

ADAPT TO A NEW REALITY

**14 Fundamental Skills Needed for Changing the Behaviour in the
Workplace**

Hope, Recovery and Rebirth

Session 2



DR MARIO DENTON E-LEARNING COACHING
ENTER TO LEARN – LEAVE TO SERVE
Industrial Psychologist (MeCon, MBA, Phd)

14 FUNDAMENTAL SKILLS TO HELP BUSINESS PEOPLE

1. Renewed Accountability: *Organisational, Personal Scorecard and Adaptive Thinking*
2. The 4 C's of Influence and Inspiration: *Character + Competency + Chemistry = Consistency*
3. Changing the Way you Communicate: *Move from Survival to Growth. C.L.E.A.R. Communication skills*

14 FUNDAMENTAL SKILLS TO HELP BUSINESS PEOPLE

4. Conflict Intelligence: Move to Energetic Alignment-*Evolve or Die. Do you want to Disrupt or be Disrupted?*

5. Ability to Offer Heart-centered Trust and Respect. *Dealing with Offenses and Interpersonal Issues with Empathy and Resilience*

6. Selfless and Authentic leadership: *S.E.R.V.E. Leadership Style*

7. Transforming the Self- Adding Real Value. *Discipline, the Meaning of Work and virtual collaboration*

14 FUNDAMENTAL SKILLS

8. Act Confidently and Fearlessness as an Entrepreneur -*Competitive Creativity and Entrepreneurship by The Book*

9. Financial Excellence- *Confident Financial Planning, Strategy and Survival*

10. Moral and Performance Excellence Mind Shifts- *Focus on Moral and Performance Excellence and Making a Positive Difference in the World.*

11. **Marriage, Parenting and Family Excellence:** *Focusing on the Spiritual Needs of your Family and Making a Positive Difference at Home.*

14 FUNDAMENTAL SKILLS

12. Strategic Mindsets: Facilitating Change and Commitment: Change Mental Elasticity, Flexibility and Move beyond your Ego and Learn to Focus on Life larger than the Self

**13. Teachability and Continuous Professional Development for Everyone.
*Continuous Mindset of Learn, Apply and Teach till the Day you Die***

14. The Two Economies of the World KBA versus MBA- *Operate as a True Leader in things that Matter most and Operate from that Expanded Perspective*

Johann Rupert Article

- Before Covid-19, the airline was in ICU; today, you'd have to think there's no pulse.
- What does a reset look like?
- If this is the big reset, it's still unclear how the world will look once the Covid-19 cloud lifts.
- Mankind is resilient, but it'll be a big wake-up call.
- There will be a huge number of small businesses, and even large enterprises, that go under.

**“We are all faced with a series of great
opportunities
brilliantly disguised as impossible
situations.”**

-Chuck Swindoll

Are YOU thinking along those lines?

**Sign up for your FREE One-on-One Coaching Session with Dr Mario
Denton**

**We are dedicated to helping you gain clarity, lead effectively, and drive
results for yourself, your team, and your organization.**

WHEN LIFE SQUEEZES YOU, WHAT COMES OUT?

- 1. Our **Inner Character** – Humility or Pride
- 2. **Perspective and Future View** – Hope or Despair / Optimism or Pessimism
- 3. **Actions** – Serve or Self-serving / Other focused or Self-focused
- 4. **Concern and Attitude** - Lift a Burden or Be a Burden
- 5. Outcomes – Opportunities or Obstacles

WHEN LIFE SQUEEZES YOU, WHAT COMES OUT?

