

Being

Doing

Who I am

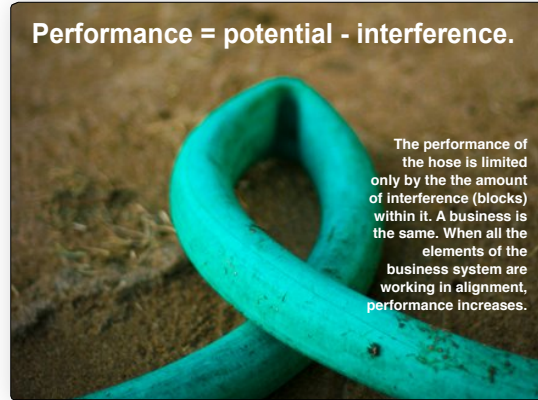


Personal Congruence

What I do and the results I create are aligned with who I say I am, as defined by my purpose and values.

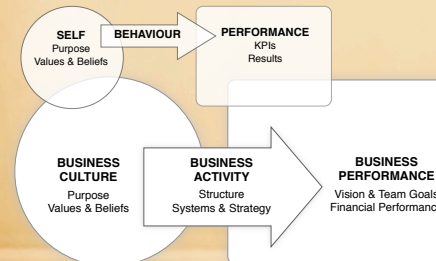


Performance = potential - interference.



The performance of the hose is limited only by the amount of interference (blocks) within it. A business is the same. When all the elements of the business system are working in alignment, performance increases.

High performance, values driven business



Integral theory states that a business can be viewed from 4 different and interrelated perspectives. The individual (me) and collective (we) aspects of the interior (being) and exterior (doing). There are 4 corresponding types of alignment which can be worked on, in order to reduce the interference within the business system and generate high performance.

What I do



Personal Contribution

The results I achieve, defined by my KPIs, are aligned with our teams goals and the business vision, so that my actions contribute to the business success.

PERSONAL PERFORMANCE
KPIs
Results

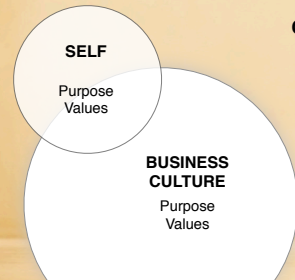
BUSINESS PERFORMANCE
Vision & Team Goals
Financial Performance

Me

We

Cultural Alignment

Who I am, as defined by my purpose and values, is aligned with the organisational purpose and values, creating a strong sense of belonging.



Strategic Alignment

We do what we say we will do, based on our cultural values, and the priorities we define as important in our strategic plan.

BUSINESS CULTURE
Purpose
Values

BUSINESS ACTIVITY
Structure
Systems & Strategy

BUSINESS PERFORMANCE
Vision & Team Goals
Financial Performance

Who we are



We create and facilitate learning journeys that develop conscious leaders, enable collaborative dialogue and build cultures.

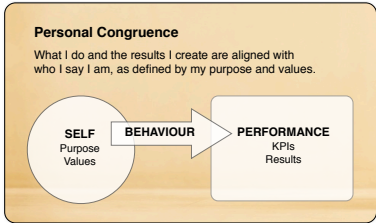
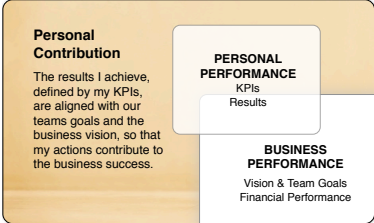
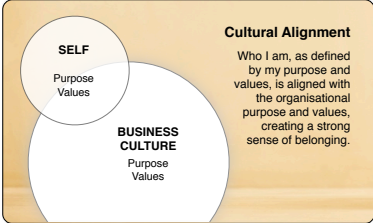













