

MAXIMISING POTENTIAL - BUILDING ENERGY & COMMITMENT



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Introduction

This book began after I had analysed my thoughts as a facilitator of performance sessions and talks on career assessments and guidelines on coaching for various groups and organisations over the past 20 years.

I am sure you can add many more wise thoughts from your own experience in managing teams.

I trust this small gift will also be a source of encouragement to you and your team.

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Mario Denton



THE STRONG MESSAGE POWER HOUR BUSINESS PRESENTATIONS/COACHING BOOKLETS

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1. True character transformation takes place from the inside out

The leaders most people want to follow are driven by fundamental, undeniable principles that are deeply ingrained in the leaders' make-up. Your staff are not impressed by facades or manipulation, but by people who are genuinely focused on others.

- What are you really like when no one is looking?
- Who are the people you admire?

The greatest tragedy in life is a heart that has not caught fire.

Affirm the following:

- ❖ I accept myself as a worthwhile human being who has a unique contribution to make to the world.
- ❖ I am personally accountable for what I am and what I do.
- ❖ My self-talk is positive and constructive.
- ❖ I am a miraculous work of art and design, and I continually explore and develop my potential.

2. Be ready at all times

Looking ahead into the future is an integral characteristic of effective leadership. Although you as a leader cannot plan what the future will be, you can and should be planning what it may bring. Take some time to discover the direction in which you and those you lead are headed. Where do you see yourself and your team in 3 years' time?

- Does your structure nurture the health of those you lead?

3. Empower your inner circle - be approachable

Handpick your potential leaders, train and empower them and create the structure that nurtures the health of those you lead. The structure should be designed to channel resources to meet the mission, it should be relative and not absolute, and lastly, it should be dynamic and flexible.

4. Be courageous

As a leader you have to inspire people to move in directions they would not otherwise be willing to take. It is easier to take a calculated risk. Don't fear failure. Both risk and failure are backdoors to success. Discover what moves you.

Affirm the following:

- ❖ I enjoy developing and growing in new ways.
- ❖ I set myself high goals in order to use more of my potential.
- ❖ I invent my own future because I am unique, self-directed and fully accountable for achieving my goals.

"Do not go where the path may lead, go instead where there is no path and leave a trail."
- Ralph Waldo Emerson

5. Go a step further

Good leaders fix what is broken, but great leaders even fix what, to others, is sometimes not broken. It definitely takes courage to consistently address those problems.

"There are only three kinds of people in the world -- those who are immovable, those who are movable, and those who move them."

- Li Hung Chang, Chinese leader

If you want to see whether you can really swim, don't frustrate yourself with shallow water. Don't just grow where you are planted, bloom where you are planted and bear fruit.

Affirm the following:

- ❖ I set myself important goals that make full use of my abilities.
- ❖ Once I am committed to my goal, solutions to my problems leap to the fore all the time.

6. Create an atmosphere that encourages learning

Thinking that current knowledge and achievements will assure future success is a dangerous attitude to have. You need to open yourself up to new ideas and to creating structures to stimulate learning.

"A pat on the back is only a few vertebrae removed from a kick in the pants, but is miles ahead in results."

- Ella Wheeler Wilcox

Affirm the following:

- ❖ I have a personal plan that's helping me to reach my potential.
- ❖ I make full use of my potential by drawing on all my knowledge and experience.
- ❖ I develop myself consciously and systematically.
- ❖ I am always striving to do unto others as I would have them to do unto me.

7. Managing downwards versus managing upwards

Nearly all managerial training is always about managing downwards. But do you create freedom for your team to express their views through legitimate disagreement and debate?

"I want to get to a point where people challenge their bosses every day. Why do you require me to do these wasteful things? "

- Jack Welch

Affirm the following:

- ❖ I am a positive person spreading my positive energy to others.
- ❖ I am growing more compassionate and understanding with every passing day.
- ❖ Because I am increasingly able to understand others, I am increasingly forgiving and tolerant.



8. Keep your promises and follow through on your commitments

Honesty and integrity are the single most identified characteristics emerging from more than four hundred case studies analysed by Kouzes and Posner. Practise 360-degree honesty. Accountability without full disclosure is a waste of time. It is good to have an accountability partner who can ask you tough questions about the way you do things.

Test your decisions with the three "Ethics Guides":

- **Golden Rule** - Are you treating others as you would want to be treated?
- **Publicity** - Would you be comfortable if your reasoning and decision were to be publicised? How would you feel about seeing it on the front page of tomorrow's newspapers?
- **Kid on your shoulder** - Would you be comfortable if your children were observing you? Are you practising what you preach?

