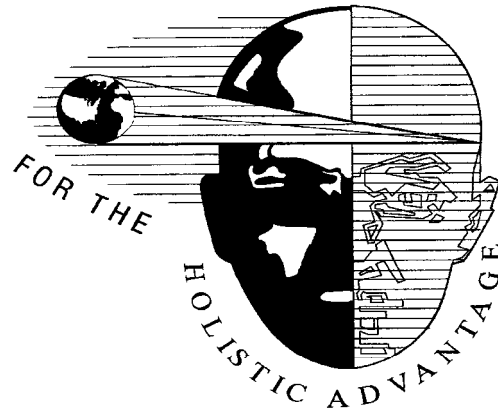


The Science Of Human Development

INSIDEOUT EFFECTIVITY



GEAR CHANGERS

INDIVIDUALS, TEAMS, ORGANISATIONS

Every organisation brings people of diverse cultures and beliefs together in their strive to create profitability and well-being for all.

The objective of this course is to empower the Soul of the Organisation by aligning each individual with his personal strengths and abilities, which leads to work teams which are made up of empowered individuals functioning from their strengths towards the goals of the team and the mission of the organisation. When each human asset is performing from empowerment, the organisation is tapping into the highest human potential. This creates organisational success, harmony and well-being.

This course can stand on its own or form the basis for several other forms of human development both from Gear Changers and other courses

Scientific research has shown that

SOCIETIES

consist of groups of people sharing similar / varying

VALUE SYSTEMS

As indicated by the Spiral of Human Development:



Traditional, Group Consensus, Ritualistic	Individual Power, Might Makes Right	Discipline, Truth, Honour, Justice	Achiever, Ambition, Success, Entrepreneur	People & Earth Concern, Harmony, Crusader For Causes	Visionary, Integrated Systems, Lateral Thinker	Holistic Energy, Universal Understanding
Purple values	Red values	Blue values	Orange values	Green values	Yellow values	Turquoise values

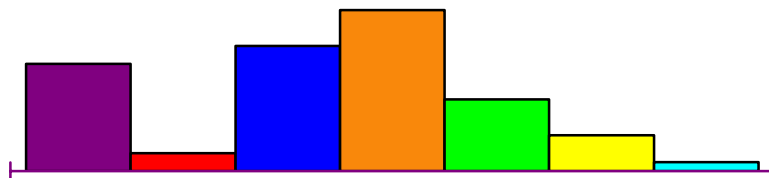
All The Values Of Society As Displayed In The Spiral Are Also Represented In Organisations and can be observed as behaviour patterns

Managing the success of an organisation means understanding how value systems work and utilizing the power of all value systems combined, to accelerate the continual growth of the enterprise.

Individuals Are Composites Of The Spiral

ORGANISATIONAL SUCCESS REQUIRES:

