



Preparing for success

Leadership as a tool

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The Three Levels of Effectiveness





The Stages of the Maturity Continuum

Interdependence

Independence

Dependence



The Stages of the Maturity Continuum

WE



Interdependence

I



Independence

YOU

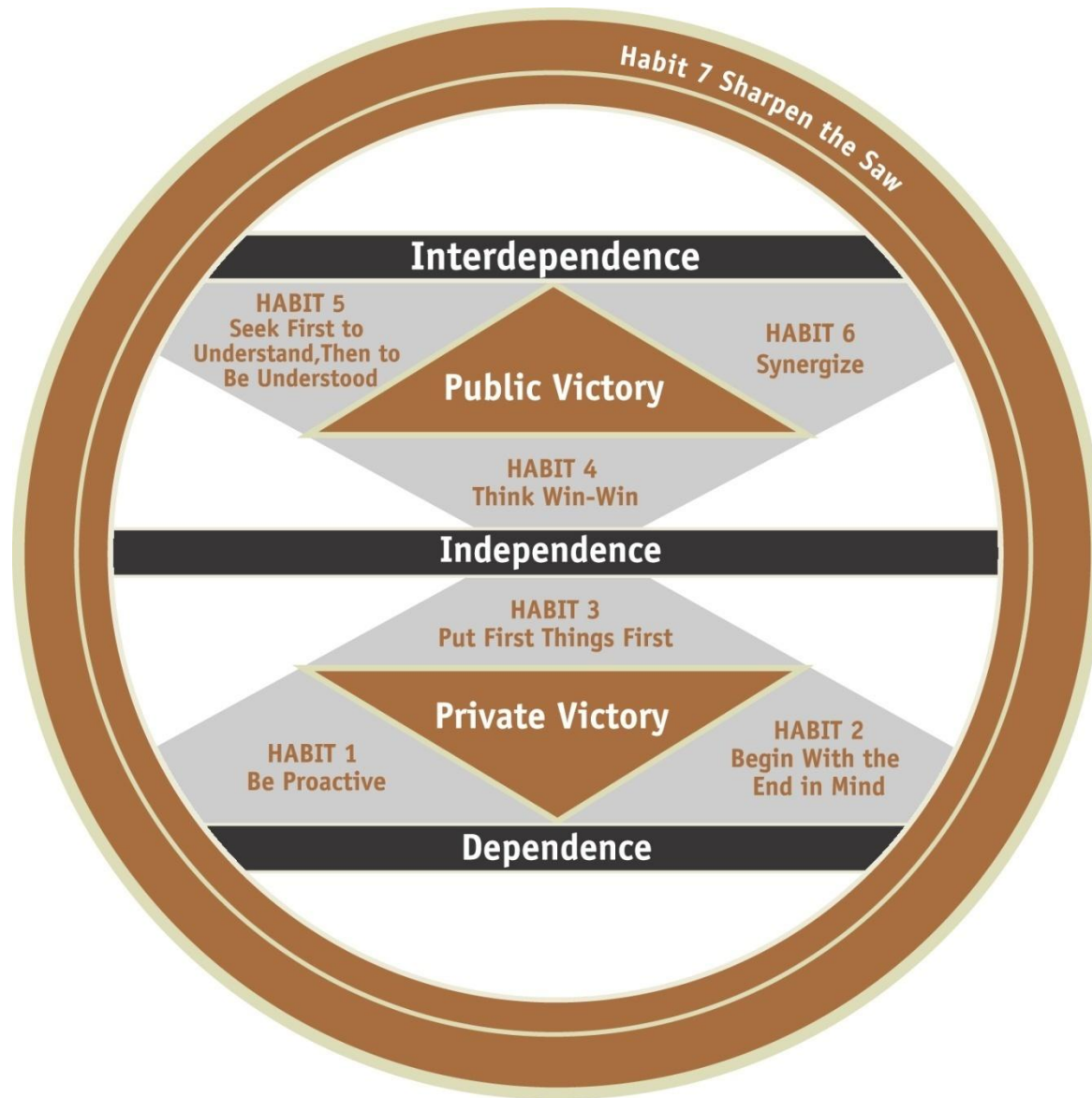