Affirm the following:

- ❖ I hold truth and honesty to be beacons for my life. I am increasingly honest with myself and others and take pleasure in this.
- ❖

9. Don't say one thing and live out another

Be consistent in what is inside and what is outside, in belief and behaviour, your words and your ways, your attitudes and your actions, your values and your practice.

A person may forget ninety per cent of what a leader says, but he or she will never forget how the leader behaves. Your leadership principles are best conveyed in the laboratory of life; they are conveyed as much through character as they are through words. Truth is most effectively proclaimed through the consistency of works and words.

"We who lived in concentration camps can remember the men who walked through the huts comforting others, giving away their last piece of bread... They offer sufficient proof that everything can be taken from a man but one thing: to choose one's attitude in any given set of circumstances, to choose one's own way.

- Viktor E. Frankl

10. Do and say the right things

"If leaders are careless about basic things like telling the truth, respecting moral codes, proper professional conduct – who can believe them on other issues?"

- James L Hayes

Be a person of your word. Perform with integrity. Do an honest self-assessment on the way you talk to yourself, loved ones, colleagues at work.

Affirm the following:

- ❖ It is easy for me to change my habits and attitudes.
- ❖ I use the best of my past to shape my future.
- ❖ I use mistakes and failures as opportunities for developing myself and raising my standards.
- ❖ It is easy for me to improve my performance – I simply improve my self- talk.

“ A man is happy so long as he chooses to be happy.”

- Alexander Solzhenitsyn

11. Be interested in other people

You can make more friends in two months by becoming interested in other people then you can in two years by trying to get people interested in you.

Are you genuinely interested in your colleagues, team-mates, family members? Kindness is one of the most difficult things to give away, since it usually comes back to you. The person who sows seeds of kindness enjoys a perpetual harvest.

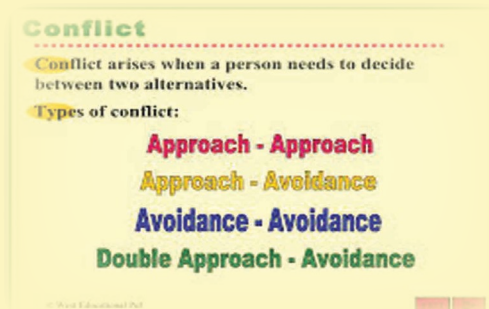
"Ask advice of him who governs himself well."

Affirm the following:

- ❖ I habitually help others to grow by my positive affirmations of them.
- ❖ I think well of myself because it affirms me and everyone around me.
- ❖ I am unique, self-directed and fully accountable and I allow others the same right.

12. Stress management or stress avoidance

Stress is the way our body responds to perceived or actual danger. Our blood pressure skyrockets and we are ready to fight or fly. It is a complex and potentially dangerous phenomenon, but so often the emphasis is on managing stress versus avoiding stress. You are the master of your own generator and you are driving your own car with one foot on the accelerator and the other on the brake. Live ethically, as unnecessary fear is generated by being found out. Ethical people experience less stress.



13. A problem is something you can do something about

If you can't do something about it, it is not your problem. It does not become your problem until you can do something about it.

Good decisions require adequate information and careful analysis of all the pertinent facts. Although there is a place for spontaneity, important decisions generally should not be rushed, since they require adequate time for gestation. But, once made, such decisions should be decisively communicated and implemented.

Great leadership is being willing and able to roll up your sleeves, get down in the dirt and tackle life's toughest issues.

14. Let your vision be something that keeps you awake at night

A passionate vision has utopian elements, a compelling reason, and is something that is worth working to attain, and also something that must be worth passing on. When you consider a menu, do you only see the ingredients or the finished dish? There are two kinds of visionary forethought, namely looking forward with pleasure and looking forward with apprehension.

Which one do you choose and which explains your vision right now?

Remember, "...what the mind dwells upon, it grows upon. What the mind grows upon we become".

- Monksam

15. Living a purposeful life

You can really live a purposeful life if you can honestly and with ease answer the following three questions:

- ❖ Who am I?
- ❖ Why do I exist?
- ❖ Where am I going?

You cannot know a person by studying him. You know a person by studying his focus.

Affirm the following:

- ❖ I have a positive expectation of achieving my goals and I regard all setbacks as temporary.
- ❖ I regard myself as a person of value who has a unique contribution to make to my world.
- ❖ I use mistakes and failures as opportunities for developing myself and raising my standards.