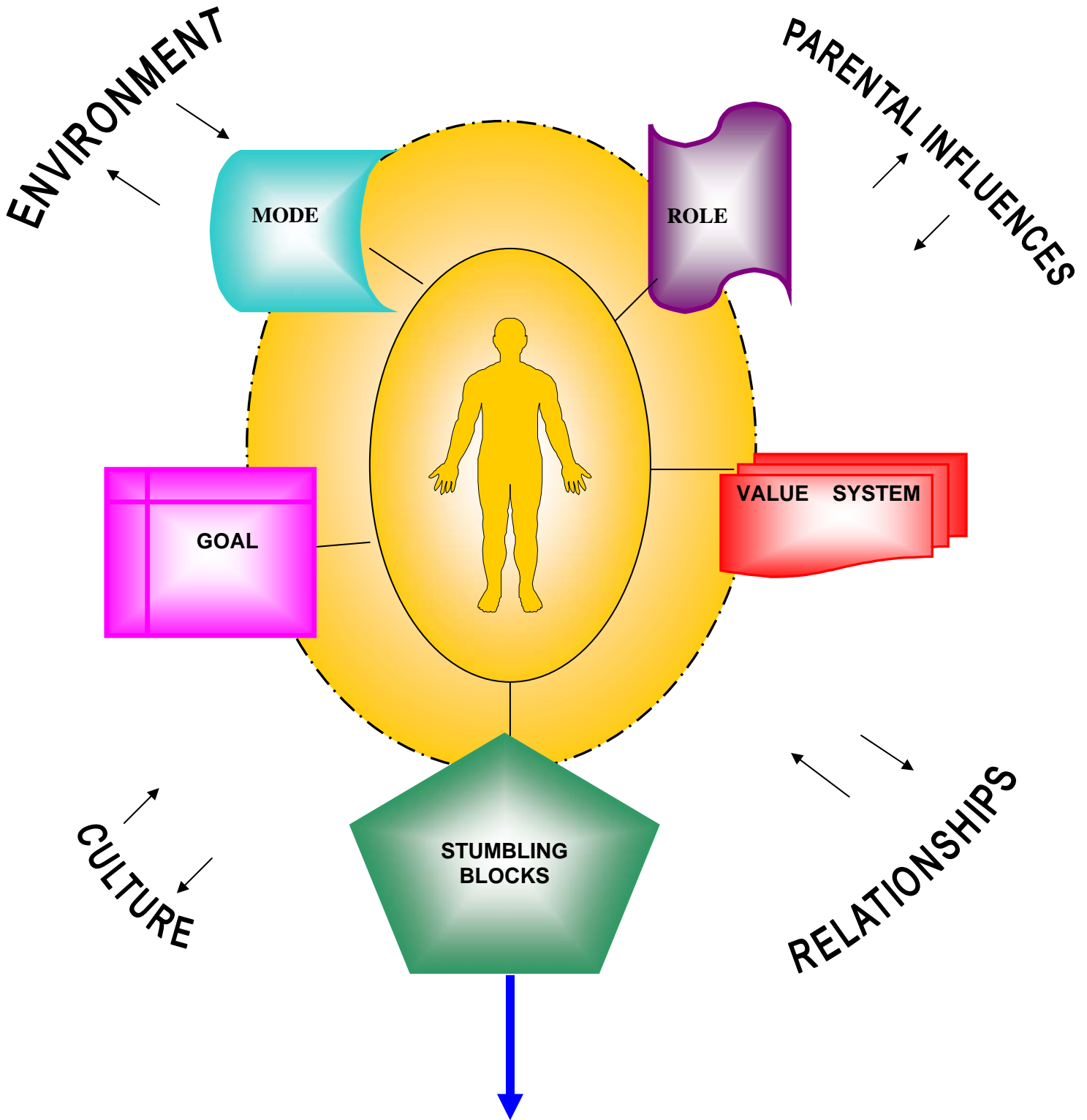
- Managing the individual through individualised profiled strengths
- Managing teams by team values comprised of diverse individuals & team graphs
- Creating a successful organisation with profitable bottom line results requires management of effective and productive teams via their values



The individual's display of values, where Orange (Achiever) is the decision making value



INSIDEOUT EFFECTIVITY

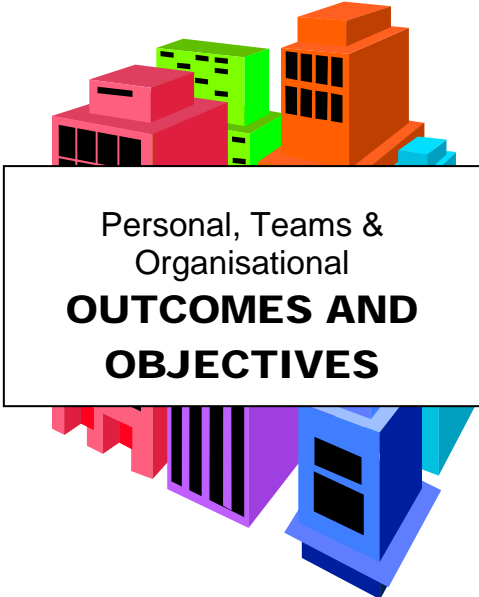


OUR INTERACTION WITH THE WORLD

INSIDEOUT EFFECTIVITY

IMPACT: INDIVIDUAL

- Managerial self-management:
 - Being proactive
 - Establishing priorities
 - Seek first to understand, then to be understood
- Self-realisation
 - Work as an enriching experience
 - Work as source of valued relationships
- Intrinsic self-motivation & goal setting
- Enhanced self image
- Managed Individual differences, personality, attitudes, abilities and emotional responsibility
- Motivation becomes internal
- Decreased conflict through understanding diversity from a much wider perspective



Personal, Teams &
Organisational
**OUTCOMES AND
OBJECTIVES**

IMPACT: ORGANISATION

- Embracing diversity and bridging empowerment gaps:
- Releasing every employee's potential
- Building bridges between individual and organisational culture, values and ethics
- Reduced conflict through individual self-responsibility
- Equal empowerment for all
- Self-image renders effective client service.
- Harnessing of intuition as a management skill.
- Reduced interpersonal and intrapersonal conflict.