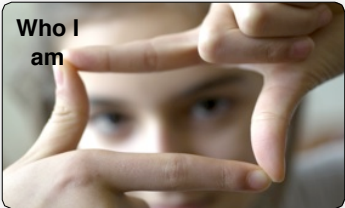



FREEDMAN



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What we do



<p>Personal congruence goal 1</p> <p>Personal congruence goal 2</p> 	<p>Personal contribution goal 1</p> <p>Personal contribution goal 2</p> 	<p>Cultural alignment goal 1</p> <p>Cultural alignment goal 2</p> 	<p>Strategic alignment goal 1</p> <p>Strategic alignment goal 2</p> 
 <p>My purpose or mission</p>	 <p>What I am employed to achieve this year</p>	 <p>How I make a positive difference to our culture</p>	 <p>Our business vision, team goals and strategic plan</p>
 <p>How I manage stress and build resilience</p>	 <p>My technical skills and functional capabilities</p>	 <p>Our collective cultural values</p>	 <p>Our systems & processes which enable our strategy</p>
 <p>How I listen and receive information from others</p>	 <p>My interpersonal skills and emotional intelligence</p>	 <p>My personal values and role at work</p>	 <p>Our team structure and collective skill sets</p>
 <p>Who I am</p>	 <p>What I do</p>	 <p>Who we are</p>	 <p>What we do</p>

MY INTEGRAL DEVELOPMENT PLANNER

	PERFORMANCE DEVELOPMENT AREA	Managers rating of current level of performance										Goal specifics	Strategic implementation plan				Managers rating of final level of performance			
		1	2	3	4	5	6	7	8	9	10		Milestone 1	Milestone 2	Milestone 3	Milestone 4				
Personal congruence goal 1												What's the tangible success measure?					1 2 3 4 5	How has achieving this goal benefitted the business?		
												When will you complete this by?					6 7 8 9 10	Date for goal completion		
Personal congruence goal 2												What's the tangible success measure?					1 2 3 4 5	How has achieving this goal benefitted the business?		
												When will you complete this by?					6 7 8 9 10	Date for goal completion		
Personal contribution goal 1	e.g learn how to effectively define a prospects DISC preferences and then effectively sell to all 4 core buying types					5						What's the tangible success measure?	I have signed off an \$80,000 contract with a client who is my DISC polar opposite	Complete DISC sales profile	Learn how to read and then sell to all 4 types of behaviour	Diagnose prospect, adapt pitch, close sale	Debrief learning with coach to ensure learning is integrated	1 2 3 4 5	How has achieving this goal benefitted the business?	Team quota is up by 15%
												When will you complete this by?	March 30th 2015					6 7 8 9 10	Date for goal completion	March 20th 2015
Personal contribution goal 2												What's the tangible success measure?						1 2 3 4 5	How has achieving this goal benefitted the business?	
												When will you complete this by?						6 7 8 9 10	Date for goal completion	
Cultural alignment goal 1												What's the tangible success measure?						1 2 3 4 5	How has achieving this goal benefitted the business?	
												When will you complete this by?						6 7 8 9 10	Date for goal completion	
Cultural alignment goal 2												What's the tangible success measure?						1 2 3 4 5	How has achieving this goal benefitted the business?	
												When will you complete this by?						6 7 8 9 10	Date for goal completion	
Strategic alignment goal 1	e.g write a business development plan to illustrate how I intend to grow my key accounts by 30% in 2015						6					What's the tangible success measure?	I have a strategic roadmap that illustrates how I will grow my key accounts by 30%	Read best practice book on how to write a business plan	Write business plan	Get feedback from manager and adapt	Complete business plan and get final sign off	1 2 3 4 5	How has achieving this goal benefitted the business?	She is fully prepared for the year ahead and can now focus in the right direction
												When will you complete this by?	January 10th 2015					6 7 8 9 10	Date for goal completion	January 8th 2015
Strategic alignment goal 2												What's the tangible success measure?						1 2 3 4 5	How has achieving this goal benefitted the business?	
												When will you complete this by?						6 7 8 9 10	Date for goal completion	