16. Maximise your potential by defining what success means to you

John C Maxwell said that you can be successful when you:

- ❖ Know your purpose in life.
- ❖ Grow to your maximum potential.
- ❖ Sow seeds that benefit others.

17. Live out your deepest values

Values drive behaviour; a person will pursue what he loves. Focus on your core values and not just on the convenient ones. Where your measure is, there your heart will be also. Ask your team to pick their top seven values from the list below.

| | | | |
|------------|---------------|----------|----------------|
| Truth | Honesty | Courage | Simplicity |
| Compassion | Co -operation | Freedom | Peace |
| Love | Understanding | Charity | Responsibility |
| Tolerance | Integrity | Trust | Purity |
| Unity | Gratitude | Humour | Persistence |
| Patience | Justice | Equality | Harmony |

Decide exactly how you would put them into practice.

18. Is love one of your best values?

Values are easy to talk about, but sometimes hard to live. Don't let what you have learned about values remain an academic exercise. To summarise: Love is the prism through which all other values must shine, the filter through which all of life's choices are made and solutions are drawn.

Affirm the following:

- ❖ I am self-directed and accountable for everything I am and do.
- ❖ I have a positive expectation of achieving my life's goals.
- ❖ I am reliable and dependable. My word is my bond.

19. The “what” and “why” of influence

We can influence people through different ways of applying our power base, for example reward or coercion. However, people are more powerfully influenced when they have a clear, logical understanding of the “what” and “why”. Without the right information, achieving the desired result is virtually impossible.

Affirm the following:

- ❖ I am a positive Pygmalion for myself and others.
- ❖ I use every opportunity to increase the self-esteem of others by sincerely praising them.

20. To be great one must be and to be first one must be (Fill in the missing words)

Leaders expand their lives in a constant struggle to compete against and dominate others in their quest to acquire and then defend their positions of power. Why do you want power and influence others?

Affirm the following:

- ❖ I am relaxed and alert when facing the challenges of my daily life.

21. Spend your time wisely

Ask yourself the following three questions regarding things or activities that you do:

- ❖ “What would happen if this activity were not done at all?”
 - ❖ Which of the activities on your time log could be done by somebody else just as well, if not better?
 - ❖ What do you do that wastes your time without contributing to your effectiveness?”
- Peter Drucker

22. Don’t refuse wise counsel

Wisdom is elusive and it seems to be in short supply. But as a leader you need to seek the right kind of wisdom. Wisdom relates to trust, teachability, servanthood, responsiveness, understanding, discipline, insight, discernment, discretion, guidance, sound judgment, humility, justice, diligence and lastly a reliance on God. Wisdom relates to an external perspective on life and a true understanding of success.

Affirm the following:

- ❖ I use mistakes and failures as opportunities for developing myself and raising my standards.

23. What have you learned in life so far?

"I've learned.... That sometimes all a person needs is a hand to hold and a heart to understand.

I've learned.... That it's those small daily happenings that make life so spectacular.

I've learned... That under everyone's hard shell is someone who wants to be appreciated and loved.

I've learned... That to ignore the facts does not change the facts.

I've learned.... That love, not time, heals all wounds.

I've learned.... That the easiest way for me to grow as a person is to surround myself with people smarter than I am.

I've learned.... That opportunities are never lost; someone will take the ones you miss.

I've learned.... That when you harbor bitterness, happiness will dock elsewhere.

I've learned.... That everyone wants to live on top of the mountain, but all the happiness and growth occur while you're climbing it." - Andy Rooney

Now list the things that you have learned and share them with a loved one, your partner or colleagues at work.

"EVERYONE WANTS TO LIVE
ON TOP OF THE MOUNTAIN,
BUT ALL THE HAPPINESS
AND GROWTH OCCURS
WHILE YOU'RE CLIMBING IT"
- Andy Rooney



24. Life-line review

Draw a graph of the highlights / lowlights of your life to date. Now answer the following questions:

Is there a pattern to the line? Are any themes apparent?

What do the turning points have in common? Are they all to do with work, family, education or money?

What types of events were crises for you? How did you get out of them?

What were the peak experiences for you? Did you initiate these? Did they involve taking any risks?

Who have been the most influential people in your life? In what ways have they been influential?

What have been the significant work experiences you have had? Why?

What does all this tell you about how you've managed your life?

Have you drifted, ducked important choices, made your changes through luck or coincidence, or have you been proactive and purposefully managed your past?

How do you feel now about your past life experiences, about the 'you' who lived them?