- 6. **Focus in the Circumstances** – Look up or Look Around
- 7. **Our Drive** – Press on or Quit
- 8. **Relationships** – Connected or Isolated
- 9. **Our Emotions** – Anger and Blame or Grace and Acceptance
- 10. **View of Who is on the Throne** - Control or Yielded
- 11. **The Final Choice**: Grow or Regress / Become Better or Bitter

AS HR PROFESSIONALS, WE'RE IN THE SPOTLIGHT RIGHT NOW MORE THAN EVER

- **Public-, private-, and social-sector leaders are taking urgent steps to manage the fast-evolving crisis of jobs and work.**
- **But there is room—and need—for greater focus, speed, boldness, and innovation.**
- **How do you rebuild and reimagine jobs amid the coronavirus crisis?**

THREE KEY CHALLENGES: RESET, RE-ADJUST, RE-START AND REFOCUS

1. Ask two questions as a manager to the rest of your team every right now and repeat on a quarterly basis:
 - (i) **What would you do if you were in my position?**
 - (ii) **What is stopping you from delivering your peak performance?**
2. You are a knowledge capital thief if you don't share your wisdom in coaching.
3. Do your well-being analysis more often Stop doing an annual medical check-up. Who said that a person is healthy if you look only at his/her heart and lungs? This is a one-sided perspective that is dangerous to continue. You have to include in your annual check-up also an emotional and spiritual check-up.

JOIN THE CHARACTER FIRST MOVEMENT: DO NOT TOLERATE THESE SYMPTOMS BELOW?

- **Sloppy work.** Lack of friendliness. Disorganised.
- Late for work. **Resistant to change or innovation.** Poor customer service. Apathy. Wasting resources.
- **Shifting blame or responsibility.** Unclear expectations. Poor communication skills. Hasty decisions.
- These are character issues and need to be fixed first.
- Start with a social contract immediately

MORAL AND PERFORMANCE AND CHARACTER

EXCELLENCE: CAN YOU MERGE THE TWO?

- Can you merge corporate governance and character excellence? The answer is still yes.
- **But it requires a lifestyle** of sacrifice and transformation that most people are unwilling to adopt.
- We believe that if you want to become a great leader, the kind that inspires others, you must be willing to offer up your pride on the altar of leadership.
- Be bold: Measure these components because nothing will get done if you don't measure them

CHARACTER QUALITIES

Alertness	Diligence	Humility	Security
Attentiveness	Discernment	Initiative	Self-Control
Availability	Discretion	Joyfulness	Sensitivity
Benevolence	Endurance	Justice	Sincerity
Boldness	Enthusiasm	Loyalty	Thoroughness
Cautiousness	Faith	Meekness	Thriftiness
Compassion	Flexibility	Obedience	Tolerance
Contentment	Forgiveness	Orderliness	Truthfulness
Creativity	Generosity	Patience	Virtue
Decisiveness	Gentleness	Persuasiveness	Wisdom
Deference	Gratefulness	Punctuality	
Dependability	Honor	Resourcefulness	
Determination	Hospitality	Responsibility	



