

# ECLIPSE

## Newsletter

Dec/Jan 2010, Issue #2



### Quote Pick of the Month

"Do not follow where the path may lead. Go instead where there is no path and leave a trail". Harold R. McAlindon

## WHAT IS LEADERSHIP?

Before we get started, let's define leadership. Leadership is a process by which a person influences others to accomplish an objective and directs the organization in a way that makes it more cohesive and coherent. While leadership is learned, the skills and knowledge processed by the leader can be influenced by his or her attributes or traits, such as beliefs, values, ethics, and character. Knowledge and skills contribute directly to the process of leadership, while the other attributes give the leader certain characteristics that make him or her unique. Skills, knowledge, and attributes make the Leader, which is one of the four factors of leadership.

### WHAT ARE THE FOUR FACTORS?

- **LEADER:** You must have an honest understanding of who you are, what you know, and what you can do. Also, note that it is the followers, not the leader or someone else who determines if the leader is successful. If they do not trust or lack confidence in their leader, then they will be uninspired.
- **FOLLOWERS:** Different people require different styles of leadership. For example, a new hire requires more supervision than an experienced employee. A person who lacks motivation requires a different approach than one with a high degree of motivation. You must know your people! The fundamental starting point is having a good understanding of human nature, such as needs, emotions, and motivation. You must come to know your employees' be, know, and do attributes.
- **COMMUNICATION:** You lead through two-way communication. Much of it is nonverbal. For instance, when you "set the example," that communicates to your people that you would not ask them to perform anything that you would not be willing to do. What and how you communicate either builds or harms the relationship between you and your employees.
- **SITUATION:** All situations are different. What you do in one situation will not always work in another. You must use your judgment to decide the best course of action and the leadership style needed for each situation. For example, you may need to confront an employee for inappropriate behavior, but if the confrontation is too late or too early, too harsh or too weak, then the results may prove ineffective.



### Testimonial

"JET has been able in a very short time to understand the Company's culture and challenges. They've acted as a very strong and reliable partner to successfully organise our Management conference, and to find truly innovative ways to convey our messages. They engaged the audience with an amazing level of energy. The event truly made a difference, people often refer to it, always as a strong experience. And even more important, we could feel the difference the day after, when back to work." - Head of Human Resources, Nestle, Egypt.

### A MESSAGE FROM THE GM



Hello everyone

I would like to take this opportunity to wish everyone a happy new year. May 2011 bring success, happiness and joy to all. Looking back, 2010 was certainly a challenging year for many and we look forward to the new year and to bringing lots of positivity and productivity to many teams with all the resourceful training's we have to offer... we would like to thank the companies that entrusted us with their employees last year and we will always remember the really rewarding team-building days where we all participated with enthusiasm and tons of team spirit. We welcome all our partners old and new, and give our commitment and promise to build empowering partnerships in the year to come.



## Our Model: Experience, Learn, Grow, Change

JET is all about team building and training. We help organizations build stronger teams, more dynamic leaders, more effective communication and a higher level of trust. A day with JET – even one – will provide powerful lessons, meaningful insights and real benefits that translate back to the office by changing the way people interact with one another. During our programs, leaders emerge from surprising sources, already acknowledged leaders become even stronger, people try on new roles, learn to appreciate new perspectives, find potential they never knew they had, and as a result teams get stronger.

Our model for how behaviors become habits and how teams become efficient is simple: Experience, Learn, Grow, Change. We have developed, tested and fine tuned experienced based programs that transform teams from groups of individuals to cohesive units with shared vision, common goals and mutual respect.

Teams get stronger



## How will a day with JET make a difference?

JET programs use an experiential approach to promote individual and group learning, enhance the groups' performance and set a foundation for continued development. Success comes from how the group analyzes each problem, identifies and allocates resources and creates and executes a plan. Participants will see how group support enhances individual achievement and will leave with fresh perspectives about themselves as team players and leaders and with concrete ideas about applying these insights back to the workplace.