25. The 5 R's of lasting change

- "Take responsibility for yourself and your life.
- Rethink what you believe.
- Reject your old ways.



- Review your new way of thinking.
- Let your thoughts resound out loud.” - Casey Treat

Affirm the following:

- ❖ What I conceive of and believe in I achieve.
- ❖ I know that the solutions to my problems are all around me.
- ❖ I am relaxed and alert when facing the challenges of my daily life.

26. Express yourself in a non-abrasive and affirming manner

The answer is sometimes right under your nose. Every action you take is a choice. Wise leaders think before they speak and in so doing they select words that nurture rather than destroy.

Affirm the following

- ❖ I invent my own future because I am unique, self-directed and fully accountable for the success of my goals.
- ❖ It is easy for me to improve my performance – I simply improve my self- talk.
- ❖ I enjoy adventure: I simply enlarge my comfort zone through imagery and visualization.
- ❖ Everything I say, do and create has incalculable, everlasting effects. I endeavour to make these effects beneficial for myself and for others.

Let your communication be a source of blessing instead of harm to others.

27. Let's try and understand each other

Tick the words that best describe understanding for you.

| | | | |
|------------|------------------|---------------|------------------|
| Listening | Openness of mind | Attentiveness | Empathy |
| Tolerance | Sympathy | Truthfulness | Observation |
| Feeling | Compassion | Forgiveness | Enlightenment |
| Revelation | Sense | Knowledge | Open heartedness |

Move from speaking to hearing to understanding. True communication has not occurred until meaning has been established and understanding takes place.

28. Stop stereotyping people around you

Stereotypes are limiting paradigms. They are grossly oversimplified and most of them are just plain wrong. Stereotypes prevent us from appreciating differences, which keeps us from gaining value from them. Stereotypes keep us from growing because they keep us from seeing.

29. Develop your seven sources of security

- ❖ **Have integrity.** Keep your commitment to yourself and others and speak the truth.
- ❖ **Have a rich private life.** Fill your thoughts with value through hobbies, music and literature.
- ❖ **Spend time with nature.** Let the beauty of nature become a source of security and discipline of learning.
- ❖ **Be of service.** Anonymous acts of service transform people by turning their awareness outward.
- ❖ **Cultivate your family relationships.** These include immediate and extended family
- ❖ **Educate yourself.** It gives you knowledge, skills and disciplined learning.
- ❖ **Have daily private victories.**

30. The power of laughter

Laughter is still and really some of the best medicine.

Affirm the following:

- ❖ I am an increasingly happy person and smile whenever I have the opportunity.
- ❖ I am usually cheerful and bring a sense of lightness to my life and the lives of others.
- ❖ I am looking forward to a positive future for myself and the world.
- ❖ I love being in good and cheerful company and sharing laughter with my friends.

31. Travel light

Keep yourself light and unburdened – physically, mentally and materially - as you go through life. Do not carry a lot of baggage. Dump it. Start a gentle process of assessing any excess baggage - old ideas, mindsets –that you have, and then consider how to get rid of it.

Affirm the following:

- ❖ I am a happy and enthusiastic person, spreading my happiness and enthusiasm to others.

32. The best vitamin for making friends...B1

- ❖ Having a **sharp** tongue can cut your own throat.
- ❖ If you want your dreams to come true, don't oversleep.
- ❖ The **smallest** good deed is better than the grandest intention.
- ❖ Of all the things you wear, your expression is the most important.
- ❖ The best vitamin for making friends...B1.

- ❖ The happiness of your life depends on the quality of your thoughts.
- ❖ Ideas won't work unless YOU DO.
- ❖ One thing you can't recycle is wasted time.
- ❖ One who lacks the courage to start has already finished.
- ❖ The **heaviest** thing to carry is a grudge.
- ❖ Don't learn safety rules by accident.
- ❖ We lie the loudest when we lie to ourselves.
- ❖ Jumping to conclusions can be a bad exercise.
- ❖ One thing you can give and still keep... is your word.
- ❖ A friend walks in when everyone else walks out.



AND FINALLY...

The pursuit of joy is the chase of a lifetime.

