

Get your teams e-Motionally fit™ in 2015

"McKinsey & Company did a ten year study on peak performance and top executives. They found that top executives in flow are 5 times more productive than those out of flow. They realised that if we could increase the amount a team was in flow by a mere 20%, the overall workplace productivity would double." Steven Kotler, director of the Flow Genome Project"

Leaders seem to grasp the truth of this while simultaneously surrendering to the impossibility of actually making it happen. Fortunately, there is hope. Counter to conventional wisdom, the causes of team dysfunction which, prevent alignment and cohesion (flow) are both identifiable and curable.

Five of the most prevalent dysfunctions that affect team performance and cohesion are:

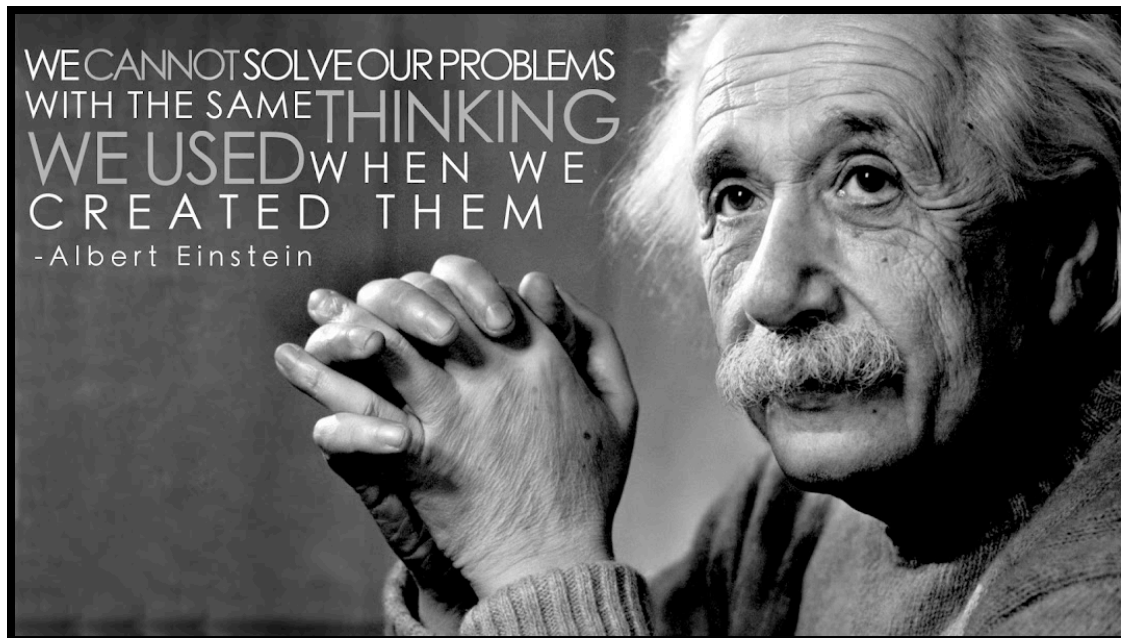


1. **Absence of trust** – When the pressure's on we feel vulnerable and tend to “shut down” our heart centres, becoming sceptical and even suspicious of others' motives.
2. **Fear of conflict** - The desire to preserve artificial harmony (Don't make waves!) stifles innovation that is driven by productive ideological conflict.
3. **Lack of commitment** - The lack of clarity around purpose - why we do what we do - prevents team members from making decisions that they will stick to.

4. **Avoiding accountability** - The need to avoid interpersonal discomfort prevents team members from holding one another accountable.
5. **Inattention to results** - The pursuit of individual goals and personal status erodes the focus on collective success.

Not many organisations even realise that their teams may be experiencing some or all of these dysfunctions, and that they are not performing optimally.

And, the trap that many organizations fall into is that they begin to expend their energy and resources trying to optimize and problem solve within their teams only once issues begin to surface.



Albert Einstein said that we cannot solve problems with same thinking we used when we created them, and that is exactly where many organizations get trapped. They reactively try to resolve issues at a symptomatic level and from a restricted mindset instead of proactively addressing these issues at root level and with an open mind.

So in essence, what we effectively need to do is implement a **multidimensional approach and 'reverse engineer' the process...**

