



INTEGRO

ALAN VEAL & ASSOCIATES

At Integro, we hold up a 'mirror' to you, based on feedback from your team and peers, and ask you to answer the question "Why should anyone be led by you?"

- How well do you understand your leadership style?
- Do you really understand what your team are saying about you in the coffee shop?
- What are your strengths and limitations...the greatest of faults is to be aware of none!
- Why does your leadership style work well with some people, but not with others?

Wouldn't it be valuable if we could see ourselves through others' eyes and become aware of how we affect them?

Integro provides you with a chance to do just that...a chance to stop, *look in the mirror* and reflect on how you are leading yourself.

We believe that...you can't lead *'in the dark'* and our *'mirrors'* can reduce blind spots

...before you try to lead your team, first understand how to lead yourself

The benefit for you is to get a clear picture of what people are saying about you 'in the coffee shop', understanding what is and what is not working for you.

You can then reflect on the following...is that the impact I want to have?

If not, what do I wish to do about it and our leadership experience will create more options for you to choose from.

Consider a typical leadership experience...

You, Your Team, Your Leadership

What's it all about?

“Above all else, know thyself!” - Socrates

The focus is leadership, not management skills.

It's based on the practical application of Australian research of what Australians expect of their leaders.

This is a unique opportunity for you to explore your leadership - what works, what doesn't and what to do about it!

The experience is practical, hands-on and results oriented (also lots of fun).

Many managers confuse their management position with the gift of leadership. Leadership has nothing to do with your management title, the size of your office, or even your MBA. IQ does not correlate with emotional intelligence (EQ).

The first person you need to lead is yourself, before you start trying to lead your team.

This requires a high degree of self-awareness and self-acceptance. Leading yourself means understanding what drives you, your strengths and weaknesses, how you build or diminish trust.

Our in-depth experiences give you a significant and personal close-up look at yourself.

- Do you understand the real difference between management and leadership?
- Have you got the balance right between them or are you too busy managing?
- Why does your leadership style work with some people but not with others?
- Have you looked 'in the mirror' lately? When was the last time you checked out your "blind" spots?
- Are you aware of the real impact you have on your team?
- Have you thought about what motivates you, compared to what motivates your team members?
- Do you understand why being trustworthy does not always build trust?

Would your team really vote for you as their leader?

What's unique about this experience?

Leadership is best learnt by doing it, not just talking about it.

Because this is an active, participative experience in leadership, you will have an opportunity to practice it, not just talk about it. This involves some outdoor real-life leadership challenges helping you to explore your passion, commitment, enthusiasm, honesty, courage and persistence – all qualities people look for in leaders.

We also believe learning is proportional to the amount of fun you are having!

By having a deeper understanding of '*why you do what you do*', you will have a clear picture of your current leadership effectiveness and a plan to further develop your leadership abilities, as well as develop the leadership potential within your team.

“Oh the gift that God would give us, to see ourselves as others see us”

With apologies to Robbie Burns poem, “To a Louse”

The unique Integro feedback systems quickly and easily help you understand yourself and others. We hold up the mirror, allow you to look into it and understand the real impact you are having on your team.

This system allows you to compare and contrast how you see yourself versus how your team see you – *perception versus reality!*

- How well do you understand your leadership style?
- Do you really understand what your team are saying about you in the coffee shop?
- What are your strengths and limitations...the greatest of faults is to be aware of none!
- Does your team see you as their leader, their manager or just their boss?
- Wouldn't be valuable if we could see ourselves through others' eyes and become aware of how we affect them?

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You can then reflect on the following...is that the impact I want to have? If not, what do I wish to do about it and our leadership experience will create more options for you to choose from.

We don't get where we want to be by fooling ourselves about where we are!

We also believe it takes courage to look in the mirror and from our experience, those who need to look in the mirror the most, resist the most.

This feedback also helps you understand:

- your leadership style and what motivates you
- how you handle change
- your preferred working environment
- situations you may tend to avoid
- strategies for increased effectiveness
- how you may behave in conflict situations

The key is to understand why you do what you do i.e. the motivation driving your behaviour, not just what you do.

Integro experiences are exciting, interactive and fun!!!