33. You control your own attitude

- It is your attitude at the beginning of a task more than anything else that will determine your success or failure.
- It is your attitude towards life that will determine life's attitude towards you. Despite many people's belief to the contrary, life has no favourites.
- You control your attitude. If you are negative, it is because you have decided to be negative not because of other people or circumstances.
- Act as if you have a good attitude. Remember, actions trigger feelings just as feelings trigger actions.
- Before a person can achieve the kind of results he wants, he must first become that person. He must then think, walk, talk, act and conduct himself in all of his affairs, as would the person he wishes to become.
- Treat everybody as the most important person in the world.
- Attitudes are based on assumptions. In order to change attitudes, one must first change one's assumptions.
- Develop the attitude that there are more reasons why you should succeed than reasons why you should fail.
- When you are faced with a problem, adopt the attitude that you can and will solve it.
- We become what we think about. Control your thoughts and you will control your life.
- Radiate an attitude of confidence, of well-being, of a person who knows where he is going. You will then find good things happening to you right away.
- In order to develop a good attitude, take charge first thing in the morning. Do you say, "Good morning, Lord" or "Good Lord, morning"?



34. Make decisions that keep the faith that is within you alive

“People ‘died’ all the time in their lives. Parts of them died when they made the wrong kinds of decisions – decisions against life. Sometimes they died bit by bit until finally they were just living corpses walking around. If you were perceptive, you could see it in their eyes; the fire had gone out... But you always knew when you made a decision against life. When you denied life you were warned. The cock crowed, always, somewhere inside of you. The door clicked and you were safe inside - safe and dead.”

- Anne Morrow Lindbergh

Affirm the following:

- ❖ I run my life on the basis of true orderliness.
- ❖ I have a positive expectation of expanding my workplace.
- ❖ It is easy for me to draw on my life's database in order to solve my problems.

35. Self-examination is the first step towards change

“ A person's true greatness lies in the consciousness of an honest purpose in life, founded on a just estimate of him/herself and everything else, on frequent **self-examinations**, and a steady obedience to the rule which he knows to be right.”

- Marcus Aurelius

“ Once we become more positive about ourselves, we will be much more successful than we ever dreamed of being. Your identity and your success go hand in hand. Many people sacrifice their identities by not doing what they really want to. And that's why they are not successful. Being successful is accepting yourself, expressing yourself, and setting goals that are right for you.”

- Lila Sewell

“ **Self-examination**, if it is thorough enough, is nearly always the first step toward change. I was to discover that no one who learns to know himself remains just what he was before.”

- Thomas Mann

36. Foundation stones for maximising your potential

- ❖ “The wisdom of preparation•
- ❖ The value of confidence•
- ❖ The worth of honesty•
- ❖ The privilege of working•
- ❖ The discipline of struggle•
- ❖ The magnetism of character•
- ❖ The radiance of health•
- ❖ The forcefulness of simplicity•
- ❖ The winsomeness of courtesy•

- ❖ The attractiveness of modesty•
- ❖ The inspiration of cleanliness•
- ❖ The satisfaction of serving•
- ❖ The power of suggestion•
- ❖ The buoyancy of enthusiasm•
- ❖ The advantage of initiative•
- ❖ The virtue of patience•
- ❖ The rewards of cooperation•
- ❖ The fruitfulness of perseverance•
- ❖ The sportsmanship of losing•
- ❖ The joy of winning.”



- Rollo C Hester

37. Make sure that you build on solid ground

“ He that gives good advice builds with one hand; he that gives good counsel and example builds with both; but he that gives good admonition (advice, warning) and bad example builds with one hand and pulls down with the other.”

- Francis Bacon

“Others will follow your footsteps more easily than they will your advice. Children have more need of models than of critics.”

- Joubert

38. Bring back the soul, spirit, energy, the commitment in the workplace. Are you more towards the left or more towards the right?

| | | |
|----|---|---|
| 1. | Lack of knowledge. | Being hungry to learn and change. |
| 2. | Being controlled by desires of the flesh. | Having a mind that meditates on why you exist, and who you are. |
| 3. | Being weak, indecisive and double-minded. | Having a disciplined mind. |
| 4. | Negative and feeling unable to control your thoughts. | Focusing on positive attitudes. |
| 5. | Refusing to change, defending past behaviour and making excuses for yourself. | Confessing your faults openly and seeking change. |
| 6. | Spending all your time on things that waste your time. | Having a mind that knows where you are going. |
| 7. | Allowing emotions to control your attitudes and behaviour. | Having control over your feelings and emotions. |
| 8. | Allowing fear, anger, bitterness, gossip to consume you. | Having a pure and happy attitude towards life. |

“ He that loseth wealth, loseth much; he that loseth friends loseth more; but he who loseth his spirit, loseth all.”

- Spanish proverb

39. Write your own autobiography

YOUR BIRTH - Your full name, why you were given that name, your date of birth and place of birth, and what was happening in the world when you were born.

