

WINNING '09

17th July 2009

Discovering Your...

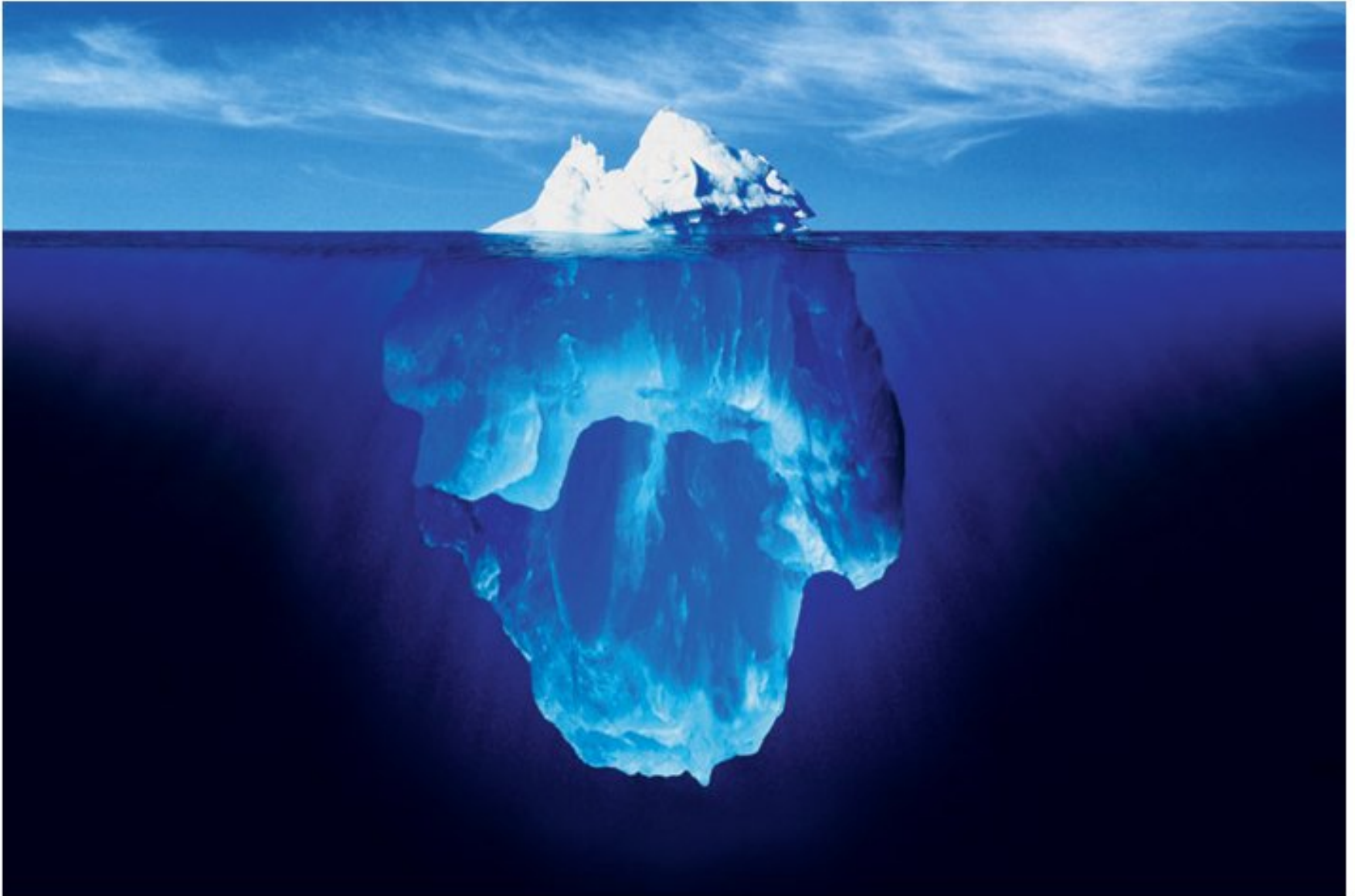
WINNING

...Ways

Mario Manelfi

Head of Leadership Curriculum

Performance...



How We Forgot...