### We offer ...

Outdoor and indoor team building activities, simulation games, soft skills training, corporate coaching programs with an emphasis on "bringing the core values to life", team diagnostic assessments, inspirational leadership retreats, motivational keynote presentations.

## OUR PROGRAMS



### JET programs are designed to:

- Create positive change
- Align peoples understanding
- Inspire participants to achieve things they never thought possible
- Increase productivity
- Improve internal communication skills
- Act as a catalyst for change and innovation.

# TEAM LEADERS MOTIVATE YOUR TEAMS!

BREAK  
THROUGH  
PARADIGM  
SHIFT

Leading emotionally intelligent teams is a challenging job but a very rewarding one. Developing your skill is worth it as teams strong in EI are productive, creative and loyal to their organization. Building team motivation is a key strategy for success and it's a skill team leaders can always enhance by implementing the 7 motivation actions to motivate your team. Before you implement any of the following steps, think about someone who did a great job leading a team you were on. How did he or she motivate you? How did he or she engage and follow through. Now with a good example in mind ask the following:

## 1. Who is on that team I'm leading?

Know your team members individually. Get to know your team members individually and help them know each other through our assessment program **True Colors**. You'll be amazed at how much good data supports understanding team members' preferences.

## 2. What's my team good at? What are their challenges?

Access the individual members of your team with **The Leadership Circle and Leadership Culture Survey**, a 360 assessment reporting on how team members access their functioning in core areas of team engagement and how effective is their leadership. These measurable results help team members focus on how to tap into their skills and improve areas of weakness. You and your team can measure success through the pre-post assessment and the Leadership Culture Survey.

## 3. What motivates them—what disempowers them?

Pay attention to the feedback you receive on a regular basis and repeat what works. We have a powerful **executive coaching program** for leaders and managers that want to constantly improve their effectiveness.

## 4. How will the team break out of old patterns to awaken creativity and boost spirits?

Creativity is an energizer. Even though some team members may moan about change, when you lead them in purposeful change and have a defined approach and outcomes it will help build new energy and clear out old ways of doing things that aren't necessary anymore. Engage us to conduct our powerful **Creativity Workshops**.

## 5. What's our team attitude?

Discuss the power of attitude with your team. Ask team members to explore current attitudes and then set intentions for the attitude they will express in the future. Be specific about who does what so you can notice as engagement improves. Book one of our highly successful **Team Spirit Days** to really bring out the "power of positive attitude" in your teams.

## 6. What inspires team members and the team as a whole?

What about giving some time to a worthwhile community project?. There are many ways to contribute. Challenge the team to consider options and find one a suitable project or ask us for information on our **Corporate Social Responsibility Team building Program**. After contributing your time get together and debrief. Talk about how it felt, what you learned about your community and what it means to volunteer as a team.

## 7. How will we know when we have a team that functions with emotional and social well-being?

**Organization Relationship Systems Coaching** measures the seven specific skills of positivity and productivity as well as fostering open, honest, transparent communication. Your team can consider their skills and opportunities, and engage in intentional growth. The model shows that as teams are given awareness and opportunities for authentic communication in an atmosphere of trust their positivity and productivity increase by 25% and they progress to being a team that enjoys emotional and social well-being. This is a highly productive and engaged state which leads to sustainable good results. However, be sure to pay attention to maintaining those skills. High performance requires constant attention .

Thank you as usual, the coaching session was perfect." -

*Human Resources Manager  
Philips Egypt LLC., Egypt*





# JET'S BLACK HORSE

## WHAT MAKES DRUMMING AN EFFECTIVE TOOL OF COMMUNICATION?

Corporate drumming is an amazing tool to use for team building, as all the metaphors of working together as a team you can apply to drumming together as a tribe. Exactly the same principles used for creating unity in tribal villages can be modeled in the corporate environment where drumming and rhythmic activities serve to help people work together as a team. Apart from being amazingly energizing and lots of fun, participants experientially learn concepts of leadership, listening, dealing with stress and cooperative teamwork. When you involve people and get them to actually experience and "do", they understand and most importantly remember! So there is a lot of important learning that gets taken back to the workplace.

