

Discovering Your Own Leadership Identity For
Enduring Personal And Organizational Greatness



5 DAYS WORKSHOP

THE HERO'S WAY



Based on Content from
Arthur F. Carmazzi

THE HERO'S WAY

This Highly Interactive and comprehensive Leadership workshop concentrates on specific practical and implementable applications to addressing and overcoming issues that hinder personal and organizational effectiveness.

THE RESULT

Participants gain superior Personal and Organizational Leadership Skills by identifying and building on their current strengths and personal motivations.



HERO'S OVERCOME

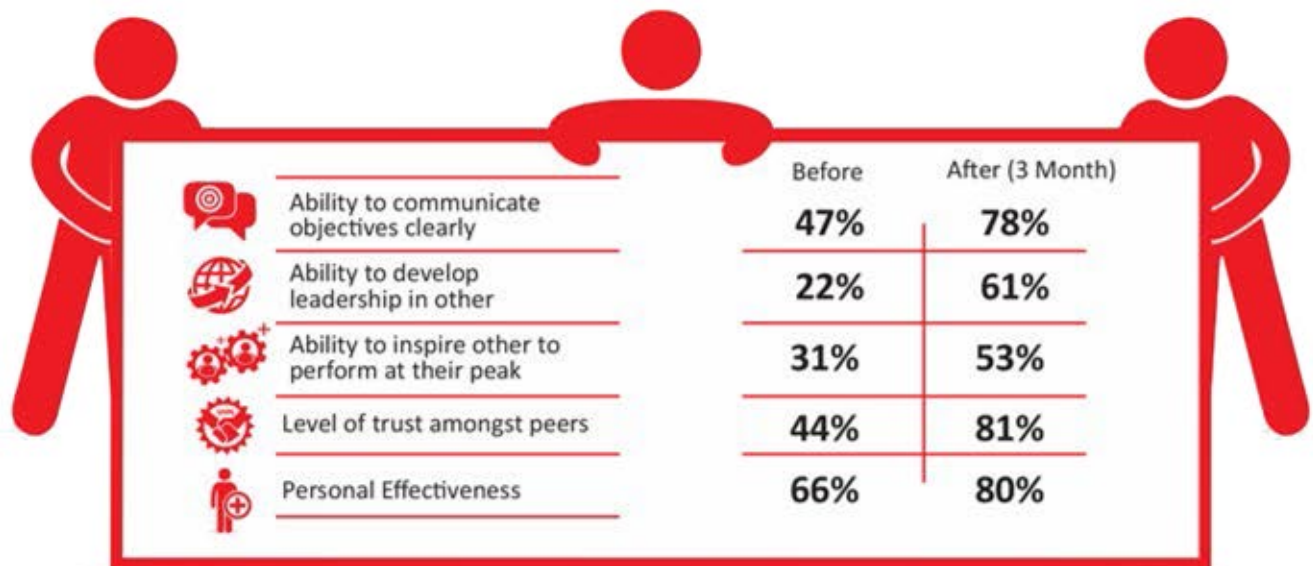


We apply the Directive Communication™ Psychology (DC) to enhance the performance of diverse organizations and individuals in various roles and cultures to competently and enthusiastically work together towards a common goal.

The DC Leadership and Organizational Development System has been successfully implemented in multinational organizations across asia and the middle east such as Philips, Motorola, Emirates, Dell, Citibank, Nestle, SingTel, Toyota, Marriott and many more. DC's One Core Human Discipline integrates the psychology of Leadership, Culture, Communication, Teamwork, Management, Sales and Service.

BEHAVIOR CHANGE WITH THE HERO'S WAY

Based on 3 day program with 3 month follow up.



***averages using a 10 point scale*

CUSTOMIZED TRAINING FOCUSED ON YOUR OBJECTIVES

- ◆ In- House 3 and 5 Day Workshops



DC TRAINING OUTPERFORMS TRADITIONAL TRAINING

- ◆ Real ROI



- ◆ Immediately Visible And Measurable Results



EXPERIENTIAL, ACTIVITY-BASED TRAINING

- ◆ Award winning proprietary tools that prove to be 42% more effective in learning process
- ◆ Games And The Psychological Strategies To Make Sure The Learning Is Embedded In Consciousness And Long Term Memory.



VISIBLE RESULT

FROM

TO

Blame

Never solves the problems and damage relationship and the ability to solve future problems.



Responsibility

When people is refine in practice people responsibility for their rolls in archiving objectives.

Fear of Change

Sometimes people just give up on getting the change they want, and they are afraid of "change" that may upset their comfort zone.



Proactive Change

Gaining clarity of how their roll in the change process can not only help them become i more successful but help other too.

Low Motivation

Negative emotion from focusing on perceptions that do not support personal success.



