

Advanced Leadership Clinic for Highly Successful Executives

How to Know If This Clinic Is Right for You:

- *“Do you wake up in the morning with your heart singing at the thought of being who you are and doing what you do - filled with joy and full of energy and enthusiasm?”*
- *“Does your drive and determination translate into the success and income that you deserve? Are you confident in your executive career as the effects of the recession take hold? Are your “personal lives” and “professional lives” in balance , in harmony with each other?”*
- *“If you answered “No” to any of these questions, you must make a change now before the full effect of the recession impacts you. The business landscape is shifting under your feet, and successful executives must rise to the occasion NOW.”*

So begins Dr. Srikumar Rao, author of “Are You Ready To Succeed?” in this new three day groundbreaking clinic. Every idea in this clinic is designed to help you change to confidently answer “YES!” to these important questions. His mission is to help "highly intelligent, intensely driven, fiercely ambitious executives find deep meaning in their lives", and he created this clinic for executives who want the best life possible and will not settle for less.

Clinic Description:

The Advanced Leadership Clinic is for successful high-level executives who have set the goal to dramatically increase their effectiveness - to lead their organizations in a manner that not only creates highly successful organizations, but enables them to begin building a legacy that is truly *worthy of their time and talents.*

The Advanced Leadership Clinic is designed to be the first step towards reclaiming your purpose in life, to benefit from a direct link between your personal motivation and your success in business. To get to the next level in business and your career, you must improve your “inner game”. This improvement will have a dramatic effect but *does not mandate any changes to the outer circumstances of your life* unless you decide to make outer changes. This clinic will enable you to make the best decisions with your highest good in mind.

Fundamental Clinic Objectives:

- ✓ To further develop world-class executive leaders by becoming firmly and fundamentally “grounded” and establish an intense, authentic purpose and motivation for your life’s work. This motivation is based on finding your true purpose, which has been repeatedly and conclusively determined to be the only way to achieve lasting, permanent success in business and in your personal life.

“If you want to build a ship, don’t drum up the men to gather wood, divide the work and give orders. Instead, teach them to yearn for the vast and endless sea.”

- Antoine de Saint-Exupery

Before you can teach anyone to yearn for the vast and endless sea, you have to experience that same yearning yourself!

- ✓ Once you have reestablished your personal motivation and become highly re-inspired, you will then learn how to truly inspire your team members to achieve more than they know they are capable of. You will learn how to help your team members tap into their hidden reservoir of personal power to achieve better results than even they knew they were capable of - to achieve your goals and objectives together.

Why This Clinic Will Make A Major Difference in Your Life:

Dr. Rao’s transformative work has been written about and recognized by distinguished publications including the *New York Times*, the *Wall Street Journal*, the *Financial Times*, the *London Times*, the *Guardian*, the *Independent*, *Fortune*, *Time*, and *Business Week*. The *Voice of America*, *PBS*, *CNN*, and many other national TV and radio stations have interviewed him about his ability to transform people’s lives with his powerful message and insights.

This clinic is highly effective because has an operating philosophy that goes well beyond conventional views of what it means to become (and accomplish) as a *masterful leader*. The following are some of the guiding principles of this course:

- 1) It is not the function of a leader to motivate followers. Instead, it is the privilege of a leader to find out that which is de-motivating their team members or limiting their effectiveness, and then remove these blocks. This is not a difference of semantics; it is a more advanced approach that is required to truly lead an organization to record setting levels of performance, and to make an *unmistakable, permanent positive impact* on an organization.
- 2) Nobody ever gets up on Monday morning “fired up” by thoughts of “maximizing shareholder value” or meeting revenue or profit targets or increasing market share or any similar goal. Human beings are inherently motivated, but it is the leader’s job to articulate a vision so powerful that it takes over the employee and makes them want to rush to work and take the initiative to do whatever needs doing. Obviously this cannot be done *unless the leader himself/herself is inspired by this vision*.
- 3) Communicating your vision is not a solitary endeavor, and if attempted alone, would be an overwhelming burden. It is the leader’s function to develop other leaders in the (organization/company) who fully understand it and can do it as well, or better, than he/she can.