ALERTNESS

BEING AWARE OF WHAT IS TAKING PLACE
AROUND ME SO I CAN RESPOND APPROPRIATELY



POSITIVITY

MAINTAINING A GOOD ATTITUDE,
EVEN WHEN FACED WITH DIFFICULTY



RESPECT

TREATING OTHERS WITH HONOR AND DIGNITY



TRUSTWORTHINESS

GAINING THE CONFIDENCE OF OTHERS BY DEMONSTRATING RELIABILITY



FORGIVENESS

RELEASING FEELINGS OF RESENTMENT



ATTENTIVENESS

CONCENTRATING ON THE PERSON OR TASK BEFORE ME



CREATIVITY

APPROACHING A NEED, A TASK,
OR AN IDEA FROM A NEW PERSPECTIVE



ENDURANCE

THE INNER STRENGTH TO WITHSTAND
STRESS AND DO MY BEST



RESILIENCE

RECOVERING FROM ADVERSITY



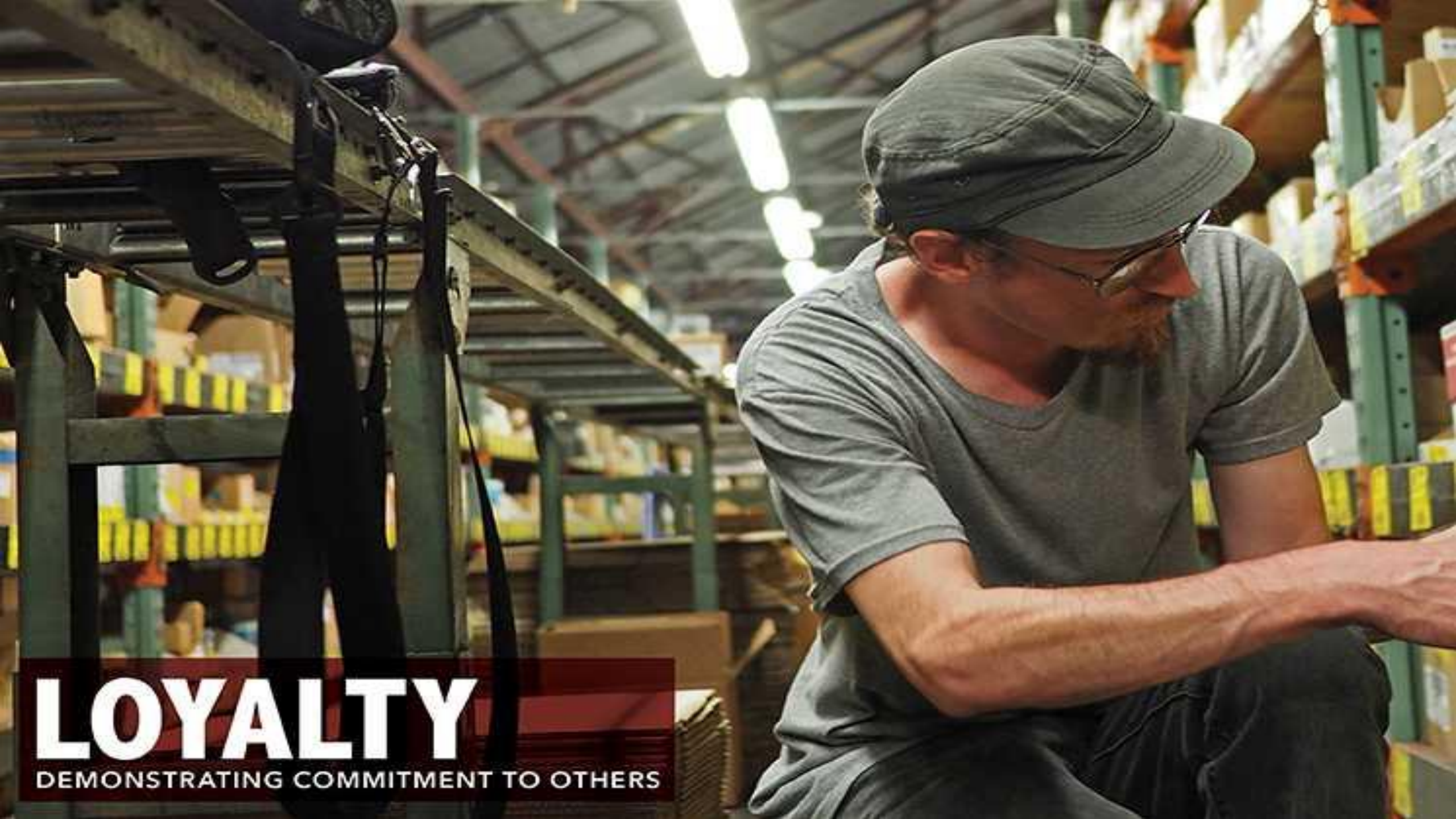
INITIATIVE

RECOGNIZING AND DOING WHAT NEEDS
TO BE DONE BEFORE I AM ASKED TO DO IT



COMPASSION

HELPING THOSE IN NEED



LOYALTY

DEMONSTRATING COMMITMENT TO OTHERS



PUNCTUALITY

SHOWING RESPECT FOR OTHERS BY DOING
THE RIGHT THING AT THE RIGHT TIME



RESPONSIBILITY

KNOWING AND DOING WHAT IS EXPECTED OF ME



WISDOM

MAKING PRACTICAL APPLICATION
OF WHAT IS LEARNED

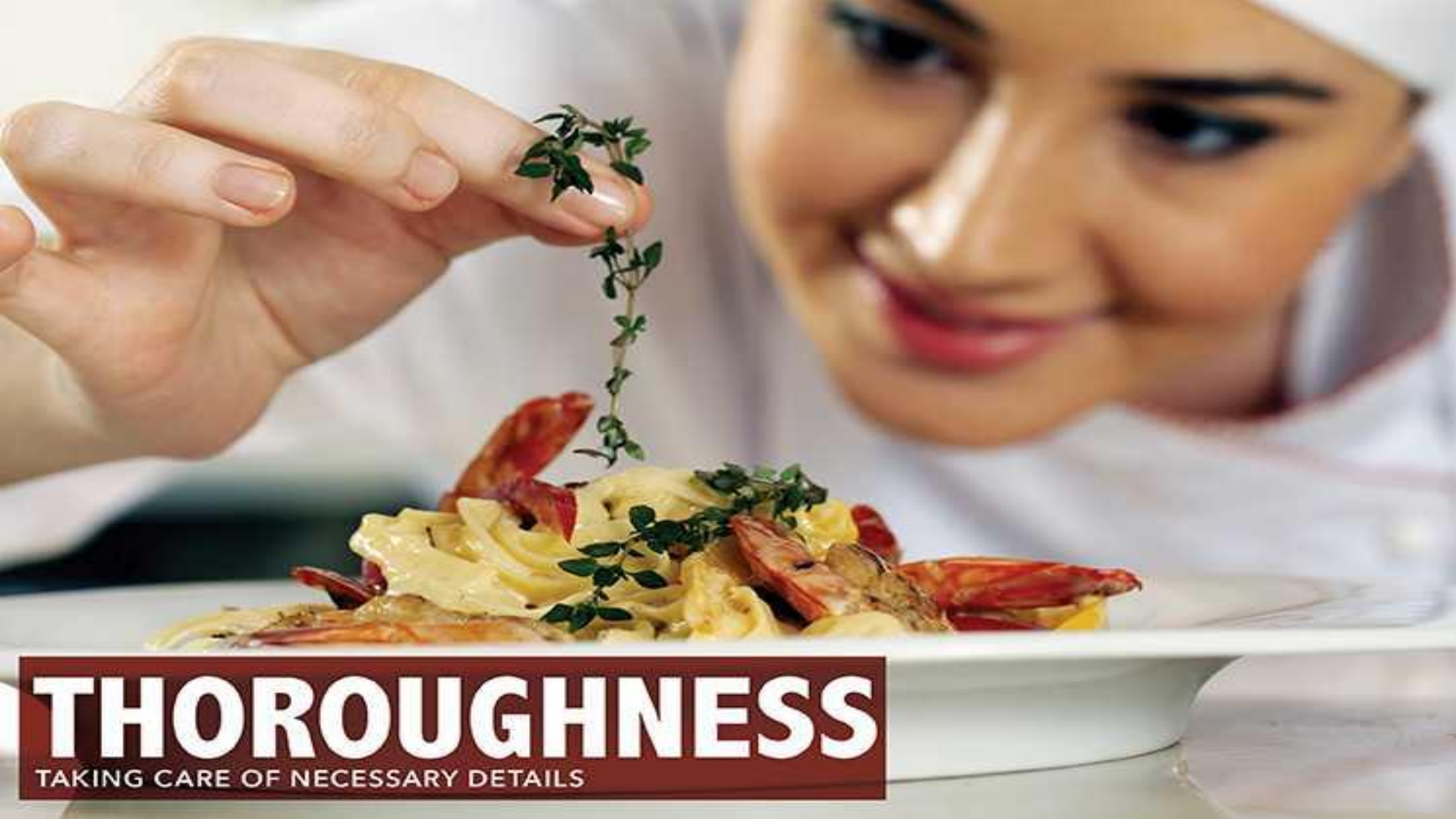


DEPENDABILITY
FULFILLING COMMITMENTS EVEN IN THE FACE OF DIFFICULTY



DILIGENCE

FOCUSING MY EFFORT ON THE WORK AT HAND



THOROUGHNESS

TAKING CARE OF NECESSARY DETAILS