Working with Purpose

Finding the value fromin our efforts leading to focus on our objectives and ultimate success.

Self Focused

The attitude of trading skill money, focusing on the individual tasks instead of organizational goals and putting shelf over group success.



Group Focused

Finding greater personal benefit through aeration and group success. Nurturing an environment of proactive support that meetpersonal and organizational goals.

Process Focused

Focusing on the different work styles and problems while getting distracted from the end result. Looking at how others are affecting progress instead of making progress.



Objective Focused

Doing what is required to achieve the objectives, focusing on solutions and taking action on those solutions. Taking advantages of different work styles to make faster progress.

Mediocrity

Being satisfied with "average". Being complacent in our work and job. Settling for Now and Acceptable rather than looking for New and Exceptional.



Successful

Gaining personal success from creating extra Value for the organization. Being more fulfilled i from being innovative and finding easier and more effective ways to achieve goals and objectives.

Victim

Noticing how other people are preventing our success and feeling powerless do change it. Reacting to our environment and perpetuating problems instead of acting intelligently.



Hero

Taking charge of our identity, being responsible for our own destiny and ultimate success. Taking intelligent action to effectively solve problems.

COURSE OBJECTIVES

Discover the issues within the organization that prevent a greater organizational culture and provide clarity and experience within a workshop environment to assist leaders to reflect, understand and take action on solving these issues. The program objectives are met through an Experiential Process applying an intersection of the psychology of self and group dynamics.

Using a hands-on, action style of training, cutting edge methodology and DC training tools, **participants will get real clarity of who they need to become as leaders, the structures they need to nurture, and the working environment they need to create to bring out the best in others and themselves.**

A SUCCESSFUL PARTICIPANT WILL BE ABLE TO:

- Use Culture Based Leadership to affect cooperation within the organization
- Affect the perceptions of others to gain more unity of vision across the organization
- Understand how personal action affect the organization and its culture and make required changes
- Have improved leadership skills that are specific to their own refined character
- Increase communication and productivity in themselves and those around them
- Bring out Leadership qualities in subordinates and peers
- Raise the standards of the people through culture
- Increase drive and affect competence to nurture more personal success through work
- Overcome resistance to change and induce empowerment
- Create positive change in the environment by making small changes in their behavior that will show immediate results in fulfillment at work.
- Truly believe they have the ability to make a difference in their leadership ability to influence corporate culture and act on it
- Sustain behavior modification by creating a structure that associates their visible results from their modified actions, to their personal success and emotional gratifications across their life.

COURSE OUTLINE

FOUNDATION OF GROUP DYNAMICS PSYCHOLOGY

- Introduction to Directive Communication Psychology
- Perception vs. Reality
- Foundations in Subjective Reality – Leadership cannot be subjective
- Foundations of frustration
- Principles of Group Motivation
- How you are affecting the people you work with
- How your leadership creates positive or negative environments
- Change and its impact on Teams and Departments
- World of work map – start solving problems now



YOUR ROLE AS A LEADER

- The psychology of being competent
- The roles of a competent Manager
- How your decisions can create problems
- How to identify the root cause of problems you make
- How your behavior affects people around you
- How small modifications in behavior can make big changes in your role as a Manager
- Pro-actively identify ways to contribute to objectives

UNDERSTANDING HOW FOCUS WILL AFFECT COMPETENCY

- The RAS
- Why you stay awake – the brains mechanism
- How you can learn more and teach better
- Why focus can kill productivity or increase motivation

FOUNDATIONS IN BLAME

- Why you need to be right
- How your brain gets in the way of making intelligent decisions
- Breaking through perception for effective problem solving
- Brain radar – how to control it to get more personal responsibility for achieving outcomes
- Finding encoded assumptions that are preventing you from being at your best
- Understanding the “Reaction” and its effects on cooperative work relationships
- How you are affecting people around you NOW!
- The effects of Blame on Corporate Culture
- Changing the system and adapting as circumstances and priorities change
- The No Blame campaign and how it will improve personal leadership competence and communication

RULES OF ENGAGEMENT – AUTOMATIC REACTIONS TO BROKEN REALITIES

- Assessing your own Encoded assumptions
- Cultivating cross reality vision
- Personal reactions
- Reaction effect on organizational culture, effectiveness and success
- The Objective Focused culture – how the common (Ideal Environment) vision can affect saving time, energy and recourses by focusing on the objective instead of the process
- Leading intelligently – redirecting reactive behavior
- How to Stop ReActing so we can focus on facts and solutions and being able to understand the nature of problems, goals and policies so we can Act Intelligently and deliver a better result