Dependence

Victimism



The Stages of the Maturity Continuum

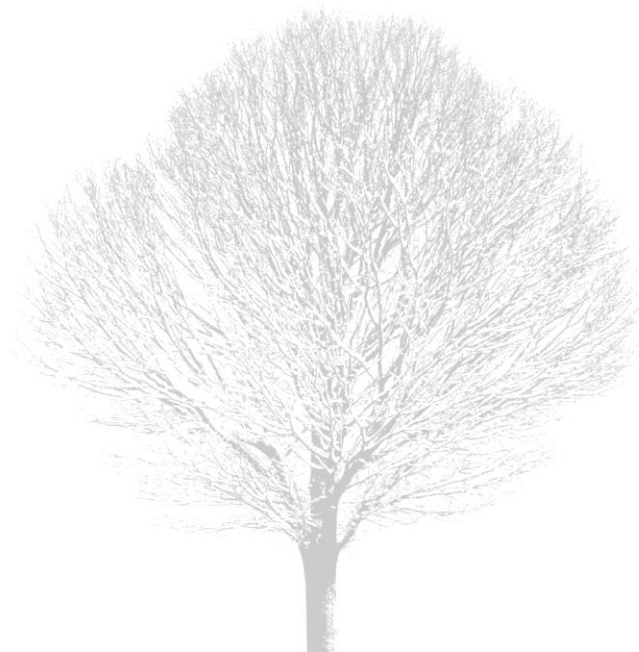
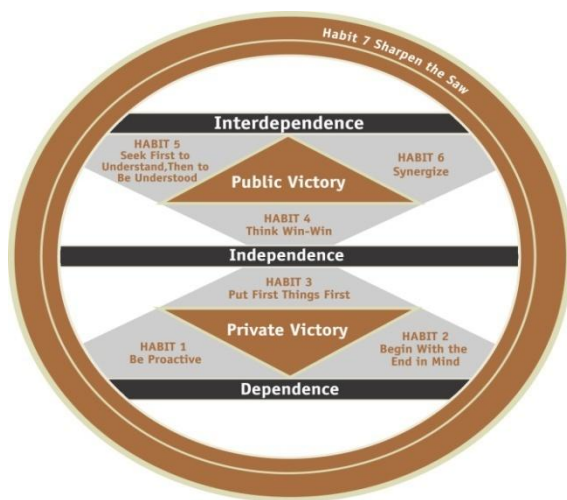




Habit 1—Paradigms

Ineffective: I am a product of my circumstances.

Effective: I am a product of my choices.

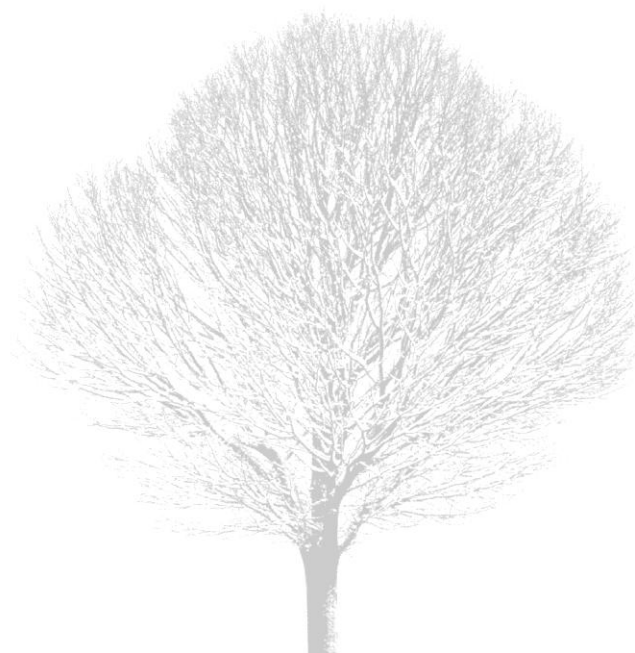
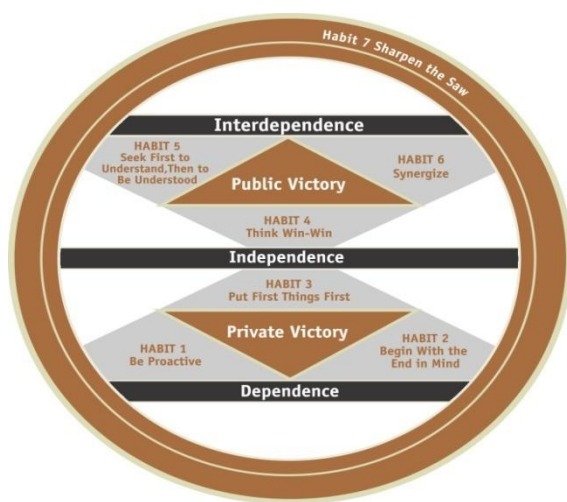




