

DAVE ROGERS
DAVE ROGERS



"Continual Shift - Make Shift Happen"

Presented By Dave Rogers

Continual Shift Mentoring Program

DAVE ROGERS

Continual Shift Mentoring Program – Make Shift Happen

TABLE OF CONTENTS

INTRODUCTION

- a) Wheel of Work
- b) Your 12 Month Progress

Module 1 : LEADERSHIP

- a) Article – Unleash the Leader Within You
- b) Reading List on Leadership

Module 2 : CREATIVITY

- a) Article – Enhance Your Creativity
- b) Reading List on Creativity

Module 3 : SKILLS DEVELOPMENT

- a) Article – No Problem Life Was Fun
- b) Reading List on Skills Development

Module 4 : WELLNESS

- a) Article – Wise Approach to Stress
- b) Reading List on Wellness

Module 5 : TIME MANAGEMENT

- a) Article – Punctuality is Power
- b) Reading List on Time Management

Module 6 : MENTORING

- a) Article – Mentoring
- b) Reading List on Mentoring

Module 7 : COMMUNICATION

- a) Article – Rapport Mastery
- b) Reading List on Communication

Module 8 : BRANDING

- a) Article – Talent Management
- b) Reading List on Branding

ABOUT THE AUTHOR

Introduction

Wheel Of Work

Introduction

One of the most effective business coaching tools is the “wheel of work”. This is a simple yet powerful business coaching tool as it allows the client to clearly measure their own progress. As a business coach, it is imperative to calibrate the integrity and accuracy of the client and this coaching tools empowers the business coach to shift the measuring tools to best serve the client.

The wheel of work can be utilized as a step by step twelve month progress reporting and measuring tool that can be combined with other business coaching tools, techniques and strategies to deliver optimal impact in the workplace.

Methodology

Where do you want to start making giant steps forward in the workplace?

The following eight areas reflect some of the key areas of success in the workplace. By developing increased awareness, deeper understanding and making a concerted effort to elevate your capacity, capabilities and key competencies in these areas, your business world will shift.

Leadership
Creativity
Communication Skills
Mentoring Skills
Time Management
Wellness
Specialized Skills
Personal Brand

This process commences with your rating yourself in each of these specific areas. We use a scale of zero for horrible or terrible to ten for fantastic, outstanding, world class. A five would be average, ok, or minimal.

One of the tools we use in modeling or utilizing the resources or expertise of people directly around us or in business around the world. For instance, if you were to give yourself a perfect score of 10 in any of these areas, who would you have to be like? Who would rank a ten for you in any of these areas? As a ten, what would be have to change in you, or in your identity?

Rate yourself today, compare where you want to be in six months, and give yourself a score in each area.

After completing the wheel of work, we will work together to get you to focus on one area and in the business coaching session, we will develop a three step strategy to enhance, improve and action areas for improvement.

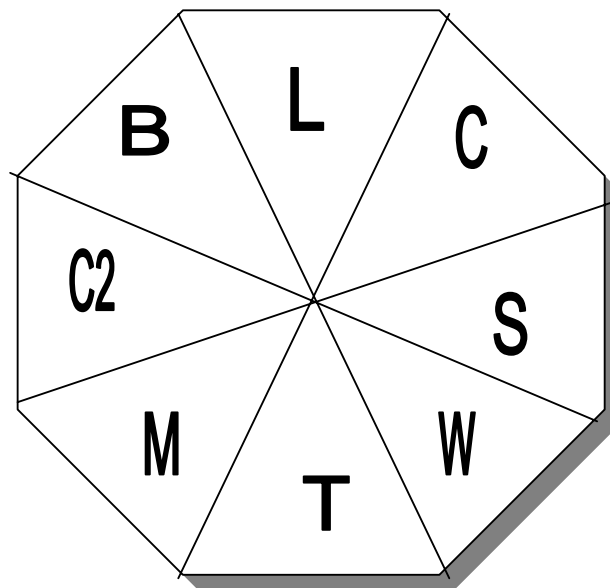
Introduction

Many people focus on the areas that are weakest. That is your choice, we will focus on the area in your career that is most important for you!

We will prioritize, we will focus and we set a plan to succeed in the workplace.

For example: "If you are 5 in communication, what would you need to achieve to become a 7? How long might that take? What would I need to achieve to become a 9? What would make it a 10?" Who is a 10 for you? These are great questions to develop the strategy for the client and can help develop the neurological connectors to close any subconscious and conscious gaps that may exist for the client. By closing the gap, we increase the probability of success for the client.

By shading in your wheel of life, you get a wonderful visual and practical tool to develop specific strategies to enhance, improve, and elevate each area of your business world.



