By inspiring people, creating innovative solutions and fostering dynamic organizations.
Our Objective
"Our deepest fear is not that we are inadequate. It is our light, not our darkness that most frightens us. We ask ourselves, Who am I to be brilliant, gorgeous, talented, fabulous? Actually, who are you not to be? You are a child of God.

There is nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine, as children do. We were born to make manifest the glory of God that is within us. It's not just in some of us; it's in everyone. And as we let our own light shine, we unconsciously give other people permission to do the same.

As we are liberated from our own fear, our presence automatically liberates others."

Marianne Williamson
The performance equation states:

POTENTIAL – INTERFERENCE = PERFORMANCE
The performance equation states:

POTENTIAL – INTERFERENCE = PERFORMANCE
Competitive Advantage

A History Lesson

Industrial Revolution

Steam Engine

Mechanization of Work
‘The machine itself provided competitive advantage.’

Business soon found themselves in competition with other businesses that also had machines.

Seek Competitive Advantage:
1. Improving Machines
2. Introduce Standardized Processes

Why? So uneducated farm workers could work machines and maximize output.
Management had: - big picture understanding
- knowledge and education
- the will that drove everything
Another Shift
1965 – Gordon Moore, Engineer for Intel

His Observation:
Number of transistors per integrated circuit was doubling every 18 months.

His Prediction:
This trend would continue for 10 years.
Known as Moore’s Law.
This represents exponential growth.

The Outcome:
Exponential growth has continued for over 45 years with no signs of stopping.
World Wide Web was enabled.
People are connected to each other and to each others’ knowledge.
The cumulative codified knowledge (i.e. written down) base of the world doubles…
We now work and live in a world in which knowledge is growing exponentially.

Are you going to answer?
Knowledge has power, it’s just that the longevity of that power has been dramatically reduced.

True power comes from the ability to acquire/build new knowledge on a constant basis.

It’s Not
Competitive Advantage

Knowledge Based Economy

MANAGEMENT

PEOPLE
PROCESS
MACHINE

LEADERSHIP

ENVIRONMENT
CULTURE
Today’s competitive advantage:

The ability of people to work together, to openly share their knowledge, to leverage off each other’s insights, to create something new and wonderful on an ongoing basis.

Therefore your most important asset today is to build a culture in which people are building and creating together.
**Individual Capital** is awareness of emotions and thoughts and the ability to use them to strengthen your performance.
Emotions are a fundamental element of human existence. Which person would you rather have on your team? **Who would collaborate more and be willing to build something new and wonderful with you?**
Capital Two: REALationship

REALationship Capital is understanding the value of relationships, and having the ability to grow productive relationships whenever you need to.

“I need to know that you care before I care to know what you know.”
- Jean Autry, Former CEO Publisher Group
Attachment is the foundation for relationships, the connection allows the development of trust.

When attachment and trust exist I choose to communicate openly and honestly.

People can support each other to inspire and develop creative ideas and solve the problems that affect the organization or community.

Awareness: constantly evaluate relationships to see if they are working effectively. You must be willing to intervene to keep your relationships healthy and productive.

Attachment is the foundation for relationships, the connection allows the development of trust.
Attachment is the foundation for relationships, the connection allows the development of trust. When attachment and trust exist, I choose to communicate openly and honestly.

People can support each other to inspire and develop creative ideas and solve the problems that affect the organization or community.

Awareness: constantly evaluate relationships to see if they are working effectively. You must be willing to intervene to keep your relationships healthy and productive.
**Capital Three: Shared**

*Shared Capital* is about being able to deeply connect people with a common future so that the people of your organization are able to align and collectively pour their energy into achieving this future.

Instil common cause - a deep and common understanding of the desired future.
“If you want to retain talent, you’ve got to create cause. Otherwise, you get a relationship in which I am working for you purely because I’m earning money. Then you get very short-term thinking, very selfish thinking.”

- Charles Handy

Without common cause people all have their personal definition of what doing good means.
For Greatness to Occur

Identify and invest in your Individual, REALationship and Shared Capital

We must become the change we want to see.

Mahatma Gandhi
A Call To Action

Your Journey – Who’s On It?
Who’s Leading It?

Are you on this planet to do something or are you here just for something to do?
A Call To Action