Habit 2—Paradigms

Ineffective: I live by default.

Effective: I live by design.

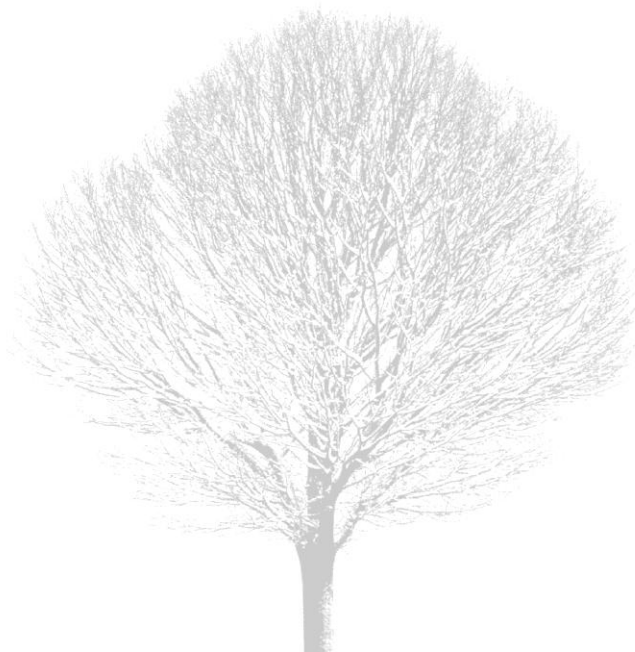
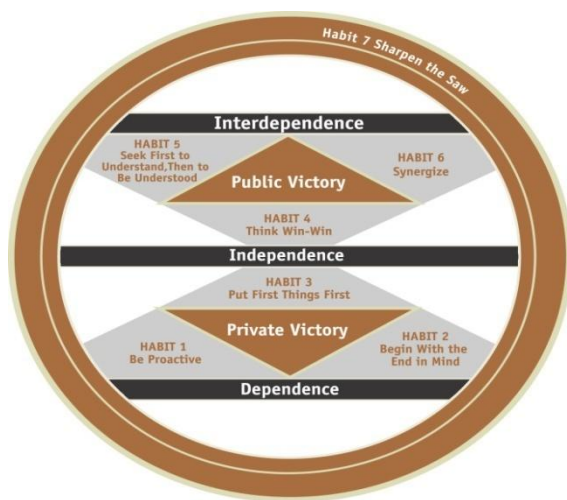




Habit 3—Paradigms

Ineffective: I put urgent things first.

Effective: I put important things first.





CHN: a case study

- 2nd year Hospitality Management (and now all students)
- 8 modules (3 hours per modules)

Results

- > I am more aware of my choices and their consequences 73%
- > I am able to discover different opinions and to value them 73%
- > I am able to focus on really important things, and say *no* to unimportant 70%



Sports

- Individual coaching: how to take control of your own mind, behaviour, circumstances
- Team coaching:
 - > General – create common language
 - > Specific – create responsibility per habit



An example

- Habit 1 : Victimism
- Habit 2 : Are we still focused on our goals?
- Habit 3 : Are we effective on living our goals and values?
- Habit 4 : What are our intentions in cooperation and communication?
- Habit 5 : Do we understand their strategy?
- Habit 6 : What is our strategy?
- Habit 7 : How will we stay 'sharp'



Questions?