



TOWERSTONE EVOLUTION

PERSONAL MASTERY
UNLOCKING A POWERFUL ME

Inspiring a culture of Brand Ambassadors

PERSONAL MASTERY

“UNLOCKING A POWERFULL ME”

Purpose

How can you be a leader if you cannot lead yourself?

This question is fundamental to the growth and development of any leader. The TowerStone Evolution practice provides a self-actualisation programme focused on unlocking individual power. By unlocking this potential, the leader's role of shaping Brand Ambassadors suddenly becomes a smooth, natural process. Leaders and their teams are better empowered to build elevated levels of accountability, commitment and passion for the organisation.

TowerStone Evolution's personal mastery approach is based on a deep understanding of these two concepts:

1. The world around you and what you can influence (your locus of control).
2. Your inner self and the potential that lies therein (your StillPoint).

Personal mastery allows you to shape individual perspective and ability so that life becomes based on continuous improvement in everything you do, in all areas of your life i.e. an ongoing journey of learning, where results reflect a future vision not past failures. This results in genuine transformation of the individual who now has the ability to shape their future congruent with their deepest core values. This is true wisdom.

The locus of control is based on knowing what things you can influence in your world - and then doing something about it by addressing your area of discomfort. Conversely it is as important to know what you can't influence – and to not use this as an excuse for not growing yourself i.e. not adopting a victim mentality.

Finding your StillPoint is the process of burning away layers of beliefs and conditioning to reveal the essential human being you are. Unless a person can look in the mirror and honestly proclaim that they are fulfilled, happy and effective as they are possibly capable of, they are not yet living the life that they could. StillPoint is a uniquely effective process for living that life.

Today's leaders are being asked to be wise; to find their StillPoint so that they can catalyse the talent and potential inherent in every human being working in their organisation – shaping the behaviours of Brand Ambassadors. Richard Barrett says it succinctly: “Who you are and what you stand for are becoming just as important as what you sell.”

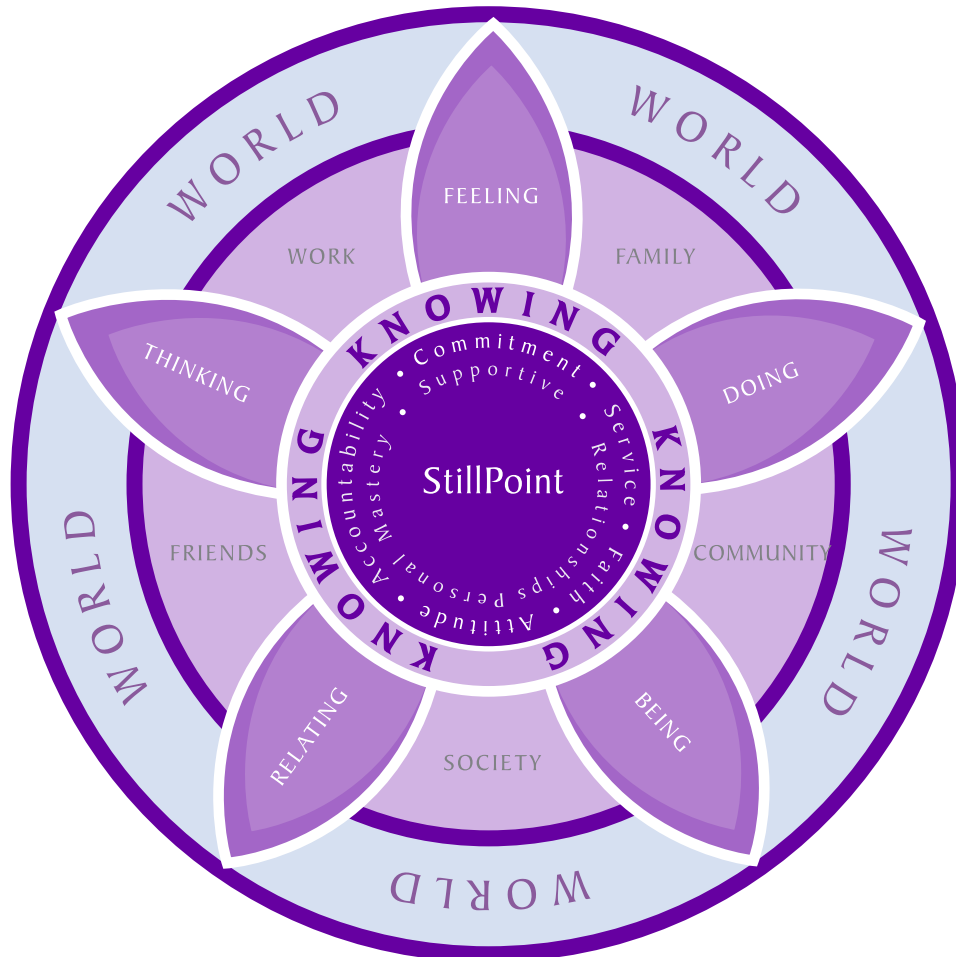
This programme sets leaders on a life-long path of personal mastery by building their capacity to access their inner world, relate to people and read what is happening in their external environment. The basic premise of this programme is: if you can access your own humanity, you can be a better leader – not only at work but at home, in your community and in society at large.

