



## CLEARx Cheat-Sheet - Philosophy, Framework

If we're to regain our Soul Purpose...to sustainably succeed in the new world of work, we must RETHINK how we are leading, learning, loving, living, and leaving a Legacy. We need resilient people, High-Performance Teams, and amazing Leadership.

We offer a process that activates and optimises staff and teams to be more resilient, agile, responsive, reliable and ready, to meet the new challenges head on: **To be #FutureFit**. To ably achieve this, and raise business consciousness, we address the 6 primary challenges to building High-Performance (HP/Exponential) and engaged organisations, teams and individuals, in a way that supports & optimises People, Planet & Profits.



**The CLEARx® System transforms mindsets, meaning, mastery and ensures REAL success.**

**1**

### **Culture & Context: Constructive, Creative, CLEAR Constraints.**

Culture is a consequence. More than 40% to 60% of business results come from culture and context. Most company cultures are "default", so they seldom have a Positive, Conscious, High-Performance Culture. REAL Teamwork, Trust & Commitment are also vital for ensuring a great place to work, yet 75%-85% of team building requests are for "Fun Games".

**2**

### **Limitless Leadership: Clear Vision, Effective, LEAN & Likeable.**

30% to 60% of business results come from leadership style. Most leaders don't have the mindset or skillset, to resolve the workplace culture challenges and fully activate talent and potential. Being a Hi-Performance & exponential results team needs a clear Vision, long-term focus, values-based, accountable, Limitless Leadership with Heart & Soul on all levels.

**3**

### **Engagement, Empathy & Energy: Flourishing, Thriving, Well-being.**

Typically less than 30% of staff are ENGAGED. At least 50%+ are open for other employment. Money's not a sustainable motivator. Companies need a more MEANINGFUL Vision, Values, Work, Rewards and impacts that excite, inspire and energise their staff. Leaders and Managers impact and control workplace Engagement and empathy levels.

**4**

### **Agile Appreciative Action: Collaborative, Sustainable, Positive Focus.**

The usual naming, blaming and shaming, deficit-focused problem-solving approach is, destructive and outdated. A more inclusive, safe, positive, enabling and empowering approach, like Appreciative Inquiry, creates more positive participation, belonging, commitment, ownership, engagement, happiness and FIERCLY focused clear actions.

**5**

### **Readiness & Right-Mindedness: Mindsets, PsyCap & Talent Use.**

MINDSET trumps Skillset. The right mindset can make a person 7x more valuable than a person with a "bad" mindset. How do you select for the right MINDSET qualities that most managers need in their war for talent activation, optimisation and retention? The top 20 most required mindset qualities are contextual, and usually have a specific order of priority, that ensures greater team and organisational performance, and sustainable success.

**6**

### **eXecution: FIERCE Focus, Implementation Excellence, Impact Ownership**

Many companies have elaborate strategic plans and intentions. But they fail in the final aspect of where the rubber-meets-the-road. Their execution is abysmal. Effective, fiercely focused, CLEAR actions, execution-to-excellence, using people's full talents & strengths-based approach, is a force-multiplier (Exponential), where time-lines and event-horizons are highly compressed. Change and disruption are the norm. Competition is ever-growing. Plus the Circular Economy needs to become a vital part of your mindset and innovation.