LANGUAGE of LEADERSHIP

Transforming
Complaints
into

COMMITMENT
Personal Mastery Programs (PMP)

A team of former business owners and corporate managers based in Michigan.

“Our mission is to transform organizations of individuals into communities of people achieving their life visions, while forwarding the purpose of the enterprise.”
OUTCOMES FOR TODAY’S CONFERENCE

1. Each of you will engage in a valuable inquiry that will add clarity and power to your commitments.

2. Each of you will receive a concise and useful learning experience, concepts and tools that can be applied to your everyday challenges.

PERSONAL MASTERY PROGRAMS
TRANSFORMING ORGANIZATIONS THROUGH PERSONAL GROWTH
HIGH-IMPACT LEARNING

CONCEPT + EXPERIENCE = HIGH-IMPACT LEARNING

We engage clients in Workshops
Followed by months of one-on-one Coaching
To create breakthroughs in effectiveness that are sustainable.

PERSONAL MASTERY PROGRAMS
TRANSFORMING ORGANIZATIONS THROUGH PERSONAL GROWTH
What is a LEADER?

PERSONAL MASTERY PROGRAMS
TRANSFORMING ORGANIZATIONS THROUGH PERSONAL GROWTH
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As a Leader:
What are you complaining about?

Complaint:
Statement of disapproval regarding the existence of a situation or circumstance.
Complaints Reveal Commitments

What commitments as a leader are implied in your complaint?
The Language of Complaint tells us, and others, what we cannot stand.

The Language of Commitment tells us, and others, what we stand for.
CREATIVE TENSION

•...the ability to keep both a clear view of the current reality and a well-defined and articulated personal vision before us.
WHO IS RESPONSIBLE FOR YOUR DREAM NOT BEING MORE FULLY REALIZED?

PERSONAL MASTERY PROGRAMS
TRANSFORMING ORGANIZATIONS THROUGH PERSONAL GROWTH
SUCCESS STRATEGY PROFILE

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PERSONAL MASTERY PROGRAMS
TRANSFORMING ORGANIZATIONS THROUGH PERSONAL GROWTH
SUCCESS STRATEGY

PERSONAL MASTERY PROGRAMS
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COUNTER COMMITMENT:

Success Strategy/Comfort Zone

comfort  commitment

PERSONAL MASTERY PROGRAMS
TRANSFORMING ORGANIZATIONS THROUGH PERSONAL GROWTH
ENCOURAGING PERSONAL VISION

Shared visions emerge from personal vision.

PERSONAL MASTERY PROGRAMS
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PERSONAL LIFE VISION

The ultimate source of personal power comes from the willingness to declare and commit to a future vision for our lives…

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ACCOMPLISHMENT STRUCTURE

- What is the primary GOAL in a hockey game?

- How can you tell how many goals have been scored?

- What is the purpose of scoring goals?

- What inspires a world-class athlete to work hard and sacrifice for their success since childhood?

- What unites a championship team?

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POWER TRIANGLE

Quantifiable Results (QR’s)

SHARED VISION

MISSION (PURPOSE)

GOALS (MULTI)

PERSONAL MASTERY PROGRAMS
TRANSFORMING ORGANIZATIONS THROUGH PERSONAL GROWTH
• **What is Leadership?**
  
  Creating a view of the future that others see as their own.

• **What is Management?**
  
  Creating agreements for specific quantifiable results and applying rewards and consequences for the outcomes.

PERSONAL MASTERY PROGRAMS
TRANSFORMING ORGANIZATIONS THROUGH PERSONAL GROWTH
What is Coaching?

• A support structure for a person’s commitment.

• Generating a request from another for support.
Coaching: Generating a request from another for support.

1. Meet individually with your team and determine what their personal goals are and establish the link between their personal goals and the goals of the organization.

2. Build trust by committing to support them in their efforts to achieve their personal goals.

3. Ask frequently if they would like your support.
What actions will you take, by when, to put what you learned today to work?

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TRANSFORMING ORGANIZATIONS THROUGH PERSONAL GROWTH
EVERY GREAT PERFORMER HAS A COACH –

Your next step is to get a COACH to support, remind, help, cajole, badger, and do whatever it takes to alter your current reality and achieve your vision.

The Coach’s job is to:

1. To commit themselves to you achieving your vision. To be more committed to your success than even you are.

2. To support you in converting intellectual insights into results-producing action.

3. To engage you in a collaborative dialogue that creates a more powerful perspective and produces new actions rooted in your vision rather than your success strategy.

4. To be courageous enough to be open and honest with you, even about the most sensitive of issues.

5. To hold you accountable for your promises.

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Who will you ask to be your coach?

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Workshop Feedback

and

No-Charge Leadership Coaching

To register for your no-charge coaching session, simply fill check the space on the feedback form. We will arrange a mutually convenient time to talk.

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ACKNOWLEDGEMENTS

THANK YOU!

• We gratefully acknowledge the following authors, whose work has contributed to our programs:


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