UNDERSTANDING YOUR PEERS, SUPERIORS AND SUBORDINATES

- Cause and effect – your reactions affect your evaluations
- Using focus to create rapport
- Working with managers to improve the work environment
- Finding and focusing on the common vision with management
- Communicating with purpose
- World of work map – how can what you learned so far solve your problems

COURSE OUTLINE

PRESENTATIONS FROM PREVIOUS DAY

ORGANIZATIONAL COMMUNICATION ASSESSMENT

- Leadership Communication effects on the organization
- The Colored Brain Communication model for better listening, support, collaboration, and success in task completion
- Colored departments and miscommunication
- Organizational Communication gaps – listening across colors and value the input of others
- Leadership Communication Gaps
- Gaps in expectations
- Gaps in group cross hierarchy communication

USING THE COLORED BRAIN COMMUNICATION INVENTORY (CBCI)

- Knowing your colored brain
- Understanding the results
- Identifying your communication flexibility



THE COLORED BRAIN INSIGHTS TO STIMULATE ORGANIZATIONAL ALIGNMENT

- Nurturing Acceptance of multiple perceptions
- Linking communication to purpose
- Directing colors to greater synergy
- Accessing greater Colored competence
- Using colored brain for more effective leadership



UNDERSTANDING ORGANIZATIONAL COLOR DYNAMICS AND HOW TO INFLUENCE THEM

- The power of colored teams – applying colors to effect clarity and better outcomes
- Colored business game
- Accessing the power of the individual employee for more colored effectiveness
- Applying this information to action plans and sound decisions based on Team member colored communication and inputs
- Creating an organizational communication action mind map to support group goals
- Creating your own colored Time management system and understanding the “Time” processes of others

COLORED BRAIN AS A CATALYST FOR CHANGING DEPARTMENTAL CULTURE

- Showing Success in advance
- Getting others involved
- Showing instant results
- World of work map – how can what you learned so far solve your problems

LEADERSHIP TRANSFORMATION MIND MAPS SUPPORTS THE PROCESS



COURSE OUTLINE

PRESENTATIONS FROM PREVIOUS DAY

THE EMOTIONS IN WORKING WITH TEAMS

- Team dynamics
- The ice burg perception
- Pyramid of commitment – the evolution of being proactive
- The 8 emotional drivers
- Team project simulation- see emotional drive in action
- Motivating yourself
- Motivating others

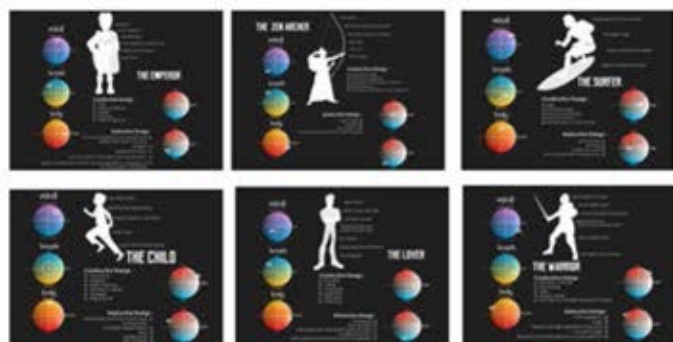


NEEDS SUCKING, THE MANAGERS TRAP

- 3 laws of motivation
- The easiest way to de-motivate an individual
- Effects of need sucking on your team
- Stopping the need sucking epidemic
- World of work map – how can what you learned so far solve your problems

POSTURES: ACCESSING THE MIND BODY CONNECTION TO CHANGE MOOD AND EMOTION

- How Mind Body Connection Works
- Warrior
- Child
- Lover
- Emperor
- Beggar
- Applications to motivation
- Applications to coaching



LEADERSHIP COACHING

- Fundamentals of coaching for developing your team and performance
- Coaching for immediate results
- How to be coached effectively for your own success
- Coaching with team cooperation and excellence in mind
- Directive questions
- Using question to motivate your team
- Using the CBC cards for maximum effect
- Real Practice outside (groups of 2)



CREATING YOUR LEADERSHIP IDENTITY

- Your inspired environment
- Your inspired identity
- Your ideal leadership characteristics
- Your ideal leadership values
- Your ideal leadership objectives
- Your ideal personal leadership alignment with the organization
- Using the environment dolls
- Drawing your ideal leadership identity
- Your leadership guiding principles
- Your dictionary definition
- Hypnotic infusion of your ideal leadership identity that makes timely leadership decisions with conviction and does not second guess the decision without very good new information
- Using the new Leadership Identity and the DC psychology of group dynamics to identify sources of facts and information to be able to understand the nature of the problems and make intelligent decisions that will affect group goals and culture.



CREATING YOUR LEADERSHIP IDENTITY

- Making identity based leadership decisions
- 5 factors of identity based decisions
- The AWESOME power of identity based culture and objective focused decisions