

WORK BOOK ONE



PEOPLE INTRODUCTION

LEARN HOW TO IDENTIFY YOUR WHY,

YOUR PURPOSE, YOUR VISION



COACHING ACADEMY SPECIALIST
Where Small Businesses Grow

People Introduction

The 5 Guiding Principles

"I create when I am inspired. Where do I seek inspiration?"

I detach myself from the minutia of everyday business and indulge in reading about the great leaders and visionaries who have changed the business landscape and who challenge me to think bigger.

I absorb their wisdom, reflect on it, and dream about it. I tweak it, make it my own, and then embark on the journey of creating a new venture or tackle what seems to be an insurmountable challenge"

- Faisal Butt

1. The business owner needs to be clear on his Why? His Purpose?, His Vision?
2. As soon as The business owner has clearly identified his 'Why' he then hires someone to help with the 'How' the job is going to get done.
3. The first employee's most important qualification is that he buys into and shares the same belief as the founder.
4. All additional staff and suppliers must also buy into and believe in the founders 'WHY'!!
5. For staff to be happy at work all the time, they don't necessarily need to love the job but they do need to share in the belief in the founder's cause. And the cause will be greater than the task in hand.
6. The next focus has to be in helping the staff who believe in the Founders vision to understand how best they can each contribute to the cause.
7. We must be relentless in our pursuit of the 'Why'.
8. Employers have a wonderful opportunity and a responsibility to make the work place a pleasure ground. Happy employees make happy customers who make happy shareholders.
9. The rock solid most reliable method for inspiring and motivating your team is through genuine personal appreciation and public recognition.

Success Story And Positive Mental Attitude

Monique Gladding

Gladding inspired to glory by 10 seconds, that saved her life.

Britain's Olympic Diving hope tells how she recovered from a near-fatal head injury "To be here a year on from almost losing my life and now I can believe, I can make the Olympics here. I am in awe, almost disbelieving, she beams, sitting at the pool-side " It's a feeling I'll hold for ever "

Gladding's story, a tale which after her stirring performance at last week's World Cup event could culminate with a lifetime's ambition of an Olympic appearance, gladdens the heart. And almost stops it. For you look up and cannot conceive of how someone who smashed her head against the edge of one of those concrete platforms during a competition dive and live, being partially "scalped" before plummeting unconscious into the pool below could ever take the plunge again.

Sometimes Gladding wonders herself "Yeah, if I'd be under the water for another 10seconds, I'd have probably been dead or brain damaged. 10 seconds, that's the difference between me being gone and being here talking to you now. It's incredible and quite humbling in a way".

What is really humbling is Gladding's courage in piecing her career back together. When she pulls off a good dive now, she is still flirting as close as 10 centimetres from the board edge. "So a bit of tension in your shoulders, the slightest adjustment can bring you incredibly close, sometimes I think people forget when they are watching us how precarious it can be.

Get it fractionally wrong, as she did in the Russian city of Penza last February and the consequences can be nightmarish. If she ever watched the video, she might have never dived again. Naturally she chose not to.

Gladding owes her life to her husband and coach and a British team mate Nick Robinson-Baker, who dived in even before she hit the water and took 18 seconds to drag her from the depths of the pool.

"I was completely lifeless, they couldn't find a pulse. It was traumatic for Steve, because for a moment he thought I was dead. Then Nick pinched my nose and apparently my eyes shot open and I gasped for breath."

Success Story And Positive Mental Attitude/ Continued

When she was taken to hospital flitting in and out of consciousness Gladding was told later by Steve “There is no way I am doing that again. I’m out, “before bursting into tears. He could understand as a coach, he had known of four previous incidents, two of the divers had died.

It was the only moment she ever faltered. Later that night, scalp stitched and having come round fully, they were literally having to hold me back saying “Monique, look you nearly killed yourself” I don’t think I really realised what happened.

Only later, the old Monique was back. This feisty South African-born athlete, an avowed adrenalin junkie, has the steel of her adopted city Sheffield in her and was not about to be stopped. “I’ve always had the trait of resilience, always been quite a determined character” she shrugs.

As a kid, a brilliant gymnastics career was ended by knee surgery. No bother, she started again, this time in diving.

When the psychiatrist worked with her after the accident they found the only problem was not trying to coax her to get back on the bike. But only to rein in the blind determination who has seemed to convince herself that she never had an accident in the first place.

And after all, Gladding told herself this setback was nothing compared to the freakish tragedy that had befallen her family before the precious Olympics.

Her younger brother Shane had been felled by a mate’s punch at a party in Durban, cracked his jaw, suffered a stroke and died.

Five days after the funeral, I was on a plane to the European Championships to compete because that was what my job was. Gladding recalls I was shattered, he was only sixteen, a baby. But he would never have wanted me to stay back home. It was something I knew I had to do and now Shane is always with me when I dive. He is like my strength now.

Indeed his memory gave Gladding strength to clamber a top the high board two months after the accident and make the first relieved crash through any psychological barrier. “Thank God for that “ was her overwhelming thought.

Success Story And Positive Mental Attitude/ Continued

In June, she believes there will be five or six contenders for the two places for the Olympics.

It's been a turbulent road , but the important thing is that I've made peace with myself, learnt to be proud and contented with what I have achieved and in doing so I've started enjoying diving again.

Is been an extraordinary journey. Everything that's happened has made me much stronger more grateful for the opportunities that I get.

One day when I am finished, maybe I will sit down and watch the video of the accident, take it all in and say "wow". And maybe what I did, the way I came back will act as an inspiration to someone.

With fortitude like hers, Gladding can take that as read.

**DON'T FORGET TO WATCH THE "PEOPLE
INTRODUCTION" VIDEO**