...Our Winning Ways

ATTITUDE ATTITUDE

Work With Commercial Urgency

Initiate Change

No Excuses

No Easy Mondays Or Fridays

Inspire Others

No Fudging Results

Go The Extra Mile

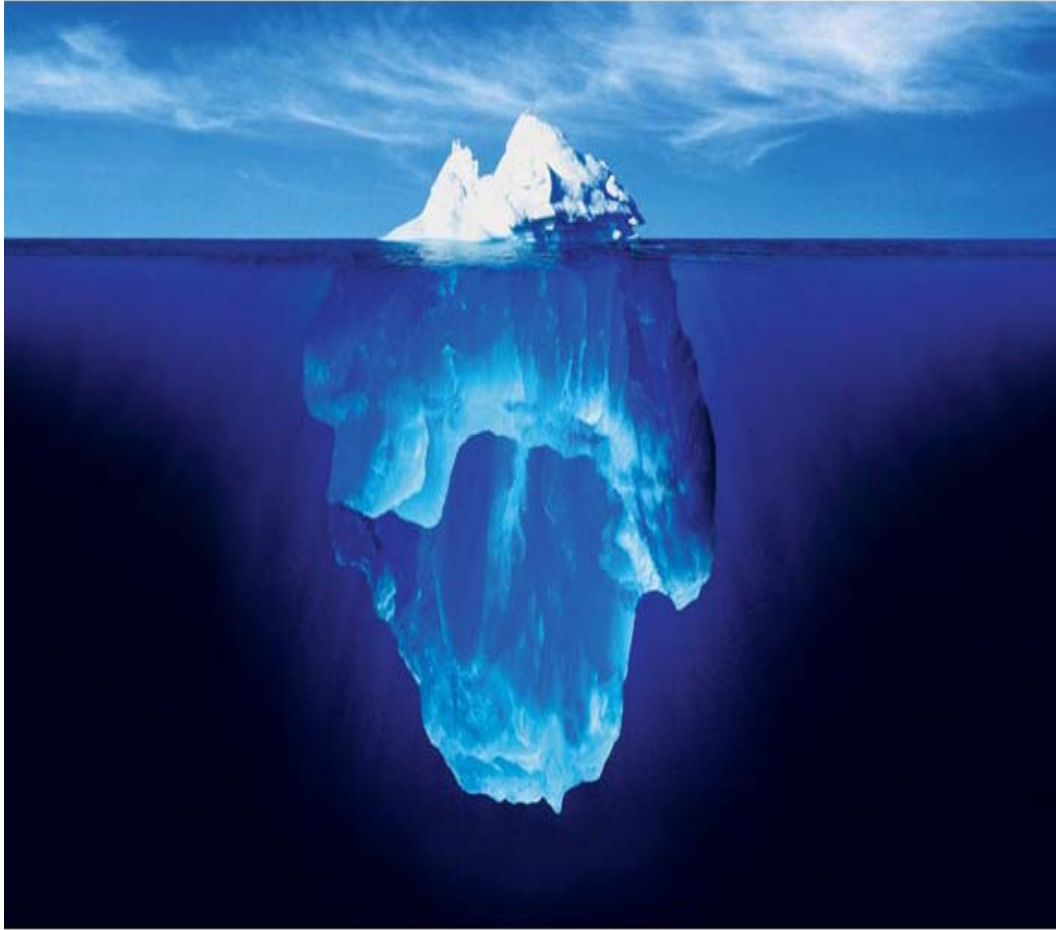
What WINNERS...

1. Winning is better than losing
2. Winning is boring (because it's hard work)
3. It's not talent, it's talented teams
4. Think small as well as big
5. How do you handle losing?



...Know And Do

Performance Is A Matter Of Choice



I have to for you...

I want to for me...

*Performance is a
matter of **CHOICE***

WINNING Is Boring



Positive Feedback Is...

Do We Create Winners Or Losers?

“ ..the message that comes through in our studies is that we like to think of ourselves as winners. The lesson that excellent companies teach is that there is no reason why we can't design systems that continually reinforce this notion, most of their people are made to feel like winners. Their systems reinforce **degrees of winning rather than degrees of losing**”

Tom Peters “ In Search for Excellence”

...The Key To Motivation

Engaged Teams Are...