- 4) Once the vision is articulated, it is the ongoing challenge of leaders to empower and encourage (employees / team members) to reach for their own highest potential. Many managers unfortunately tend to view their team members as instruments by which the manager can achieve their own goals. This is not a mindset that encourages persons to unstintingly give what they are capable of.
- 5) Much of what is traditionally defined as “motivation” is actually sophisticated manipulation to get workers to do what they are unwilling to. Incentives such as money and perks of various kinds and disincentives or sanctions such as demotion, or threats of being fired, simply get people to “play the game” – temporarily! They may ensure some behavioral compliance, but they are not true “motivators”. They do have their place, but most organizations tend to overuse them.
- 6) Nobody starts a new job intending to be a disgruntled, disengaged employee; that is something that happens to him or her gradually, and is a systemic problem that you must learn to recognize and eliminate within your organization,
- 7) Everyone in an organization, *especially the leaders*, needs to be comfortable enough to be “authentic” at work. If you have to put on a mask at work – or, even worse, multiple conflicting masks, you will be ineffective, highly stressed, and heading towards burn-out or health issues. Recognize that an employee does not have a “work life” and a “personal life”. They have one life, and either it works well, or it doesn’t. This does not mean that he or she does not have challenges in one or more areas, but it does mean that these challenges need to be addressed in a holistic way, not a compartmentalized way.

Clinic Format:

The Advanced Leadership Clinic is designed to help you bring about profound changes in your life which do not typically happen by listening to lectures. It happens when you use concepts to which you are introduced to examine your personal circumstances and develop a different world-view more in alignment with your long-term intentions and goals.

The emphasis will be on experiential learning and each day will have many exercises – both individual and group.

Day 1:

Morning Session: Challenging Your Constructs

This session will help you realize:

- That the world you live in and experience is a “construct” that has relevance to you, but is not the “one and only” reality. Everyone has a different but equally valid “reality”.
- That you have emotionally invested in the particular “reality” that you are experiencing,

and the more you persist in your investment, the more factual your construct will seem. It is a self-reinforcing, but self-limiting cycle. We will enjoy a group exercise that will help you understand how you are binding yourself and how you can begin to break out of these self-imposed restraints.

Afternoon Session: Our Quest for Happiness

We will explore the idea that in some way, shape, fashion, or form, our entire lives are a continual and profound quest for happiness. *Have you found it yet?* Virtually all of our activities are directed to achieve this state, but happiness is elusive - the harder you seek it and try to attain it, usually the further from it you get.

There are many different models of how happiness comes into our lives. The most common belief is that happiness is the result of acquiring material “things”. Another model is that our happiness is dependent on non-material qualities like the presence of close, loyal friends, loving family members, intellectual stimulation, good health, great food, etc.

You will be presented with a different model of happiness that is independent of these things, and you will be encouraged to both test it and adapt it to fit your unique circumstances.

Day 2:

Morning Session: Identifying Your Emotional Domains

We all operate from various “emotional domains” which heavily influence us to greatly affect the decisions we make. Some are positive domains, such as optimism, a sense of possibility, relief, deep appreciation, etc. Negative ones include anxiety, fear, indecision, stress, feelings of inadequacy, depression, etc.

Exploring the concept of “emotional domains”, we will examine the process by which we – heretofore unconsciously, henceforth consciously – construct our models. This helps us to understand the dysfunctional methods we use to cope with the “problems” in our lives. Group exercises will bring this point home vividly!

Afternoon Session: Improving Your Emotional Domains

We continue to examine how the domains you live in affect every aspect of your life. Most of us move in and out of several emotional domains throughout the day and they shape major phases of our lives. There are predominant domains that we spend most of our time in that become “home” for us.

