

Strong Messages



From Mario Denton

**On being President (of South Africa)
This has placed a great responsibility
on my shoulders.
We enter into a covenant that we shall
build a society in which all South
Africans,
both black and white, will be able to
walk tall, without any fear in their
hearts, assured of their inalienable right
to human dignity –
a rainbow nation at peace with itself
and the world.
To be the father of a nation is a great
honour, but to be the father of a family
is a greater joy.**



Metro Police



Clanwilliam Secondary School



Nigeria



Ghana



Uganda

CHARACTER FIRST!

Launch

Good character For better Workplaces and communities
The 49 Character Qualities

SECTORS

Business, Education,
Media, Government
Police & Corrections,
Faith Community, family

Alertness • Attentiveness • Availability • Benevolence • Bravery • Business • Cautiousness • Compassion • Contentment • Creativity • Decisiveness • Dependability • Determination • Diligence • Discretion • Endurance • Enthusiasm • Faith • Flexibility • Forgiveness • Generosity • Gratitude • Hospitality • Humility • Initiative • Joyfulness • Justice • Kindness • Leadership • Loyalty • Modesty • Patience • Perseverance • Persistence • Positivity • Punctuality • Resourcefulness • Responsibility • Security • Sensitivity • Sincerity • Skill • Thoroughness • Thriftiness • Tolerance • Truthfulness • Value • Wisdom

Practical Skills

Kingdom FM - Baba Community Church, Coca Cola





City Of Cape Town: Water and Sanitation





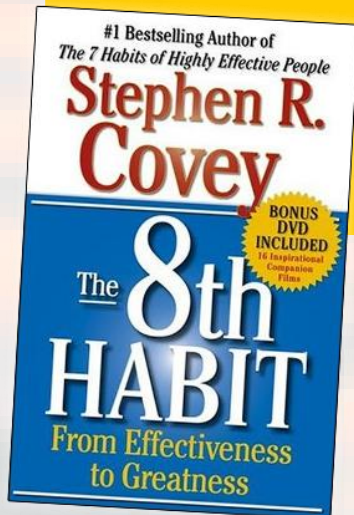
Corporate Sins: Prof Mervyn King



1. Greed-self-interest
2. Fear- Self-concern
3. Sloth- Imbalance
4. Pride- Egg on face
5. Arrogance- we are right

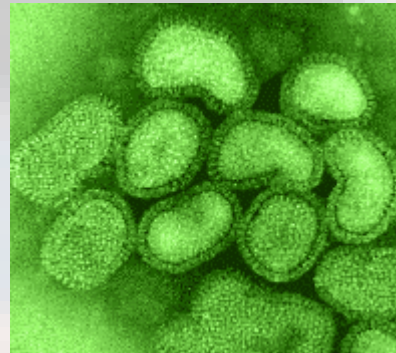
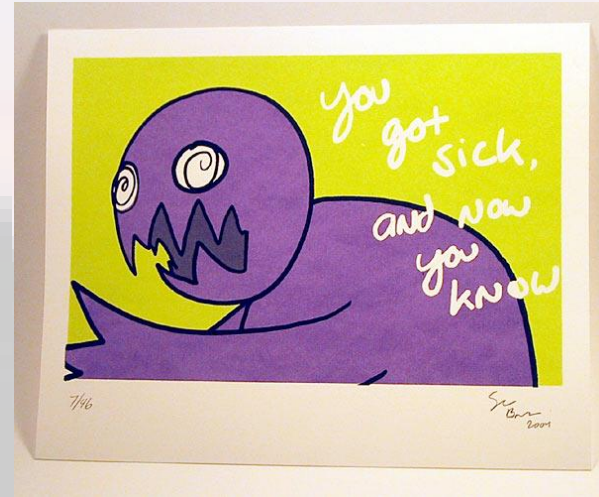
“I’m convinced that 90% of failures in life are character failures, not ability failures.”

~Stephen Covey



Corporate viruses

- Rid your offices of the corporate viruses that are making people sick and not helping them to connect with their passion.



