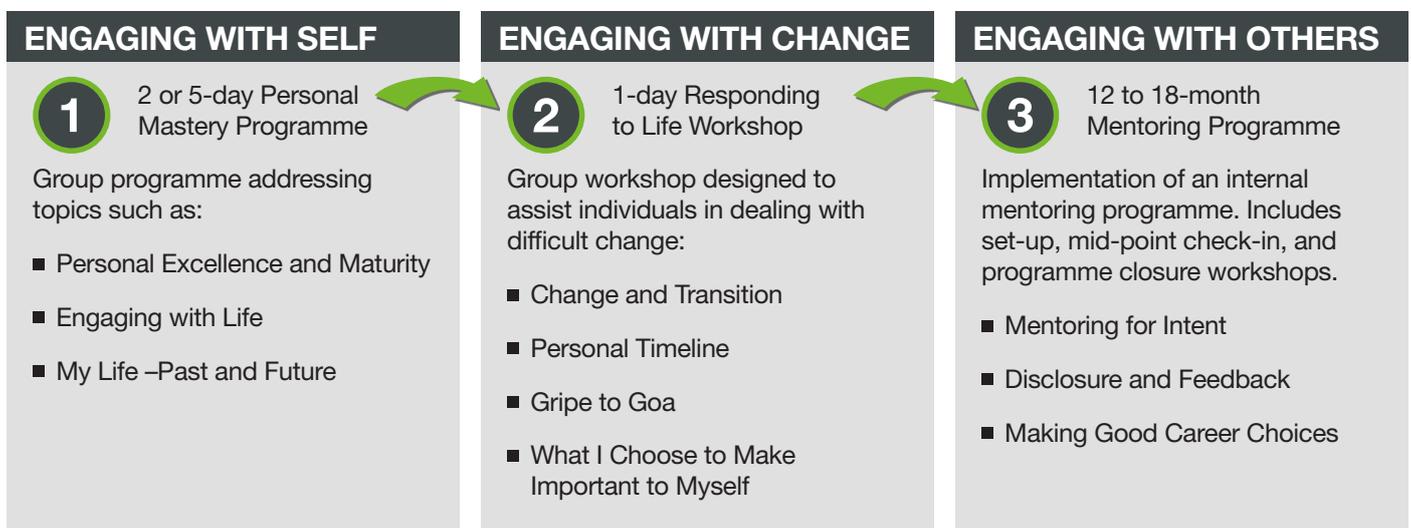


Personal Excellence in Practice

What the Legitimate Leadership Model clarifies is that, whether one is making a direct contribution, acting as part of a team, or performing a leadership role, the issue of INTENT is primary. There is an inextricable link between our personal maturity and our capacity for excellence – as an employee, as a team member, and as a leader of others.



Legitimate Leadership addresses the development of Personal Excellence in three contexts: 1) engaging with self, 2) engaging with a constantly changing world, and 3) learning from and developing others. Each context may be addressed on its own, or the interventions can be combined into a more comprehensive development programme.

1. Personal Mastery – 2-day and 5-day programmes

People in leadership positions in organisations don't have to DO anything to their people to motivate them, they just have to BECOME the kind of person that the people are motivated by. The same logic holds true for one's role as a team member or on the front line. Motivation isn't about doing anything to anyone else; it's simply about becoming the kind of person who has the capacity to make values-oriented choices: to rise above circumstance and choose to be motivated "anyway".

2. Responding to Life – 1-day workshop and follow-up

Change is endemic in today's world. That being the case, success both at work and more generally in life, requires the ability to positively deal with and respond to change. That ability has everything to do with our intent, with what we make important to ourselves and what we give attention to.

3. Mentoring for Growth – 6 to 18-month mentoring programme implementation

A well-implemented mentoring programme provides both those mentoring and those being mentored with the opportunity to learn and grow. Specifically, a mentoring relationship requires one to abandon one's personal agenda in favour of helping another person to become a stronger, more resilient human being. Whereas coaching and training address issues of ability, mentoring is about enabling a shift in intent both at work and more broadly in life.