The Reactive (old school) approach

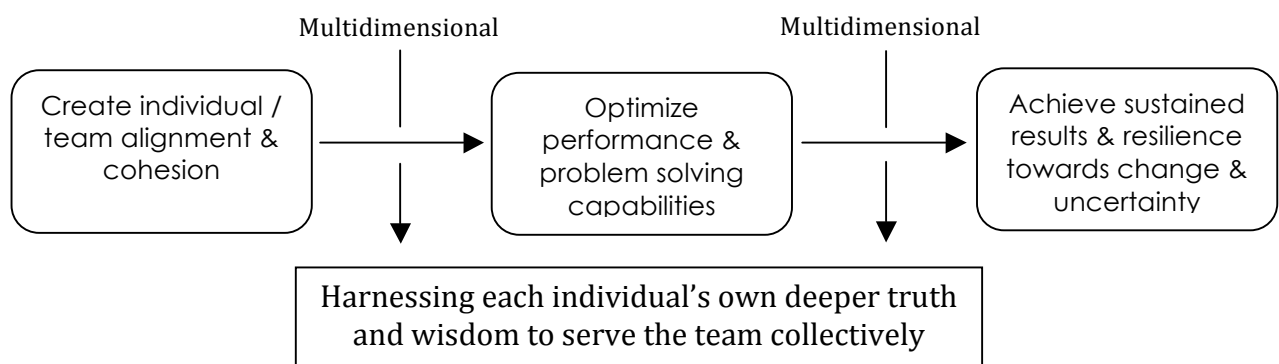
Most teams within organizations focus first on achieving results, then react to challenges as they arise, and only if all goes well might they experience team alignment and cohesion.

Using the rowing analogy, this would imply that they only start rowing in the same direction once they're already winning the race. This doesn't make any sense!



Creating high performance, cohesive teams (Flow)

To ensure consistent and sustainable performance and cohesion within teams we need to first empower the team (and each member) by creating alignment and cohesion, *then* we optimize their performance and problem solving capabilities, and *then* the focus turns to achieving results and managing change effectively.



Research shows that high performing, cohesive teams:

- Tap into one another's skills and experiences
- Avoid wasting time talking about the wrong issues and revisiting the same topics over and over again because of lack of buy-in
- Make higher quality decisions and accomplish more in less time and with fewer resources
- Put critical topics on the table and have lively, productive meetings
- Are comfortable asking for help, admitting mistakes and limitations, and take risks offering feedback
- Align around common objectives
- Retain star employees

So how do we actually create high performance, cohesive teams?

We achieve this by creating a solid human foundation. Every team / culture / organisation is made up of individuals and when you can create a solid foundation within the individual you can create a solid team foundation, and ultimately a solid cultural and organisational foundation.

The four pillars of a solid human foundation, which we focus on in our training program, are the physical, mental, emotional and spiritual, and these are then integrated through a powerful alignment.

This holistic approach enables us to empower and align both the individual and the entire team towards optimal functionality and flow.

Get e-Motionally fit™

Get e-Motionally fit™ is a leading edge empowerment program which serves to deliver specific, measurable business outcomes while simultaneously transforming the business 'system' (team) and its members (the employees) from a 'personality management' approach to one of self-mastery.

Get e-Motionally fit™ is a two part process comprising both training and coaching facets. Together, these facets serve to:

- Achieve specific, measurable business objectives
- Align personal motivation with business goals and objectives
- Create individual and team alignment and flow
- Optimize performance & problem solving capability
- Improve level of self-trust and personal responsibility within teams
- Increased self-awareness & personal power
- Sustain results and build resilience to change and uncertainty.

How is this achieved?

Self-mastery training program:

This 5-module introduction to self-mastery empowers individuals to be more physically centered, mentally clear, spiritually connected, emotionally calm and energetically aligned, both within themselves and within their team. The sessions are 3 hours long, with each building on the previous one to optimize the final outcome.

Module 1: Get physically centered:

Learn to be in the zone, improve presence and awareness.

- Understanding authentic power
- Calming the nervous system, thinking clearer and accessing the brain's full potential
- Reducing stress and increasing overall wellbeing
- Connecting with feelings in a powerful way
- Improving presence and self awareness
- Harnessing in-tuition (our unique inner guidance system)

Module 2: Get mentally clear:

Empower your mind to get the best results.

- Using the mind in an empowering way
- Asking powerful and empowering questions
- Accessing deeper wisdom & truth
- Setting clear intentions and refining your attention
- Clear breakthrough thinking by integrating rational and inner wisdom
- Make better decisions

Module 3: Get spiritually connected:

Shifting from 'doing' mode to being, productive and purposeful.

- Understand and value your uniqueness
- Gain insights and define the difference between 'doing' mode vs being
- Clear distinction between personality management vs personal mastery
- Building presence in all areas of your life
- Feeling the power of purpose

Module 4: Get emotionally calm:

Embrace all of you, creating balance and clear boundaries.

- Increasing self-awareness
- Eliminating internal resistance
- Increasing personal resilience
- Improved objectivity
- Increasing self-acceptance and self-worth
- Creating internal balance

Module 5: Be powerfully aligned with your authentic self

Access and move forward in your authentic power and empower the natural leader within you and others.

- Enhance your personal power
- Increasing response-ability
- Broadening choices and options
- Increasing confidence and capability
- The exact steps to powerfully move forward
- Powerful vision for the future to make it real

3 month integration coaching

Practical integration and application to overcome obstacles and achieve desired results.