IMPACT: GROUP & SOCIAL PROCESSES

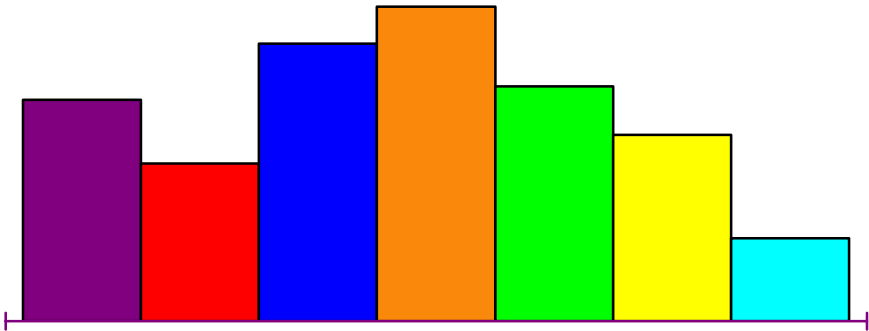
- Improved group dynamics due to reduction of conflict, stress, power games & friction
- Group decision making improved
- Team relations improved through self-management.
- Team goals achieved easier & faster
- Cooperating actively and creatively

IMPACT: ORGANISATIONAL PROCESSES

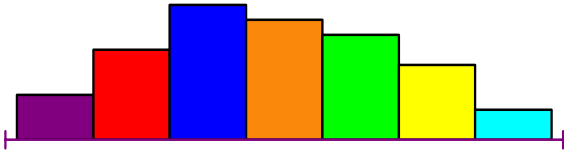
- Enhanced organizational communication and conflict handling
- Behaviour modification & self-management
- Leadership development through internal motivation and self-empowerment
- Performance measurements enhanced: Managing the individual's effectivity via his own strengths and coaching towards overcoming of weaknesses
- Development of leadership:
 - Self-reinforcement
 - Self-observation
 - Self- expectation
 - Self- goal setting

EXAMPLE OF TEAM VALUES AND PROFILES

TEAM VALUES

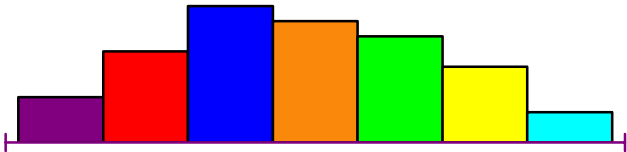


Danie de Villiers



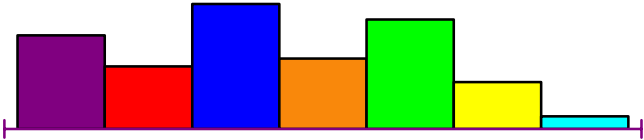
ROLE : Conqueror GOAL : Flow MODE : Reserved BRAIN : Right

Carol du Plessis



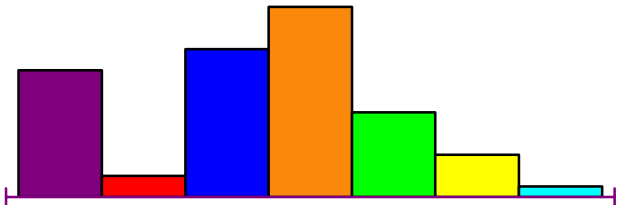
ROLE : Conqueror GOAL : Support MODE : Dynamic BRAIN : Right

Georgine Hugo



ROLE : Conqueror GOAL : Support MODE : Observation BRAIN : Left

Shawn Jansen



ROLE : Supporter GOAL : Growth MODE : Fire & Intensity BRAIN : Right

VALUES IN THE WORKPLACE

Each person brings his or her own set of values to the workplace. This has to fit in with the vision and mission of the organisation in order for them to feel at home and deliver their best.

Very often organisations have their mission statement created by the executive members of staff and it will, of course, reflect *their* values. This mission statement depicting the expected behaviour of employees, both within the organisation and towards the organisations' clients, may not necessarily be the values of the teams who do the work.