“Engagement is the motivating, two way relationship between people & their organisation”.

“Both will go the extra mile for one another & share in mutual successes”.



...The Key To Performance

It's The Little Things That Count



Phelps wins the 100m Butterfly in Beijing
coming from last place at 50m to beat
Cavics by 0.063 secs

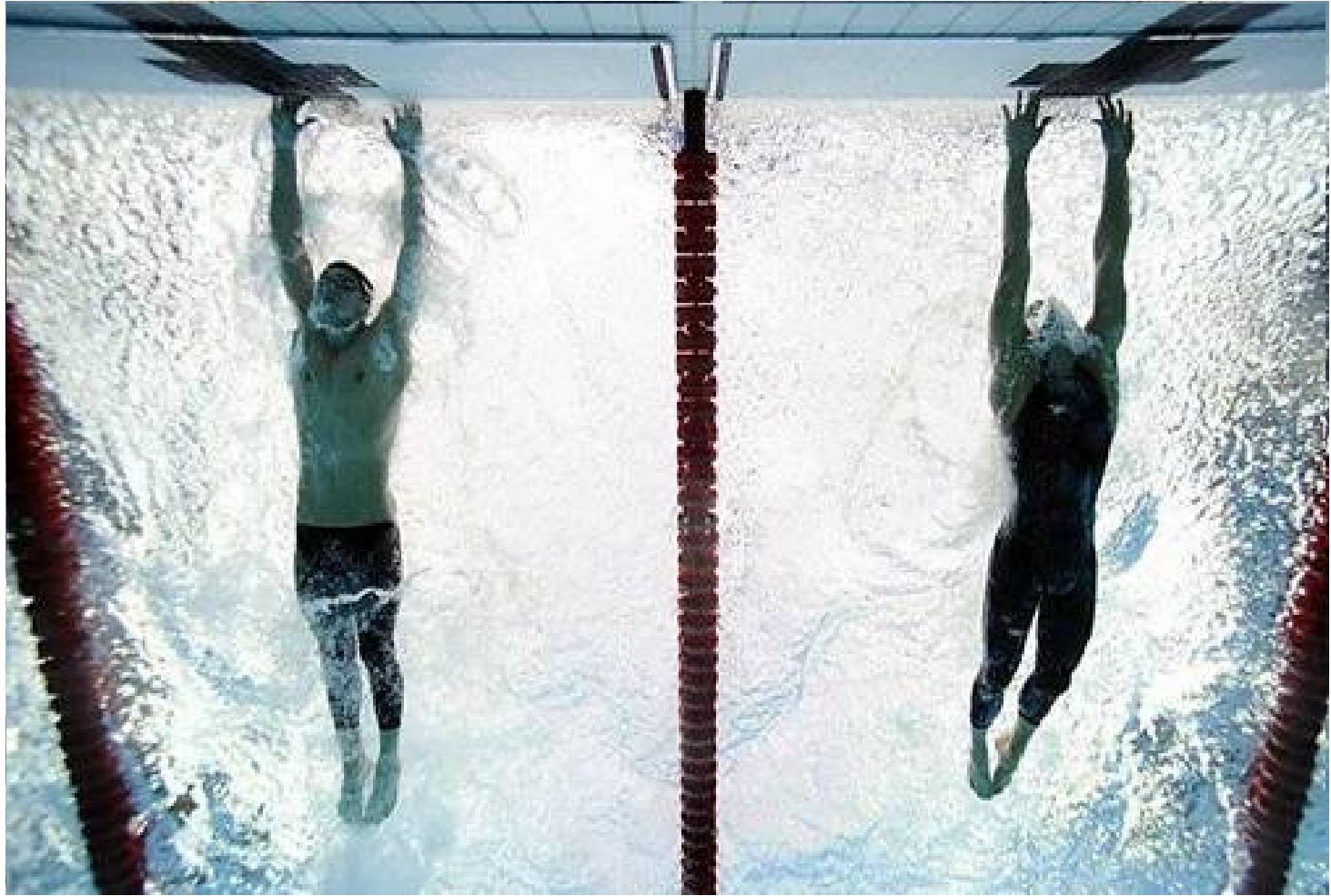
Performance is a
“game of inches” >>
unlocking every bit of
potential available

Tiny margins between
success and failure

Successful teams understand
this and go after these
opportunities

**100 things done 1%
better**

One Small Stroke...



