

DELIVERING PEAK PERFORMANCE



Discovering the all-inclusive seven competencies that underpin your peak
Performance becoming more energized, mentally focused and fully engaged

LEADERSHIP COMPETENCIES

DR MARIO DENTON (MBA; MEcon; PhD) Industrial Psychologist

Peak Performance Coaching



STRONGMESSAGE

Delivering Peak Performance through Value Added Coaching

LEADERSHIP COMPETENCIES

1



Delivering Peak Performance through
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INTERPERSONAL COMPETENCIES

2



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ANALYTICAL COMPETENCIES

3



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BUSINESS AWARENESS AND OPERATIONAL COMPETENCIES

4



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DYNAMISM COMPETENCIES

5



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FACILITATING CHANGE

6



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SPIRITUAL COMPETENCIES

7



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



Expectations Leadership

AGENDA

- **1. Providing Direction**
- **2. Empowerment**
- **3. Motivating others**
- **4. Developing Others**
- **5. Attracting and developing talent**

1. PROVIDING DIRECTION

- **Definition:** Provides team with a **clear sense of direction**; takes charge, organises resources and steers others towards successful task completion
- Think about your **personal goals**
- **Relationship issues** in your team- Good and bad practices
- **Mission and vision statements**
- **Performance discussions**

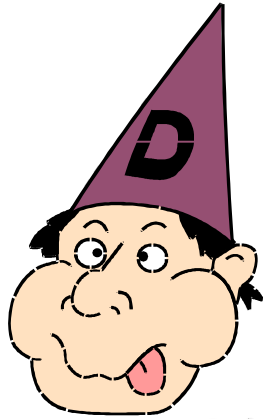
“MANAGERS” or “LEADERS”?

Manager

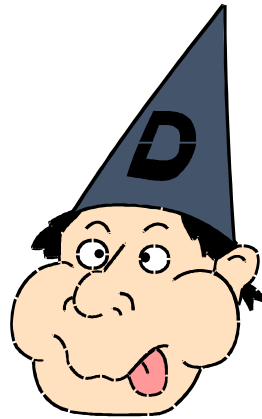
Leader

Administers Is a copy Maintains Focuses on system Relies on control Short range view Asks how and when Eye on bottom line Imitates Accepts status quo Classic good soldier Does things right	Innovates Is an original Develops Focuses on people Inspires trust Long range perspective Asks what and why Eye on horizon Originates Challenges Is his own person Does the right things	
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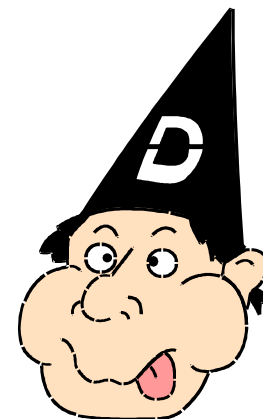
De Bono's six "thinking hats":



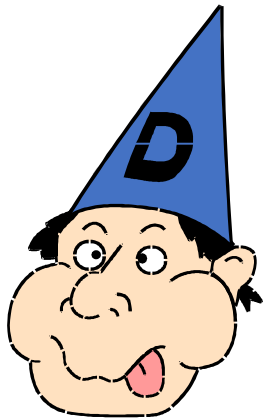
Chairperson



Positive



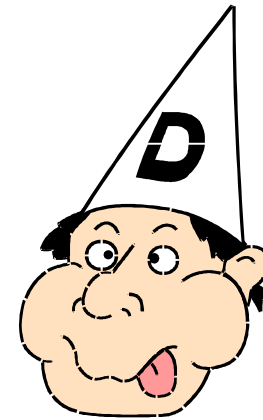
Negative



Emotions



Opportunities



Facts

What followers expect from leaders:



- **Honesty**
- **Competence**
- **Forward looking**
- **Inspiring**

2. EMPOWERMENT

- **Definition:** Delegates responsibility to appropriate subordinates; gives others latitude to **exercise their own initiative** and invests them with the power and authority to accomplish tasks successfully.
- **Think about difficult problems that you are facing**
- **Analyse your delegation style**

3. MOTIVATING OTHERS

- **Definition: Enthuses others and facilitates successful goal accomplishment by promoting a clear sense of purpose, inspiring a positive attitude to work, and arousing a strong desire to succeed among team members.**
- **What can you do to encourage your staff**
- **Talk about motivators and demotivators**

MOTIVATING OTHERS

Organise a team-building event with your team. Talk him through the following:

- Work on strengths of team**
- Work on limitations of team**
- Things that you will do to show positive interest**
- Reviewing progress**
- Ideas for developing co-operation and progress**
- Issues to be addressed**

4. DEVELOPING OTHERS

- **Definition:** Actively seeks to improve others' skills and talents by providing constructive feedback, coaching, training opportunities and assignments which challenge their abilities and encourage development

4. DEVELOPING OTHERS

- **Set up a performance review session with each staff member.**
- **Be honest with your feedback.**
- **Spell out performance that is below standard.**
- **Write down your experience after completing all these review sessions.**

5. ATTRACTING AND DEVELOPING TALENT

- **Definition: Attracts and recruits high calibre individuals; puts time and effort into developing high fliers.**
- **Who are your high flyers? What are their accelerated development programmes?**
- **What are their aspirations? How would they like to develop?**

QUESTIONS TO THINK ABOUT

1. How would you **define success**?
2. What do you feel is **lacking** in your career right now to complete your picture of a career of significance?
3. What gives your **life meaning**?
4. Which of your **dreams and hopes** haven't been fulfilled yet?
5. For what do you **want to be remembered** for?
6. Are you living a **balanced life**?
7. Are you becoming the person you really want to be?

QUESTIONS TO THINK ABOUT

8. If I remain on the same track, pursuing the same types of things I am pursuing today. Where will you end up?

9. What **makes you tick**?

10. What is **your passion**, the spark that needs only a little breeze to ignite into a raging fire?

11. What gives you a **deep sense of satisfaction** and purpose?

12. What do you feel are **you missing in life**?

13. What changes might you need to make in order to better align your job and career with your true self?

ASSIGNMENT 1: REAL TIME FINE TUNING STRATEGIC CONVERSATIONS

- **Discover** – strengths and potential
- **DREAM** – Alignment and engagement about future possibilities
- **ANNUAL TEAM HEARTBEAT QUESTIONS**
- **REAL TIME FINE TUNING: FUTURE SITUATION**
- **Deliver** – Committing to the team's purpose – Sustaining conversation

ASSIGNMENT 1: REAL TIME FINE TUNING STRATEGIC CONVERSATIONS

- What is **GOLDEN** about your team?
- What looks a bit **RUSTY** inside your team in terms of way of doing things?
- Where is the **BLUE SKY** and opportunities in your team?
- Where are the **RED ALERTS** in your team right now?

**State your learning
points/new insights based
on this competency**

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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