We have very often observed that there is a huge difference between the values of senior management and those of other employees. How are employees to live out the mission created by the top structures of the organisation if they do not resonate with it at all?

Using the Gear Changers Quinti Spiral Technology it becomes possible to align the individual values of employees with the overall values of the organisation.

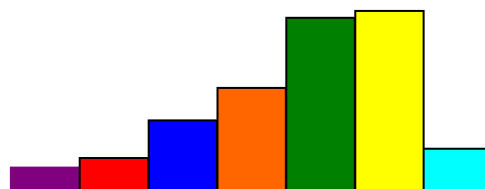
Example:

The executive team of XYZ Company has values that are strongly Yellow

and Green. This calls for a visionary approach to change management.

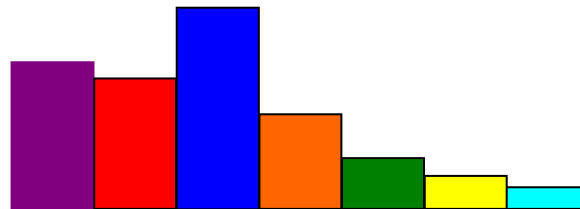
Creative problem solving would be expected and there would be a strong focus on consensual teamwork.

Executive team values:

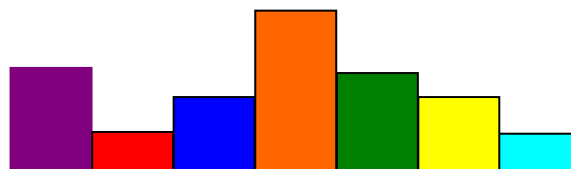


Value profiles of two teams in the Training Department, however, reflect a different picture altogether

Team A: Profile of the Administration Personnel
(Training Department)



Team B: Profile of the Training Personnel
(Training Department)



The two teams reflected here would NOT be able to function very well within a mission statement drawn up from the values of the executive team. Neither of the teams in the Training division has a strong enough representation in Yellow and Green. (See the Executive team profile)

The two teams from the Training Department will also have conflict with each other.

The administrative team (Team A) is strongly focussed in Blue and Purple with a high count in Red and a fair count in Orange. This spells trouble! The high Purple would cause them to form closed groups from their own cultural backgrounds. The Blue indicates that they feel strongly about rules and regulations and doing things strictly by the book. The Red means they will brook very little opposition. Their Orange achiever values are reasonably strong but far less dominant than the Purple “standing together as a group” and the Blue “doing things the right way”.

The trainers of Team B, on the other hand, have their highest value in Orange, which would make them competitive high achievers. They also have some Green and Yellow to allow for a little more flexibility in their approach to work. Their fairly solid Purple would bring them to approach issues from the viewpoint of their own specific cultural groups, resulting in cultural clashes.

In this particular organisation there is a large amount of conflict between the Administrators and the Trainers. When a trainer needs course material compiled and collated, Administration would insist that it should be handed in by a certain date and according to strict procedures. No excuses accepted! This then cause serious blocks for the "Orange" trainers who are on the fast track and focused on results, not procedures. The Admin team would defend their position powerfully by insisting on the "right way" of doing things. The trainers would point to objectives not met and the financial implications for the company. The stress is felt right through the organisation and the end result is a lot of ill feeling, possible disciplinary hearings and a drop in productivity with the resultant reflection on the bottom line.

Living from our values in the workplace allows us to bring our best all the time. When we understand the values of other teams, it brings a lot more compassion to the workplace. Understanding that people are not merely being difficult, but are living their soul purpose and adding value by doing that, changes our perspective. There is a lot more allowance for each other. Seeing the appropriateness of values other than our own creates a feeling of consensus and binds an organisation together in remarkable ways.

When the rest of the Quinti Spiral aspects of a person's profile are brought into the multi-dimensional picture a fascinating managerial tool emerges!

OUR HEALING MODALITIES

MEDICAL EXPERTISE



Dr Antonia Buys, our medical expert brings to the course venue her highly technological medical equipment. Each delegate is connected to the system for individualised cellular readings.

Each delegate receives a private personal printout of the readings and has opportunity to discuss this privately with Dr Buys.

The results are then privately incorporated in personal stress management tools.

HIGH MEDICAL TECHNOLOGY available to you now!

Using state-of-the-art Computerised technology, a patient is scanned to determine energetic imbalances according to your own unique system.