ABOUT YOUR MOTHER - Your mother's full maiden name, her date of birth and place of birth, her best story about you growing up, and one of your most precious memories of your mother.

ABOUT YOUR FATHER - Your father's full name, his date of birth and place of birth, his best story about growing up, one of your most precious memories of your father.

YOUR FAMILY - Your brothers' and sisters' names, the things you used to do together, how often you see your family. I have seen God work in our family by

YOUR CHILDHOOD HOME - Your earliest memory of home, your childhood bedroom, your favourite hiding place, the yard in which you played.

YOUR HOME TOWN - The street in which you lived, where you played with your friends, your favourite store and why you loved to go there.

A TYPICAL DAY GROWING UP - Where your father worked, what your mother did during the day. On summer days, you liked to, on winter days, you enjoyed

CHILDHOOD FAVOURITES - Your favourite storybook, poem, games and treats.

YOUR PETS - Your first pet, your favourite pet, the different kinds of pets you have owned, some of your pets' names.

WHEN YOU WERE A LITTLE BOY/GIRL - What an ice-cream cone cost when you were young, the kind of car your parents drove, how people dressed, how girls were expected to behave.



SPIRITUAL BEGINNINGS - The first person who told you about God, your first Communion, the first time you knew that God was real, someone who helped you be as a Christian should.

WITH YOUR FATHER - The most wonderful thing about your father, your father was especially good at, your father let you “help” by, lessons you learned from your father, the things your father taught you about God.

YOUR MOTHER’S KITCHEN - The most wonderful thing about your mother’s kitchen, your mother let you “help” by, lessons you learned from your mother, your mother’s best recipe.

LESSONS IN LOVE - Your mother’s/father’s favourite piece of advice, what your mother/father taught you about God, your most memorable talk with your mother/father.

EARLY SCHOOL YEARS - The school you attended, your favourite teacher and why, your best subject at school, a school event you will never forget, your best friend in primary school.

HIGH-SCHOOL YEARS - The school you attended, your favourite teacher and why, the most important thing you learned, the friends you spent time with, popular fads when you were in high school.

MUSIC - Growing up, your favourite songs and musicians were, now you like to listen to, your favourite song

FIRST TIMES - The first time you drove a car, the first time you voted in an election, your first real job.

FRIENDSHIP - Your best childhood friend, your best friend now, being a good friend means, something you have learned about getting along with others.

YOUR FIRST ROMANCE - Your first “crush”, your first boyfriend, your first kiss, your first broken heart, your funniest experience on a date.

JOURNEYS - The first time you rode a bike, the best vacation you ever had as a family, your first plane trip, the place you would most like to see.

SPIRITUAL LESSONS - You think faith is, your favourite passage of Scripture, God seems especially close when, someone who helps you to live a better spiritual life today.

GOALS - A goal you set and reached, your biggest disappointment, defeat can be turned into success when

FALLING IN LOVE - You always thought that love is, God says that love is

YOUR WEDDING DAY - The day, time, and place YOU were married, What you wore, your attendants, what they wore, on your honeymoon you went to

LIFE AS NEWLYWEDS - The first place you lived, your first fight, one thing you still laugh about, where you worship.

YOUR LIFE AS A MOTHER/FATHER - Your children, their names and dates of birth, what you love most about being a mother/father, the most difficult thing a mother/father has to do, an important lesson you hope all your children and grandchildren will learn.

A PERSONAL FAITH - You know there is a God because, you experienced a turning point in your faith when, you experienced God's clear guidance when, when you die, you believe that

YOUR FAVOURITE PHOTO OF YOURSELF

CELEBRATING CHRISTMAS - Your best Christmas ever, the real meaning of Christmas, every Christmas you

A FEW OF YOUR FAVOURITE THINGS - Your favourite books, your most valuable possession, your most cherished piece of jewellery, what you value most in life is



LOOKING AHEAD - The dearest people on earth, the people you miss most, there is nothing more important than, in your life, you want to

WINNING AT LIFE - You think that real success means, you are a failure only if

GROWING IN WISDOM - In your twenties, you thought you would, in your thirties, you became, in your forties, you wanted to, in your fifties, you discovered

40. Passing it on / Reflecting

Taking it in and living it out

Review your assessment, as well as the discussion of the various statements in this booklet. What do **you** need to do differently as a result of these notes and how will **you** live it day to day? Be very specific and write down your plan of action.

Passing it on

What concept, insight or practice that you have learned in this booklet will you pass on to another person within the next month?