It facilitates interaction. When participants hear the rhythm of the drumming group and contribute their beat, they are both listening and playing and being receptive and creative at the same time. People have to be aware of the team/tribe members sitting on either side of them, and if anyone loses the beat, the group can carry them, until they find their place again which creates great team spirit and support, and interaction.

## HOW DOES DRUMMING HELP THE GROUP LISTEN TO EACH OTHER?

Listening skills are highlighted as people can witness first hand how a rhythm can

"collapse" if members do not truly listen to one another. In drumming, if there was just a collection of soloists, there would only be noise, so the group realize very quickly that an important aspect is to keep their part of the rhythm going, whilst still listening to the rest of the group and allowing the group rhythm to evolve. Participants experience that each layer of the rhythm is of vital importance to the collective "sound", and this metaphor allows everyone to see that each member of the group is vital! Everyone brings his or her own "gift" to the final outcome, which is a validation of individual and team achievement.

## CAN GROUP DRUMMING REVEAL TEAM DYNAMICS?

Interestingly enough, yes! It can indicate the inter-personal level of the group. When a team already has a synchronized energy they can create harmonious rhythms much quicker than a team that still have unresolved communication and bonding issues. Organizations are like 'living organisms', they have personalities all of their own and the spirit of group energy can be felt during a team drumming experience where inner forces are at work. When a team is already bonded and



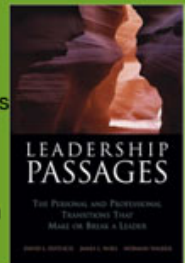
Individual & Team Achievement

communication is clear and open, rhythmic entrainment will happen a lot quicker. It is felt as a synchronization of rhythmic energy.

## A GOOD READ

leadership passages: The personal & professional transitions that make or break a leader.

By David L. Dotlich, James L. Noel, Norman Walker



Book Review:

[http://www.goodreads.com/book/show/838367.Leadership\\_Passages](http://www.goodreads.com/book/show/838367.Leadership_Passages)



"The drumming session was one of the most successful sessions in Tetra Pak Egypt 2010 Kick-off event, everyone enjoyed and appreciated it!! it also built on our core values and brought them to live" -

*PR & Communications Manager, Tetra Pak, Egypt.*



## JET'S CUSTOM PROGRAMS



### Why Choose JET ...

Our methodology is cutting edge and we believe in innovation and the unlimited possibilities of human potential when given awareness and empowerment.



## Different services and activities for unique situations

We have lots of other activities and we focus deeply on corporate coaching and organizational relationship systems coaching with of course, team building icebreakers and energizers. Our custom programs are designed to deliver the business results that come from increased team performance, so we select from our menu what is appropriate for the particular client. Among the deliverables of these highly energetic programs are for participants to have fun in a non-hierarchical setting, form business relationships with people in a way that easily transfers back to their daily environment, communicate on a deeper and more personal level, and to feel an increased sense of motivation and appreciation for a job well done.

### Increasing Team Performance

We offer customized programs in strategic visioning, high performance team building, leadership development, communication enhancement skills, change and stress management, conflict resolution, unity through diversity, and more...

We meet with the client to analyze and understand the current situation. This can lead to different services and activities for unique situations. We offer a wide variety of experiential learning opportunities that place individuals and groups out of their comfort zone, where learning really takes place. Their responses and the choices they make are all part of their learning process.

#### HUMAN RELATIONS

The six most important words: "I admit I made a mistake."  
The five most important words: "You did a good job."  
The four most important words: "What is your opinion."  
The three most important words: "If you please."  
The two most important words: "Thank you,"  
The one most important word: "We"  
The least important word: "I"

#### HEALTH TIP

Make time to de-stress each day. Even if it's just a walk on your lunch break or a few minutes alone in silence, it will help you focus for the rest of the day. Try to make a decent chunk of time for yourself at least once a week - do whatever relaxes you.

#### PROFESSIONAL TIP

Make a list of tasks you have to do, and tackle them in order of importance. Do the high-priority items first.

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