

# Personal Excellence

## CONTENT

### Revisiting Care and Growth

People do not go the extra mile for organisations, they go the extra mile for leaders. Such leaders are seen to be legitimate because they are there for subordinates and grow them.

### Diagnosing the Organisation

Using a process of working with metaphor, how does the leadership of the organisation stand up to the Care and Growth criteria?

### Personal Role in the Climate

To what degree is there a link between the personal one on one relationship that each delegate has with 10 other people in the organisation and the overall climate.

### Shifting from Conflict to Harmony

The conflict in any relationship is a function of the expectation that the self has in that relationship. When the self shifts attention from expectation to contribution, the conflict is transcended.

### Focus on Contribution and Personal Transformation

Security, fulfilment, power, harmony and growth are attributes of the intent to contribute.



## GROWING BY GROWING OTHERS

## TWO DAY PROCESS

The Growing by Growing Others process was designed in collaboration with executives at JM, with the intent to produce a process that would enable members of an organisation who have been exposed to both Care and Growth™ Leadership Model and Personal Excellence, to integrate the two perspectives and to apply this integration to their day to day work experience.

The organisational benefit to this is not only that leaders act more consistently with the requirements of Care and Growth™, it also enables a climate of greater co-operation between members of the group. Schuitema has contended that any group succeeds based on the degree to which each member of the group deliberately sets other members of the group up to succeed. This process helps delegates to get a clear view of what “setting others up to succeed” really means.

The process can also be used in the context of building teams. When a team is populated by individuals who are each pursuing their self-interest, that team is characterised by ongoing conflict and poor performance. When a team is populated by individuals who are willing to go the extra mile for the interests of the team, the group succeeds. This process makes it clear to delegates just how being here to serve the other is in the leader’s own highest interest.

The benefit to leaders of doing this is the following:

1. It provides for a significant revisit of the key elements of content of both these perspectives.
2. It provides the insight with the leaders that their personal sense of security, fulfilment, power, harmony and growth is the fruit of acting consistently with the Care and Growth™ criteria.
3. It provides the tools whereby leaders can “read the text” of their relationships with others at work and use these relationships as the context whereby they can transform themselves.