...Small Margins Of Success

How Do You Handle Losing?

- ❑ We focus on degrees of winning >> catch people doing things right.
- ❑ We stay motivated in our belief that success will come.
- ❑ We stay focused on our Winning Traits and Behaviours >> they will ultimately deliver the results.
- ❑ We don't worry about failure. We worry about the chances we've missed when we don't even try.



Mindfulness



....what is it?

“Mindfulness means paying attention in a particular way: on purpose, in the present moment, and non-judgmentally. This kind of attention nurtures greater awareness, clarity, and acceptance of present-moment reality”.

Jon Kabat-Zinn

....what does this mean?

“ being aware”-this is a state and a skill.” This can be learned.

WIFM?

Benefits

- Increased resilience
- Improved emotional intelligence
- Improved cognitive functioning
- Better Wellbeing: quality longevity

How?

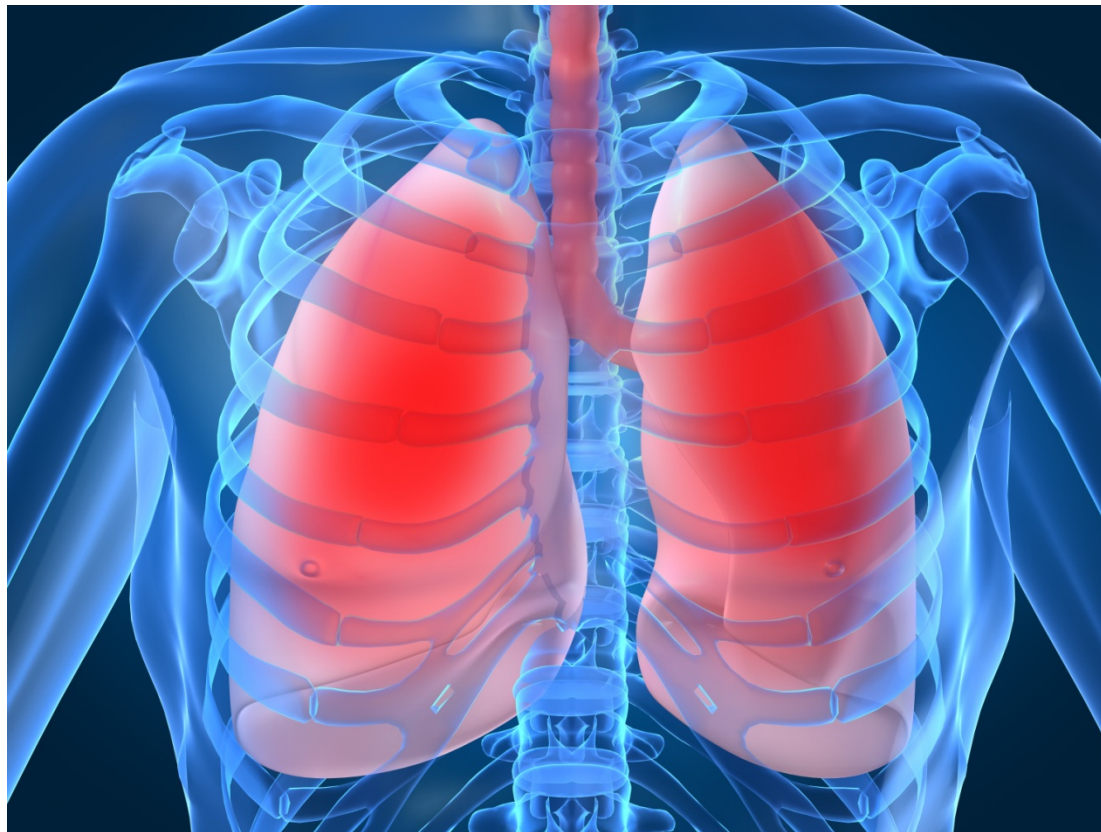
By beginning with you!



Breathing



The Mindful Minute



Become aware



Questions/Comments/Learning

