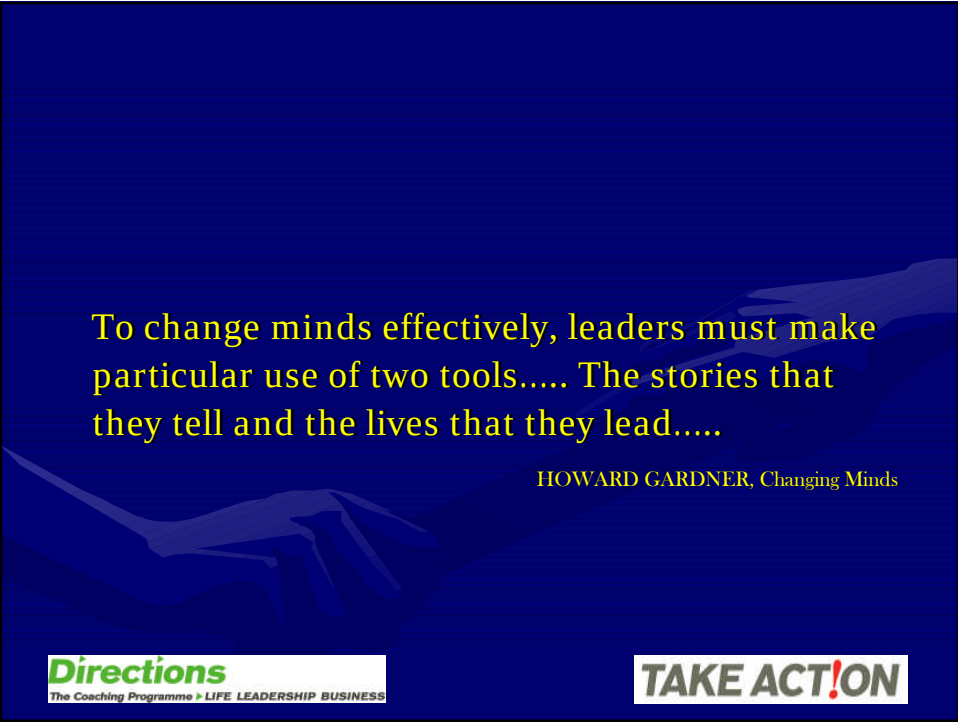
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The Ultimate Question ...

- Would you recommend that a relative or friend work for your current employer?
- Why would the best people in your industry choose to work for you?

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To change minds effectively, leaders must make particular use of two tools..... The stories that they tell and the lives that they lead.....

HOWARD GARDNER, *Changing Minds*

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Change the way you see things & what you see will change!

When we decrease our focus on what is wrong and increase our focus on what is right and possible we build enthusiasm, energy, strengthen relationships, and move people and effectiveness to another level.

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What could be possible if we simply
focused our attention on...

- Opportunities **rather than problems !**
- Strengths **rather than weaknesses !**
- What can be done **instead of what can't !**

*“It is not the strongest of
the species that survives,
nor the most intelligent, but
the one most responsive
to change.”*

Charles Darwin

ONE – The Art & Practice of Conscious Leadership...

A Manifesto for change...

- COURAGE
- AUTHENTICITY
- SERVICE
- TRUTHFULNESS
- LOVE
- EFFECTIVENESS

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COURAGE!

Being brave enough to reach beyond the boundaries created by our existing, often deeply held, limitations, fears, and beliefs. Initiating change in our lives and businesses, of any kind is only possible when we are courageous enough to take the necessary action.

Courage is the greatest of all gifts for without it nothing else is possible – Maya Angelou

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Cowardice asks the question ... is it safe?
Expediency asks the question ... is it politic?
Vanity asks the questions ... is it popular?
But conscience asks the question ... is it right?
And there comes a time when one must take a position that is neither safe, nor politic, nor popular; but one must take it because it is right!

Martin Luther King

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AUTHNETICITY!

Committing ourselves to showing up, being fully present and engaged in all aspects of life.

... our minds, mouths, hearts and actions are ONE.



"And if we are to be any better now is the time to begin"

- Alfred Tennyson

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SERVICE!

Service is focusing on the needs of others by listening to them, identifying their needs and meeting them. Being inspiring, rather than following a self focused, competitive, fear based approach.