Benefits & Outcomes

- A clear understanding of what personal mastery is and what makes it important in business today.
- A deep knowledge and understanding of personal values with purpose and insight into how I can “live” these as a leader in business.
- An integrated framework to guide development in personal mastery.
- Skills practices that will support development in personal mastery.
- Ability to envision and create a new future for self and others.
- A personal development plan to guide the path to personal mastery.

Solution Overview

The StillPoint© of Leadership



Process

The personal mastery programme can be applied in the following ways:

- A stand alone personal mastery workshop for leaders.
- A follow up workshop to a cultural assessment (see TowerStone Wave) i.e. a deeper exploration of the alignment between personal and work values and an increased capacity to live espoused values at work.
- A precursor to the leadership development workshops offered by TowerStone Discover.

It takes time for the principles and practice of personal mastery to be internalised. Two deployment schedules are recommended:

- Three day workshop with a two day follow up within four weeks.
- 10 Morning sessions run over consecutive weeks.

On completion of the programme, delegates will have a personal development plan and personal journal to support them on their path to personal mastery. This plan highlights specific development needs unique to the individual. TowerStone Evolution will further support development through targeted workshops, team development experiences (through TowerStone Prism) and/or one-on-one coaching relationships (through TowerStone Connect).

Programme Outline

The StillPoint personal mastery programme creates the opportunity to build personal mastery within the context of work and world. The programme style guides development in an integrated way through experiential activities supported by short bursts of theory that assist in setting context.



Module

Introduction:

The StillPoint model is based on research into multiple intelligences. StillPoint has been designed to provide an integrated map for your personal mastery journey.

Thinking:

The quality of your thinking determines the quality of your action. "Time out" in a conducive environment enables quality thinking – this develops our StillPoint and locus of control.

Feeling:

Your emotional intelligence is the feeling element of your StillPoint. Accessing your true emotions without judgement and learning to express these keep you connected to the essence of who you are.

Doing:

Doing relates to your body and your ability to bring your vision into reality. Through this process you can access your StillPoint and act from a place of vision and values.

Relating:

Social intelligence is about your ability to get along with other people and get them to cooperate with you.

Being:

Being refers to your spiritual intelligence. By developing your spiritual intelligence, you shift your motivations from a lower to a higher order.

Knowing:

Knowing is the term used to describe our connection to our Stillpoint. It is the source of all creative approaches to challenges and opportunities; it's your unfolding natural intelligence.

Focus Areas

Introduction:

- Unlocking a powerful me
- The inner self – your StillPoint
- Your locus of control
- Creative tension
- Structural conflict
- Learning organisations
- Vision and values

- Thinking and reality
- Individual reflection
- Stilling the mind – listening meditation
- Creating a context for others to reflect
- Symbolic thinking
- Assumptions and challenges

- Feeling – connecting with your StillPoint
- Expanding emotional literacy
- Expressing emotions
- Stilling the heart meditation

- Doing from your StillPoint
- Breathing meditation
- Sensory awareness
- Body relaxation meditation
- Empower yourself to act
- Focusing from your centre

- Blindspots
- S.P.A.C.E. an antidote to our blindspots:
- situational awareness
- presence
- authenticity
- charity
- empathy

- Spiritual intelligence
- Spiritual capital
- Higher motivations
- Lower motivations
- Spiritual intelligence practices

- Theory U
- Knowing from your StillPoint
- Integrating multiple intelligences
- Knowing your contribution