New courses

- **Don't send any person on any course/programme if the participants don't have to answer the following character questions at the end of the programme: As a result of attending this programme what do we as an organisation or you as an individual have to do more of, less of, differently, faster and better?**

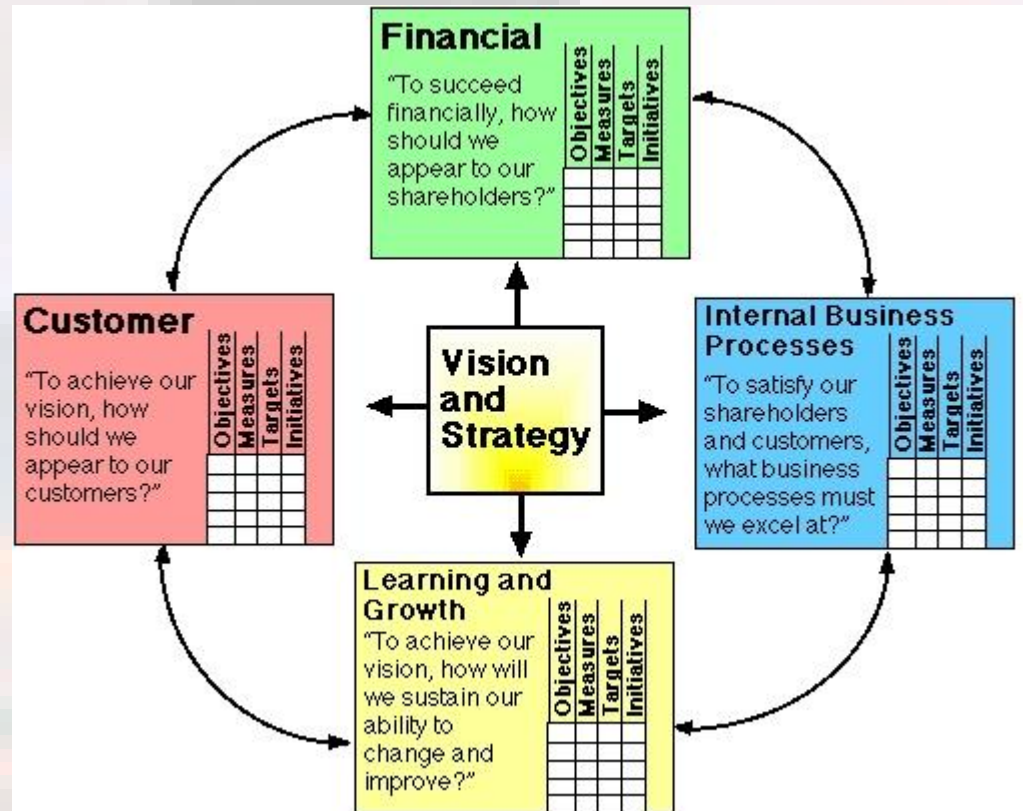


Destroy performance appraisals

- Destroy performance appraisals now and replace them with purposeful character coaching discussions.

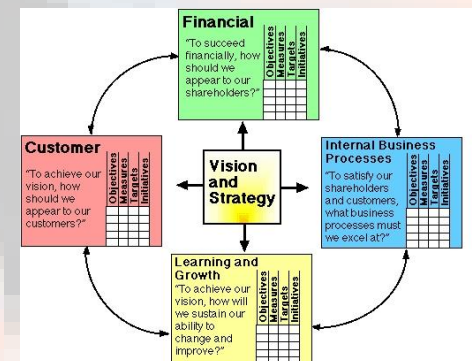


Balanced scorecard



Personal scorecard

- An organisational balanced scorecard without a personal balanced/character scorecard will never get off the ground. It is like flying an aeroplane with only one engine or one propeller.



Discrimination

- Discrimination is out but bullying in the workplace is in. Check the dark, toxic side of each leader. It is there, and often managers wear masks to cover it up.



Stop putting people on quick-fix programmes

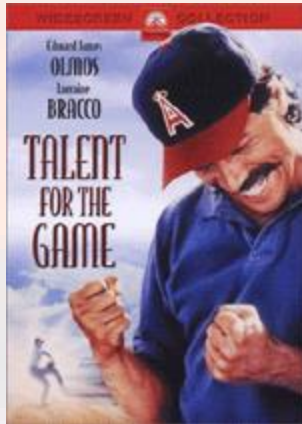
- **Character Development is a process not a programme. Learning is not only about input; it must also have components of reflection, commitment, application and feedback.**



Management simulation

Send all your managers on a management and character simulation annually. Why must Boeing 747 pilots do a simulation test before they can renew their licences every year?