We will learn how to use this knowledge through individual and group exercises which will help you understand that you are not a prisoner of your conditionings, and that you

can intentionally shift into higher, better domains. Your decision-making in both your personal and professional lives will be greatly improved as a result.

Day 3:

Morning Session: True Nature of “Fulfillment”

We examine what truly gives our lives meaning and significance, and what merely appears to. Does it depend on our position? The mission of the organization? The social structures you are a part of? Your relationships? A sense of personal growth?

We understand, at a deep level, that meaning and purpose are important. And yet, the most important single complaint from executives at all levels is the lack of “meaning” in their lives, of how purpose and fulfillment is somehow missing.

Once again, we will engage in individual and group exercises to help you understand not only the nature of fulfillment, purpose, and meaning, but how to begin bringing these into your life by creating a personal mission that makes you “come alive” with enthusiasm.

Afternoon Session: Aligning Your Personal Mission with Your Career

We bring all of the concepts we’ve covered together and then explore how you can transmit what you’ve discovered to others in a way that is neither condescending nor dictatorial. What you do or say as is not nearly as important as *whom you are being as you do or say it*.

In this session, we discuss how your personal mission can and must be aligned with your organizations goals for your maximum fulfillment and effectiveness.

You will also learn how to begin the process of organizational change and how to reach out and link up with others in this worthy cause.

Clinic Outcomes:

Here are some of the outcomes you should anticipate:

- ✓ Ways of thinking that do not serve you well are identified and replaced by effective models that work much better for improving business performance
- ✓ Bad economic news will no longer erode self confidence or your sense of purpose and will instead help you sharpen your mental edge
- ✓ You will astutely perceive opportunities that others fail to spot, even those you may have missed prior to making this shift
- ✓ Your work will begin to flow with much less resistance. You will spend more time “in the zone” where real breakthroughs occur - allowing you to focus on the actions that produce the greatest results

- ✓ A marked improvement in your ability to inspire others, to get them to embark on their own journey of self-discovery and mission fulfillment
- ✓ Improved decision making - faster, clearer, more accurate business decisions mean capitalizing on new opportunities and avoiding dangerous missteps
- ✓ Energy once wasted on correcting or reprimanding your team will be freed for the true work of a leader - adding value to the organization and making a lasting impact that gets recognized
- ✓ Obstacles are perceived in a new light: challenges are recognized for the opportunities they offer
- ✓ A marked reduction of stress in your life. Fewer things will have the ability to faze you
- ✓ A greater sense peace, fulfillment, and serenity in your life. This will be so obvious that you are likely to have others ask “what happened to you?”
- ✓ A significant improvement in your relationships – with bosses, peers, and subordinates, as well as with customers, suppliers, etc.
- ✓ A quantum increase in your effectiveness and efficiency

"Srikumar's method changes lives, and the transformation affects every part of these lives - *personal and professional*. They become more effective leaders and managers. They become more thoughtful and considerate citizens who consciously work for the greater good." - **Frances Hesselbein, Chairman and Founding President of the Leader to Leader Institute (formerly the Peter Drucker Foundation)**

Your Enrollment:

The **program philosophy described above should read carefully**. If you find that you do not resonate with the goals or the idea of examining and fine-tuning your fundamental assumptions and your overall approach to life, DO NOT register for this clinic - it will be a waste of your time.

If, on the other hand, you are feeling enthusiasm and inspiration for substantial, positive change in your life and leadership abilities, then follow your instincts and contact us for registration, as *space is very limited*. Do not be deterred by scheduling difficulties which are not a sufficient reason to not take part. Your priorities are yours to adjust as necessary.

The most successful leaders re-arrange their lives considerably to enroll in this clinic. It could be a life-changing experience for you – the clinic benefits are greater than any other course or clinic available to you today.

Come prepared with an open mind, because *you will be confronted with unconventional ideas that challenge you*. If you weren't up for this challenge, you wouldn't be reading this now.

Do not hesitate, enroll today!