COOPERATION

UNDERSTANDING OTHERS SO I CAN EFFECTIVELY
WORK WITH THEM



HONESTY

BEING TRUTHFUL IN WHAT I SAY AND DO



PATIENCE

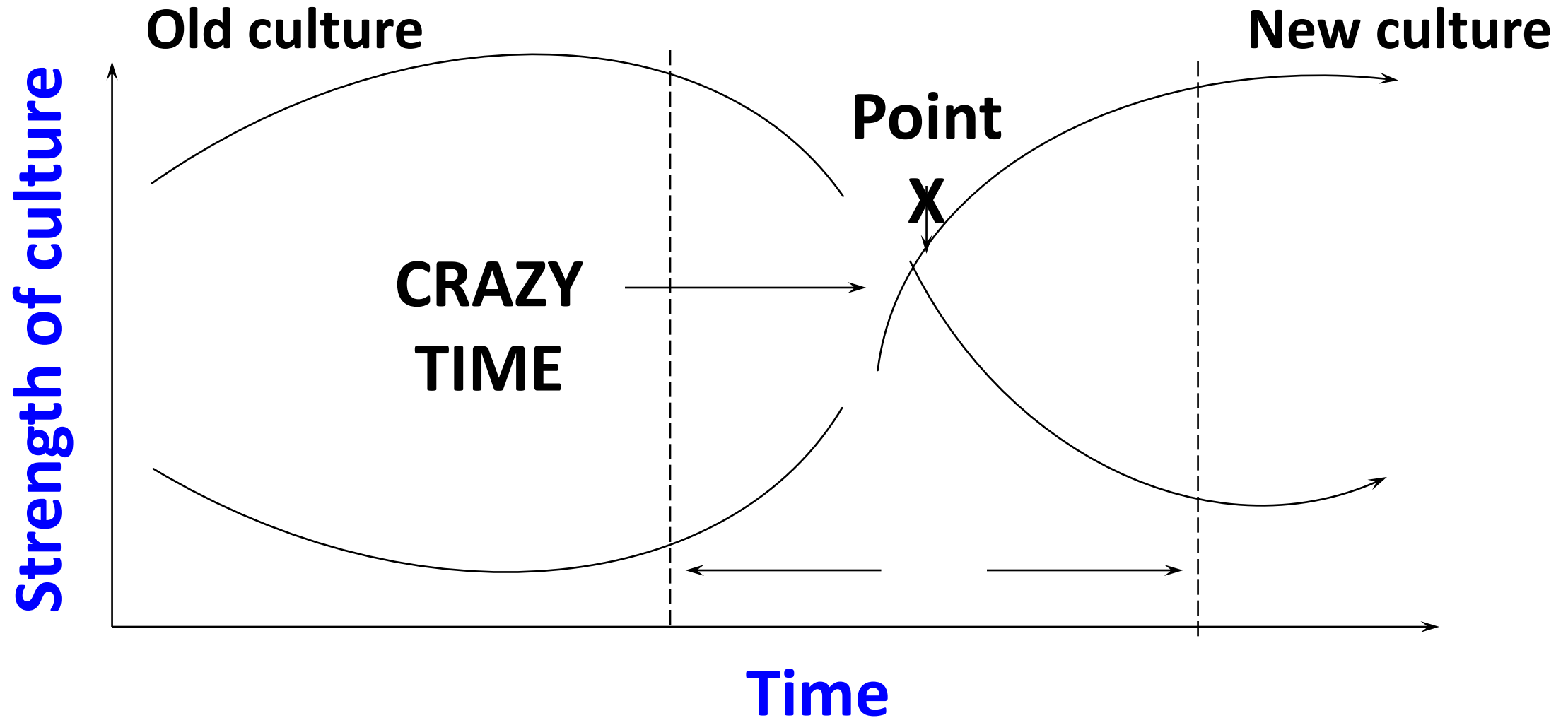
TAKING THE TIME NECESSARY TO WORK
THROUGH A DIFFICULT SITUATION



SINCERITY

DOING WHAT IS RIGHT WITH TRANSPARENT MOTIVES

CRAZY TIME IN CULTURE CHANGE



GOAL SETTERS VS OTHERS

- **Part of the Answers**
- **Has a program**
- **I must do something**
- **Part of the team**
- **Sees the gain**
- **Makes commitment**
- **Make it happen**

- **Part of the Problem**
- **This is not my job**
- **Something must be done**
- **Apart from the team**
- **See the pain**
- **Make promises**
- **It may be possible but it is too difficult**

ADAPT TO A NEW REALITY: DON'T QUIT

- **Spiritual, mental and physical fitness**
- **Networking- working remotely and not in an office environment**
- **Attitude of gratitude**
- **Emotional soundness- decision-making not just on emotions but on true facts**
- **Community of practice- You cannot be a success on your own**
- **Character- integrity, trust, openness**

**WHAT ARE YOUR
NEXT STEPS?**



<https://mariodenton.teachable.com/p/character-transformation>



