Personal Leadership

We live in a rapidly changing business world where the only certainty is continuing change. Companies are down-sizing, right-sizing, merging and transforming. Whole new industries are being created at lightning speed, while traditional businesses and working practices are disappearing almost without a trace. In these fast moving times, where re-structuring is becoming the norm, it is imperative that for an organisation to be successful, it must be dynamic, flexible, and creative. Any organisation will only achieve these qualities if they are also the qualities and attitudes of the individuals that make up its whole.

Personal leadership, being the embodiment of these qualities, is one of the most highly prized and yet least taught or consciously developed aspects of a person's personality. The qualities and character traits of a true leader are the qualities of success. They are the qualities that produce successful teams, successful departments, successful organisations, successful cultures, and they all stem from developing successful people.

Traditionally, the qualities of leadership and success, such as personal responsibility, self-motivation and authentic confidence, have not been taught directly in our schools and training centres, and instead individuals have been expected to just 'pick them up' through their experience of life.

However, both centres of learning and organisations of all sizes and focus are now discovering the huge benefits of helping their people learn the principles of success and develop themselves as true leaders. Not least amongst the many benefits is the ability to not only 'cope with' but to positively 'prosper from change'.

Change is neither good nor bad it simply 'is' and will continue to be. And change always carries with it the seeds of opportunity to those that are focused and flexible. Followers try to manage and 'cope' with change, they see change as just another problem to deal with and invariably wait for it to end. Leaders understand that change is simply part of life and seek to steer it in the direction of their desires.

Everyone in every organisation, at every level and activity, can be a leader because personal leadership is about the quality of character that you choose to carry yourself forward with each day.
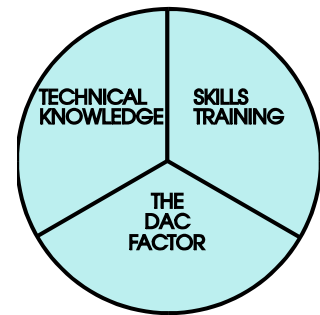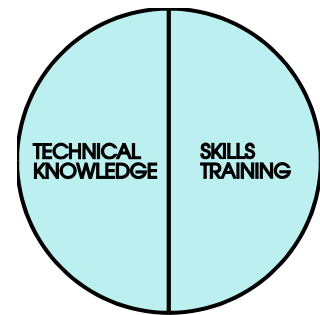
Programme Approach

The Personal Leadership Programme complements existing skills based training and technical knowledge by enhancing and empowering their application. Teaching skills to people who have not the attitude to apply them, is as pointless as providing technical knowledge to anyone who has not the confidence to use it.

The success of the programmes is founded on three supporting pillars: philosophy, psychology, and technology, and are representational of the three main ingredients that form our character traits and habits. Philosophy is the WHAT. Psychology is the WHY. Technology is the HOW.

We each have a personal Philosophy that will determine the path we choose in life and our attitude towards what we do. With a little practical Psychology we are able to measure ourselves - to understand our motives and drives, and to learn self-motivation. And the technology of human empowerment techniques such as goal setting, enable us to move forwards more effectively. All three parts are necessary for us to fully employ the skills we have learned and knowledge that we have gained.

Most companies provide their people with technical knowledge and skill training. And, in the vast majority of cases, the company itself is best suited to carry out this task having specific knowledge of their industry and requirements. However, experience shows that if twenty people are interviewed and five are selected, each receiving the same induction training, one will turn into a star, three will be average, and one will require additional coaching.

The difference *that makes the difference* between these people is known as the DAC factor. DAC stands for; Drive, Attitude, and Confidence, and the Personal Leadership Programme is focused to help raise the level of Drive, Attitude, and Confidence in everyone who attends.

Creating Culture

The culture of any organisation is a reflection of the collective attitude of its people, the processes that govern them, and the principles lived by those within the organisation. Together these elements form the culture of the organisation.

Culture is continuously changing and is my strongly influenced by the leaders within the organisation who must steer the culture through the various changes that any organisation must move through. However, no one person creates a culture, instead it is the collective attitude of the whole organisation that becomes dominant. Therefore culture can best be shaped by;

- choosing a '*changeless*' set of principles to be lived at all levels,
- aligning systems to values,
- coaching the management to set their best example,
- And supplying character-development programmes, at all levels, as the balance to technical knowledge and skill-sets.

To arrange a Success Workshop for your team, simply **get in touch**

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