- Achieving contracted business goals / objectives
- Resource optimization
- Ensuring operational consistency & sustainability
- Enhancing problem solving capabilities
- Enhancing personal expression, creativity and decision making
- Creating a structure of support and collaboration

Meet Team Innervate

Innervate is a personal innovation company that inspires and empowers individuals and teams with the skills, tools and insights to find and maintain their optimal state of being whilst leading a life and business that flows intuitively.



Michelle Wood

Passionate about brands and people, Michelle spent 12 years at Nike driving their 80 million dollar women's business across Central Europe, the Middle East and Africa. Her vast experience working with cultural and team diversity, coupled with her passion for people, inspired Michelle to design solutions to help teams optimize results. She

achieves this by empowering each individual in their own unique way, thereby creating team and organizational alignment and flow.



Volker Schlettwein

Having spearheaded culture change management and sustainability programs for a large international corporation for a number of years, Volker has gained invaluable experience in understanding the dynamics and challenges that typically face corporate cultures today, and how to effectively address these.

Having a background in both corporate business management as well as training, coaching and development, Volker has chosen to harness his passion of empowering others and his knowledge of the corporate environment to bring meaningful, long term solutions to the business arena.

What clients had to say about Michelle and Volker...

Pele Pele Marketing and Travel

For anyone wishing to start a business, or is at the early developmental phases, I can highly recommend the guidance and assistance of the Innervate Team. It can be an extremely bewildering time, when obstacles seem to loom everywhere and your inner world pulls you from pillar to post. It's at this time that constant decisions need to be made to set the foundation for future success and thus clarity, insight and understanding are critical.

Michelle was able to assist me to flow through the process, tap into my own inner wisdom, become clear on exactly what I wanted to achieve, and what I found exceptional was her ability remove those self-limiting beliefs. I am extremely privileged to have the assistance of the Innervate team as an all-round coach especially for my business

and my employees, and will be using her services throughout my business lifecycle and beyond. Thank you!

**Natalie van Blerk,
Owner Pele Pele Marketing and Travel**

Levi Strauss ®

Implementing a new women's strategy at Levi's, Michelle and her team were able to identify our female consumer taking a strategic approach through a unique execution and practical steps that is highly inclusive of all participants.

Unexpected, professional and utilizing all senses to come to final conclusion. I highly recommend this process for any team that needs unity, one vision and/or complex disjointed processes to be simplified and feel like every individual owns their part.

Highly motivational!

**Maryn van Biljon,
Buying and Merchandising Director Women's – Levi Strauss ®**

Wonga.com

"You really inspired and motivated me and I'm sure all trainees feel the same. Keep up the excellent work. Thank you for sharing light on life."

Meagan

"Very informative and extremely motivating. This course has made me feel more confident about myself. Volker you were great, thank you."

Rudy-Lee

"Amazing, amazing, amazing. Volker, I wish you all the best as your interaction & communication skills are a true master class. Keep it up."

Nkululeko

"Excellent job. You made me feel very confident about myself when I felt at my lowest. Wish you all the best in future because you've given me the positivity & confidence to do my best!"

Arezona

"It was the most informing and helpful training I personally experienced ever. The trainer was amazing, great sense of humour and kept your attention throughout the training."

Elton

"Volker keep up the amazing work that you do. You do indeed add a lovely personal touch to the way to teach it was a great pleasure."

Taahira
Participants from Wonga.com training

GDH Coaching and Training

Michelle's ability to hold the direction to ensure that the outcome is delivered is fantastic. She's very good at stretching people to find innovative and inventive solutions to what would otherwise be quite a conventional process.

Her experience in the Corporate and Marketing world is very evident when she works with you because she's very thorough. An outstanding feature is that she doesn't let you off the hook, she's very probing, and she goes through everything step by step. Sometimes she can push you to things you wouldn't have thought you were capable of.

She stretches everyone and has had a very positive impact. She's just remarkable at what she does.

Glenn Douglas Haig,
CEO at GDH Coaching and Training

Africa Burn – Fata Morgana

One of the most unique and exciting processes I've ever experienced. Our seemingly dis-junct and creative team found its own clear and highly workable solutions within just one session. I've never experienced such a turnaround before!!!

Egon Tania,
Creative Director Fata Morgana – Africa Burn



Michelle & Volker are both qualified **Inner Life Skills®** coaches, accredited by the International Coach Federation.

Inner life skill® coaching is internationally certified to help individuals; teams and businesses fully realize their potential and most importantly their goals.

ILS is renowned for creating self-driven, sustainable solutions and facilitating individuals and teams in overcoming inner obstacles, limiting beliefs and habitual patterns.

ILS coaching uses world-class communication techniques and core coaching competencies, which include:

- active listening
- powerful questioning
- direct communication
- creating awareness
- planning strategy and goals
- actions and action plans
- maintaining progress and building accountability



“When wisdom arises, our inherent power as a being naturally arises as well, and then we begin to view things differently. We begin to see things based on the truth that we have found inside, not the truth that is imposed by others on us.”

M. Laurie Cantil, A Magician's Visit