<https://mariodenton.teachable.com/p/organisational-transformation-that-drives-business-performance>



**Organisational Transformation
that Drives Business Performannce**

Adapt to a new reality

Embrace change- The right mindset and ability to adapt

TIME FOR REFLECTION

- 1. REWIND AND RETHINK** - Examine your beliefs, behaviour and attitudes. Looking at the past might be painful but it can help to identify issues that affect you not only today but could also impact your future.?
- 2. PAUSE AND REFLECT** - Stop and evaluate. A time to think about your actions and attitudes and how that affects you and those that you have relationships with.
- 3. RECORD AND ACTION PLANS** - Write down your thoughts. What are you hearing? What are standing out for you? Any further insights? Write down 2-3 learning points.
- 4. FAST FORWARD AND FUTURE THINKING** - Provide a glimpse of your future thinking and asks the question: "If I can change something what can I expect my future to look like?"??
- 5. CONTINUOUS LOOP** - Identify your live patterns and habits that keep you going in circles. Ask God for help to break negative patterns and establish Godly ones.

TIME FOR REFLECTION

6. DISCUSS - Give time to discuss things. Respect others and talk to your mentor or significant other and listen. If you could change anything what will that be?

7. POWER - A reminder to rely on God to help you to change and not just your own strength. Who and what else can help you in this regard?

8. INFORMATION AND DIG DEEPER - What else do you need or what additional information will help you? Supplemental materials available.

9. PLAY AND DELIVER AND START DOING - Decide what tangible steps you can take and take them.

10. STOP AND START - A reminder that sometimes you need to stop doing the old things if you want to see lives change for the better. So what is stopping you to reach your goals and your best performance?

YOU ARE OKAY - Love you with the Love of the Lord. Soar like an Eagle.

BLESSINGS FROM MARIO DENTON

Let's keep the good coaching vibes alive. Let's network.

Become a member of the Strong Message People and Change Management Coaching Forum.

- **CONTACT DETAILS**
- **Office + 27 (0)82 882 9903**
- **E-mail address:** prstrongmessage@gmail.com / marden@mweb.co.za
- **Websites:** www.thestrongmessage.com; www.trueafricaleader.com
- **Stay Blessed: Cutting Edge People Management Material and Coaching**
<https://mariodenton.teachable.com/>