Talent review



- **After strategy, your next and most important process is the one on talent review. As they say: Get the right ones on the bus and get the wrong ones off. Do it annually or someone will throw you off the bus.**



Be tough



- **Be tough on people and tough on character standards, not rude. It is not operational excellence only or playing softball that will make the difference. You have to be smart on both.**



Let them go

- **Let those management consultants go if they put forward interventions that are not helping you to grow the business. Find out who is coaching those consultants.**

Twice a year, ask two character questions as a manager to the rest of your team:

- What would you do if you were in my position?**
- What is stopping you from delivering your peak performance?**



Raise the bar of excellence

- Do an engagement, commitment, character survey every 12 months. Find out who your ambassadors are, and those who are no longer committed and enthusiastic. The difference between low and high tide is 1,2 metres. Can you go on holiday with 10 litres of petro



Knowledge capital thief



- You are a knowledge capital thief if you don't share your wisdom in coaching.



Cowboys

- Be careful of the cowboys who have joined the fastest growing consultancy of coaching other people. Regularly discuss those character qualities that you need to stop, let go, maintain and initiate.



Chase away

- Chase away those seagull recruitment agencies that act like postmen and just drop names for you, as they are often playing chess with a few players in the market.





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 character check-up also an emotional and spiritual check-up.**

Make it an office law to sue negative people.

- **Just find out why they are negative. Often they are like those who run a marathon backwards, wearing a huge jacket, goggles and heavy diving belt.**

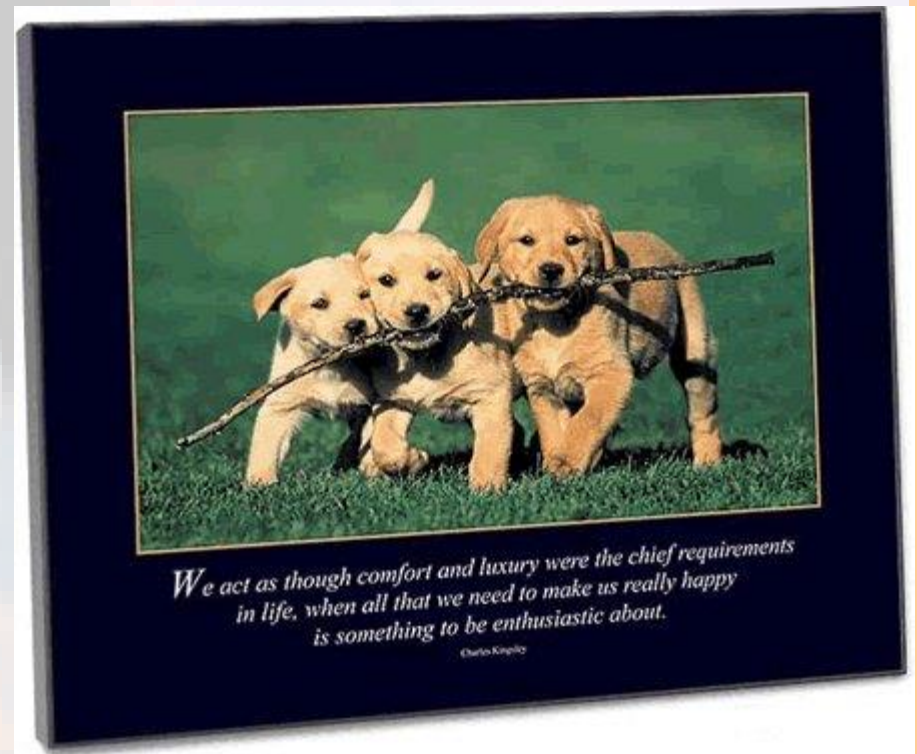
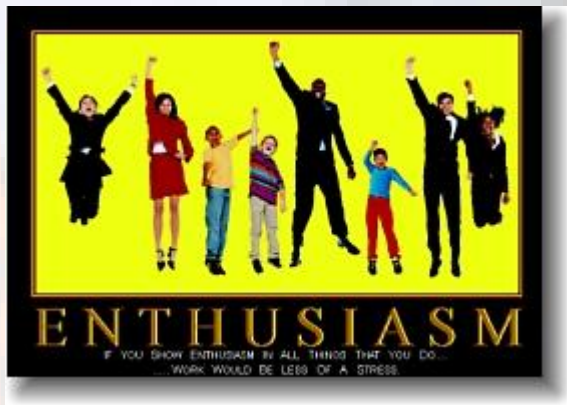


