

Personal Excellence

One Day Overview

CONTENT

1. Understanding Maturation

The key to the distinction between maturity and immaturity. Maturation as a clarification of intent. The relationship between the intention and attention. The 3 attentions. The 4 concerns.

2. Transactional Correctness

The question of balance in growth. The mutually disabling effect of inner and outer incorrectness, as well as the mutually enabling effect of inner and outer correctness. Learning to see things as they are and to give everything its due.

THE PROGRAMME

The leadership approach which we have been advocating at Schuitema Associates emphasises that the key problem facing leadership at work is to establish legitimate relationships of command. What we have discovered is that these relationships are only seen to be legitimate if the two criteria of *Care and Growth™* are operative in relationships between subordinates and superordinates at work. The criterion of growth implies a willingness to entrust responsibility to people. It means that the person who is doing the enabling has to have the courage to take the risk to entrust people.

This capacity to take risks relates directly to the individual's basic assumptions about existence. If you are convinced that the universe is an unfriendly place you are bound to be nervous of taking risks in your life generally and with your subordinates particularly.

Furthermore, the criterion of care, we have found, has an unconditional requirement associated with it.

In other words, to truly care for people requires a remarkable degree of maturity and personal mastery of the person doing the caring. In short, you cannot lead anyone else if you are not in charge of your own life.



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