Service is the rent we pay to be living. It is the very purpose of life and not something you do in your spare time - Marion Wright Edelman

TRUTHFULNESS!

Being truthful in all thoughts, words, and actions, and listening openly to the truth of others and refusing to compromise integrity or to deny obvious truths, even when avoiding the truth, might on the face of it, seem easier, especially in testing times.

There is no higher God than truth - Ghandi

LOVE!

Embracing the underlying oneness with others and life. Relating to others and touching their hearts in ways that add to who you both are as people.

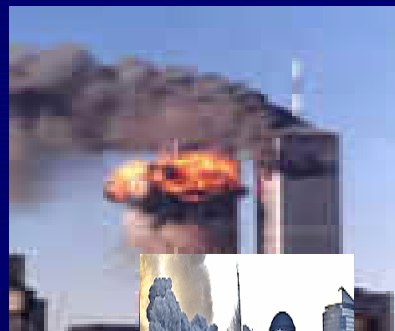
To love and be loved is to feel the sun from both sides – David Viscot



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We are ONE! ... Where were you?



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EFFECTIVENESS!

Effectiveness is being capable of, and successful in, achieving the, physical, material, intellectual, emotional and spiritual goals we set in life and business...

There is more to us than we know. If we can be made to see it, perhaps, for the rest of your lives we will be unwilling to settle for less

Kurt Hahn Outward Bound Founder

Always do right... this will gratify some and astonish the rest! Mark Twain

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“Life is not a journey to the grave with the intention of arriving safely in a pretty and well-preserved body—but rather a skid in broadside, thoroughly used up, totally worn out, and loudly proclaiming, **Wow, what a ride!**”

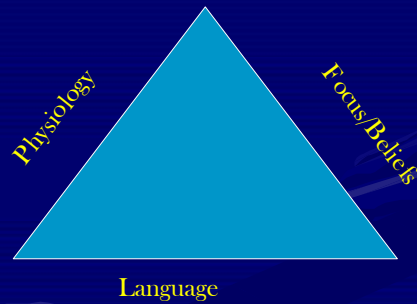
Clarity is unusual ... join the top 3%

What is the view from the verandah or the boardroom door

My life will be ideal when? Dream BIG!

Look for inspiration everywhere?

3 things that can change everything....

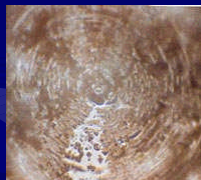


It is our response to a situation that determines the outcome
not the situation in itself. $E + R = O$

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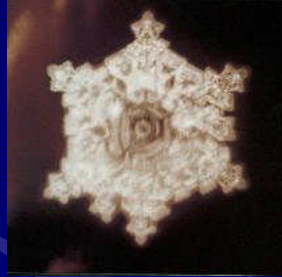
What water may have to tell us...



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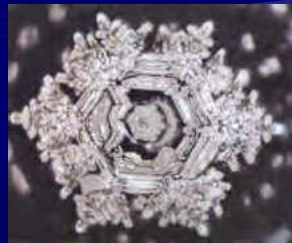
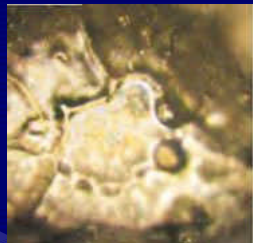
Beethoven and Thank you!



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Fujiwara Dam – Before and After



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What I know for sure....

1. Know what you want and why ... live and work with purpose and passion
2. Life is a learning experience ... you are a work in progress. Learn from those who have gone before.
3. Acknowledge that it will be about change and evolution ... personally and in business
4. Develop your dream teams ... personal, virtual team, networks. We become who we surround ourselves with.
5. Be thankful CELEBRATE OFTEN!
6. Take time for YOUR life...

- Care more than others think is wise
- Risk more than others think is safe
- Dream more than others think is practical
- Expect more than others think is possible

Believing ... is 90% of doing!



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Final Seamaster Log - Dec 4 2001

To win you have to believe you can do it. You have to be passionate about it. You have to really want the result – even if this means years of work. The hardest part of any big project is to begin. We have begun. We are underway. We have a passion. We want to make a difference.

Sir Peter Blake

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If you would like to contact us or find out more
about our calendar of events and programmes ...

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