**Salute whistle blowers and
don't get rid of them.**



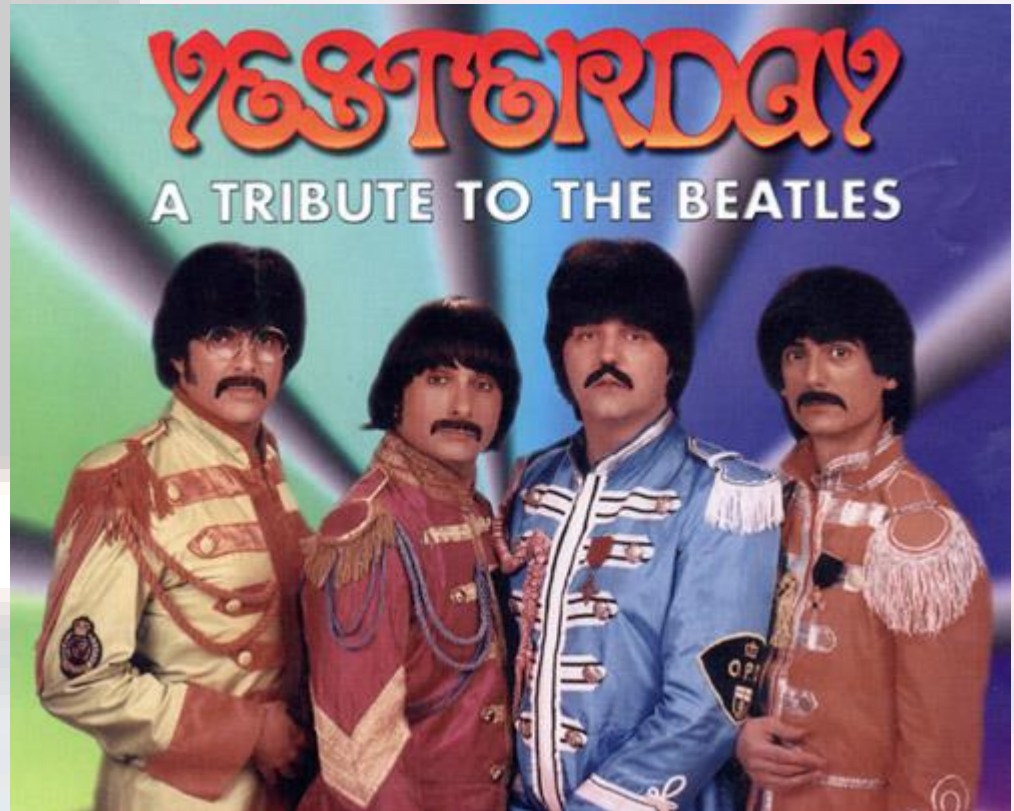
Don't think too small.

- Be a dispenser of enthusiasm and a change embracer.



Yesterdays results

- Leadership behavior that was associated with yesterdays results may not be the behavior that is needed to achieve tomorrow's innovation



Positive future

- Successful people are much more likely to change by envisioning a positive future than by reliving a humiliating past.



**Successful people will not change
behavior by going on a course**



Feedforward



- There is a fundamental problem with all types of feedback: it focuses on the past, on what has already occurred- not