Affirm the following:

- ❖ I run my life on a 'choose to, want to, love to' basis.
- ❖ I systematically endeavour to bring about the changes I want.

CLOSING COMMENTS

I trust that you have enjoyed working through the examples in this book. It would give me tremendous joy to hear that you are applying these principles in your life. You can make the difference wherever you go.

I look forward to hearing from you.

Blessings

**When my life is done I will have left a trail of positive
and good actions on the earth
I am going to be a history maker in this land
I am going to be a speaker of truth to all mankind**

ACKNOWLEDGEMENTS

My views, insights and conclusions about the ideas of the Power Hour series of People and Change Management Coaching booklets stem also from my extensive reading of the work of the authors acknowledged below. It has been very useful in validating my ideas, theories and concepts, as well as providing further insight and viewpoints, and I would like to express my sincere thanks and appreciation to these authors.

- Careful attention has been given to making the necessary acknowledgements.
- We welcome your comments as well as any input regarding recognition or references that we may have omitted inadvertently.
- Please be assured of our *bona fides* in this regard.
- Do not hesitate to point out any oversights of this nature so that we can make the necessary changes as soon as possible for future editions.

Copyright is fully acknowledged and the use of such information is in no way intended to violate any copyright laws.

Blanchard, Ken. *The heart of a leader*.

Briner, Bob. *The management methods of Jesus*.

Brown, Jackson. *Life's little instruction booklet. 511 Reminders for a happy and rewarding life*.

Buzan, Tony. *The power of spiritual intelligence*.

Coetzee, Annie. *I think... feel....am! A new approach to self-empowerment.* Covey, Stephen. *Daily reflections for highly effective people.*

Crawfield, Norman. *Reconstructing your personality.*

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Dobson, James. *38 values to live by.*

Finzel, Hans. *The top mistakes leaders make.*

Flaherty, James. *Coaching- Evoking excellence in others*

Fortune, Don and Katie. *Discover your God-given gifts.*

George, Mike. *Discover inner peace.*

Glennie, Catherine. *Getting motivated, keeping motivated.*

Greenman, Bill. *How to find purpose in life.*

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Landsberg, Max. *The tao of coaching.*

Lindenfield, Gael. *Shortcuts to keeping your cool.*

Lipkin, Mike. *Mampodil 100 mindsparks to light up your head, heart, body and soul.*

Mason, John. *An enemy called average.*

Mason, John. *Know the limits - and then ignore them.*

Mason, John. *Why ask why - If you know the right questions you can find the right answers.*

Mayne, Brian and Sangeetha: *Create a powerful blueprint to bring out the best in yourself – and your life*

Maxwell, John, C. *Failing forward: Turning mistakes into stepping stones for success.*

Maxwell, John, C. *Living at the next level. Insights for reaching your dreams.*

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McGinnis, Alan. *Bringing out the best in people.*

Murdock, Mike. *The assignment: Powerful secrets for discovering your destiny.*

Murdock, Mike. *The law of recognition.*

Ortberg, John. *Everybody's normal till you get to know them.*

Ortberg, John. *If you want to walk on the water, you've got to get out of the boat.*

Richardson, Cheryl. *Stand up for your life.*

Robbins, Anthony: *Giant steps - Small changes to make a big difference.*

Salmansohn, Karen: *A cynic's guide to spiritual happiness.*

Schuller, Robert. *Tough times never last, but tough people do.*

Seamands, David. *Healing memories.*

Sieg, Diane: *Rescue strategies for the overworked and overwhelmed. Stop loving like an emergency.*

Silvoso, Ed. *Anointed for business.*

Treat, Casey. *Daily steps to renewal.*

Van Jaarsveld, Pieter. *The heart of a winner - Developing your emotional intelligence.*

Veenman, Warren & Eichhorst, Sally. *Unleash your potential and live your ultimate life. Awaken the infinite power within and create the life of your dreams.*

Veenman, Warren & Eichhorst, Sally. *Awaken the infinite power within and create the life of your dreams.*

Veenman, Warren & Eichhorst, Sally. *Dare to succeed.*

Warren, Rick: *The purpose driven life*

Williams, Nick. *Unconditional success. Loving the work we were born to do.*

Williamson, David; Gay, Lynn and Knapp, Robert. *Twelve powers in you.* Wright, Norman. *Making peace with your past.*

My strong message:

To the Government: Strive towards zero tolerance in terms of bad behaviour.

