



## Philosophy, Framework & System to 2x-4x Results

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 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 & PROFIT.



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

**1**

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

More than 50% to 60% of business results come from culture and context. Most company cultures are left to "default", so they seldom have a Positive, Conscious, High-Performance Culture. Teamwork, Trust and Commitment are also vital for ensuring a great place to work, yet 75%-85% of team building requests are for "Fun Games" that deliver zero benefits.

**2**

### **Limitless Leadership: Effective, Accelerate, 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 long-term focus, values-based, accountable, Limitless Leadership with Heart & Soul on all levels.

**3**

### **Engagement & Energy: Happiness, 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.

**4**

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

The usual naming, blaming and shaming, deficit-focused problem-solving approach is, destructive and outdated.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 inclusive 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 makes a person 7x more valuable than a person with incorrect 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 & Accountability**

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, execution-to-excellence, using people's full talents & strengths-based approach, is a potent 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.