**Traditional training does not seem to make a
great deal of difference**



Leadership development is a process

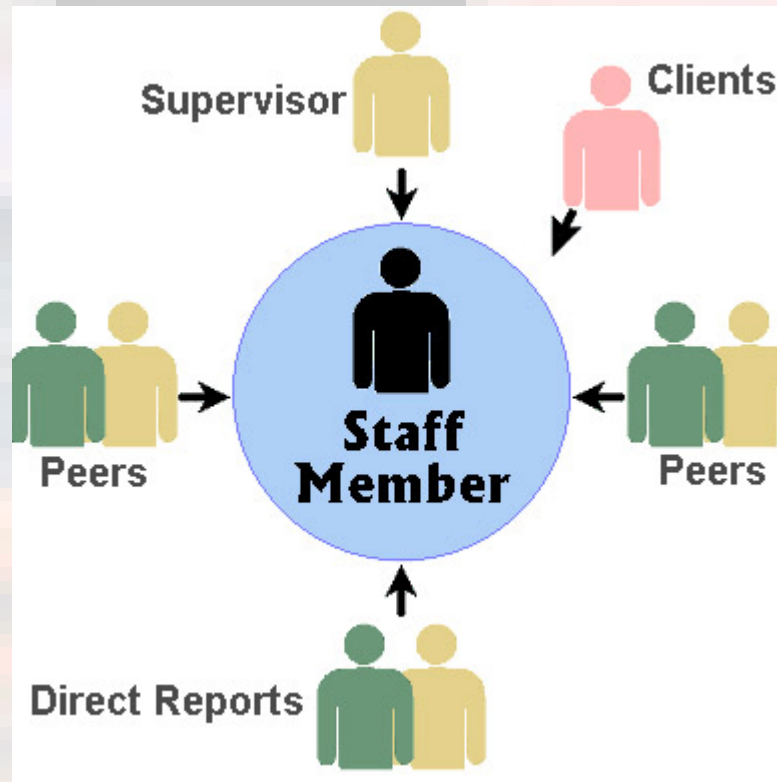


Real character-based leadership development involves a process that occurs over time not an inspiration or transformations that occurs in a meeting.

No follow up

- To many companies spend a huge amount on the best training programs but almost nothing on follow up and reinforcement.

Traditional 360 degree feedback doesn't work very well.



Team building is often time wasting



Executives and senior managers are doing a poor job of character coaching



**Character-based Leadership is not
learned in the classroom- it is learned
on the job**



Leadership In Action

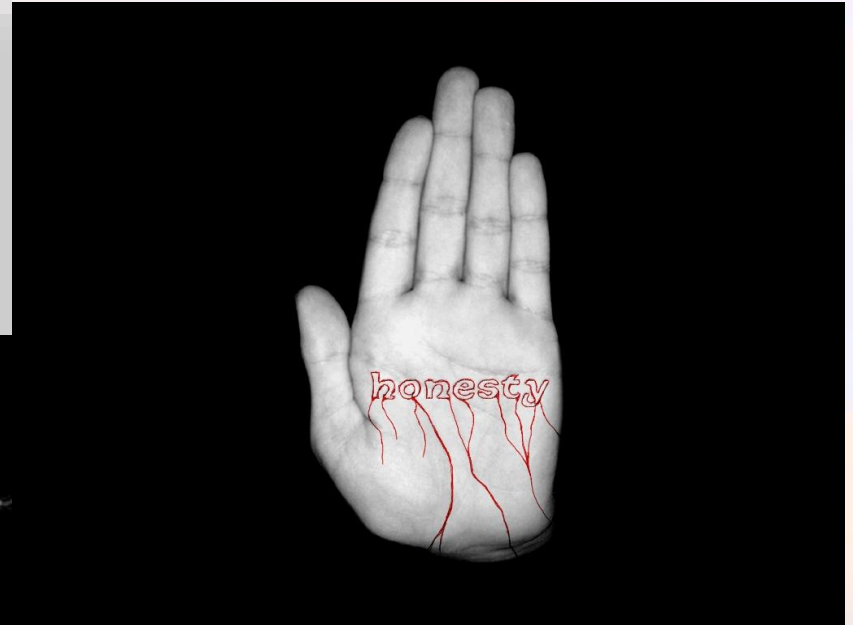
Great Job!

*"If we did all the things we were capable of doing, we
would literally astound ourselves."*

- Thomas Edison

Courtesy of www.leadership-tools.com

Honest upward communication cannot be treated as an option. It needs to be a requirement



Influence upwards

- **While many managers have years of education and experience in training for their positions, they often have little training how to effectively influence upper management from a character perspective**

**Character Habits that have taken 48
years to develop will not go away in a
week**



Performance appraisals

- **Many organisations change their performance appraisals forms on a regular basis. How much good does this usually do? None! These appraisal forms changes just confuse leaders and are seen as annual exercises in futility.**

Closing comments



“You are unique and different. You are a loved and valuable person. God has a wonderful plan of significance for your life. You can live a life full of abundance and significance if you trust in Him. He will give you the desires of your heart.” Mario and Mariene



STRONG MESSAGE



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.



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