To Chief Executive Officers: Develop your EQ (emotional intelligence) and bring back commitment to the workplace, thinking more about the legacy you will leave behind than...

To Management: Strive to be people of influence, leaders, but leaders who serve and play their role as coaches, helping others to achieve greatness.

To all Staff: Consider the following questions: Who am I? Why do I exist? Where do I want to be in five years' time?

To all Teachers: You play such a key role. Keep on making deposits in young people's lives.

To all Parents: Give your children some space to experience life and guide them with a firm, loving hand.

To the Youth of South Africa: You can make a difference, but be respectful.

To Church Leaders: Be relevant.

My passion is people and the energy potential they have.





Mario Denton MBA; M.Econ; PhD

PHASE ONE: OBTAINING CORPORATE EXPERIENCE - LEARNING THE ROPES

Has 17 years' experience in human resources management in the corporate world, started with SANLAM and moved on to METROPOLITAN LIFE in Organisational Development and end this phase as Group Manager: Human Resources PROTEA ASSURANCE, during this period completed a MBA, MEcon as well as **Registered Industrial Psychologist**.

PHASE TWO: ESTABLISHMENT OF BUSINESS SCHOOL ACADEMIC- SHARPENING THE SWORD

- From 1997-2007 teaching in Organization Behaviour and also International Human Resource Management, People and Change Management, High Impact Leadership, Management Consulting, Emotional Intelligence, Executive Coaching at the University of Stellenbosch, Graduate School of Business. During this period completed my PhD and register Strong Message Business Consultancy in 1997.
- Presented People Management practices 44 times consecutively to MBA students without being absent for even one day and trained around 3000 participants in Emotional Intelligence.

- Academic project manager and coordinator for 22 international groups doing their international electives at the USB.
- The area of Advanced Leadership, Making Human Capital the differentiating factor Facilitating perpetual and complex change for REIMS France (11 times), University of Antwerpen, University of Cape Town, UWC, Dortmund and Leipzig HHL Germany (9 times) Aarhus Denmark, Graz, Austria, Maastricht, University of Indonesia, University of Central Oklahoma and the University of Cuttington Liberia, Europa-Universität Viadrina Frankfurt (Oder), Bangalore Management Academy in Bangalore and Poddar/Wellingker College in India, Leipzig, Mauritius, Marseilles.
- International papers and conferences in London, Amsterdam, Oxford, Antwerp. Geneva Switzerland, Australia, Shanghai and published twelve books, six international articles, two case studies and a chapter in a book, has successfully being the study leader/supervisor for 160 completed MBA research projects.

PHASE THREE: TAKING UP THE CHALLENGE OF BUSINESS CONSULTANT, VISITING LECTURER, IMPACT PLAYER AND EXECUTIVE COACH - PRACTICE WHAT YOU PREACH

- Strong Message Business Consultancy: I am a very experienced business consultant both in private and public sector and recognised impact player in organizational effectiveness and renewal and have been involved in several major strategic and corporate initiatives. Have done business consultancy for organisations including but not limited to Sanlam, Santam, First National Bank, Eben Donges Hospital, Oceana, Department of Health Overberg Region, Western Cape Department of Education, SCIR, APL Cartons, Cape Union Mart, Desmond Tutu TB Centre, Consol Glass, SPAR, Barloworld. XSTRATA, Tiger Brands, SA Navy, Nedcor, Old Mutual, FNB, DE Beers, Government, Kumba, Clickatell, Coca Cola Sabco, Karsten Boerderye, Water and Sanitation of City of Western Cape, City of Windhoek, FNB Namibia, Lumber City, visiting lecturer for Peniel Consultancy. Mario has done 250 radio talks: Programme: Wisdom that Works.
- Have done training in Cairo, Egypt, being trained as a Character First Consultant in Oklahoma and have done this training in Namibia, Ghana, Uganda, Nigeria, Malawi, done a presentation on the 29th FCCI Marketplace conference in Denver, USA, train 400 students including executive students in Kumasi Ghana, talking to the Crown Board in Nigeria, attending a strategic thinking session in Toronto, Canada and FCCI conference in Naples, Florida, Haggai Advanced Leadership Programme, Maui, Hawaii, trained as a Faculty member in Singapore for the Haggai Institute, lecturing in Maui on personal leadership and goal setting 7 times. Have done corporate governance for Kaduna State in Nigeria.

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Meet the person; Mario is married with Mariene (his first love) since 1979 and has three sons Du Wayne, Desmond and Marinus and three granddaughters. He spends time reflecting at his holiday house at Pringle bay. He is a servant leader.