L - Leadership (leadership skills, ability to lead, being a leader)

C - Creativity (overall creativity, ability to design, creative thinking, providing solutions)

S - Specialist Skills (ability to master new skills, develop specific skills sets, undertake and do new things)

Introduction

W - Wellness (your physical and mental wellness, your health, vitality, energy, fitness)

T - Time Management (your relationship with time, ability to organize efficiently, planning for multiple tasks)

M - Mentor (ability to groom leaders, get the best of others, build confidence in others)

C2 - Communication (ability to communicate, motivate, inspire, competently verbalize the message)

B - Brand (current brand, image, reputation, what your are know for)

“We are what we repeatedly do. Excellence, then, is not an act but a habit.”
- Aristotle

Your 12 Months Progress

"A journey of a thousand miles, starts with a single step"
- Lao Tzu

Introduction

Quantify your progress quarterly over the next twelve months. By yourself or with a certified Impact Coach, mark down your ratings in each of the key areas of the workplace. The rating is between 0 to 10, with 0 representing horrible, terrible or the worse, while 10 represents the best, world class or outstanding. Be honest with yourself and give yourself a truthful answer about your current level that you give yourself in the workplace.

Set a target to reach in 3, 6 and 12 months time for each area. Don't try and change everything all at the same time. Focus on developing a maximum of one or two in any 3 month period. Then come back to this page every three months and mark down your actual number. Use this page as a reminder of the areas of your work life that you have committed to focus on developing.

	Now	3 Months	6 Months	12 Months
Leadership				
Creativity				
Skills				
Wellness				
Time Mgmt				
Mentor				
Communication				
Brand				

**With more that 50% of our life at work, how can we better invest our time and energy “even better” to make our workplace a grand place to be?
-Dave Rogers**

Module 1

LEADERSHIP

**“Awareness, Understanding, and Measuring! Know where
you are, measure, calibrate, act, and celebrate!”
- Dave Rogers**

Module 1 – Leadership

What is leadership to you?

Who are great leaders to you?

What characteristics do great leaders have?

Rate yourself for leadership, 0 is horrible, 10 is outstanding? _____

What three things could you do in the next ten days to improve your leadership skills?
Be specific.

What would have to happen for you to be certain that you could accomplish the
aforementioned items?

If you were to accomplish the above noted task in the next month, what would you
personal rating for leadership be? _____

Leadership Dynamics

Awareness, understanding and making strides to align the conscious and sub-conscious minds in terms of your leadership style and approach is the objective of the following exercise. Simply answer the questions with the first words that come to your mind. Avoid thinking too much!

Module 1 – Leadership

Simply write down the first three words that come to mind for each question. The first question is:

1. What are the qualities in other people that you admire most?

2. What are your unique abilities or talents? What makes you special?

3. What did you feel during one of your top peak experiences in your life? What emotions did you experience? What feelings were experienced?

4. Who are your heroes or heroines, alive or present, in myth, legend, religion or history?

5. What are the qualities you best express in your relationships?

6. What is the purpose of your life?

7. What is your contribution going to be to your community, the world, your family?

**“Words have power. Change your words and you can change your destiny.”
-Dave Rogers**

Module 1 – Leadership

These twenty one words can be used to describe your present Soul of Leadership. These are key words that you use to describe key events or experiences in your life.

What have you learned from this process?

Articles - Leadership – Unleash the Great Leader Within!

Great leaders follow a formula of nurturing, stretching, encouraging and developing the skills and talents of themselves and their teammates. Great leaders are intimately familiar with the importance of communication and focus on developing superior internal and external communication tools, techniques and strategies. According to Lin Yutang, leadership is “having the courage of being your genuine self, of standing alone and not wanting to be somebody else”.

Anyone can have followers, a clown can make many jokes and have many followers, a crooked politician can pay its constituents to get their vote and have many followers, a religious fanatic can offer food and housing and see his followers grow. In all of these cases, a person can have followers, but is this person a leader? I suggest to you that such individuals are not great or even good leaders? In actuality, many of these individuals are frauds, fakes, manipulators or simply false leaders.

In order to be a leader it takes more than a sharp suit, a sweet voice, a sparkling tone, good looks and charisma. Lao Tsu wrote about leadership “a good leader is best when people barely knows he exists....of a good leader, who talks little, when his work is done, his aim fulfilled, they will say: we did it ourselves.” In researching this piece on leadership, I reviewed memoirs of great political leaders like Lee Kwan Yew, John F. Kennedy, Ronald Reagan, business leaders such as Bill Gates, Sam Walton, Anita Roddick, and Richard Branson, as well as contemporary spiritual leaders such as Billy Graham, Dali Lama, and Neale Donald Walsch.

While the styles may differ of the Great Leaders noted above, similarities rang “loud and clear” in my simple and humble interpretation.

Rule 1: Trade Minds - Practice Trading Minds

All great leaders consider the situation of the people that they are facing. He or She knows the audience, gets to know their interest, and will quickly ask themselves, “If I were in their situation, how would I react to this? Great leaders identify with their people and can effectively trade minds with individuals or the masses. It is the art of communication that allows Great Leaders to connect, motivate and inspire while maintaining full congruency with their own values, beliefs, and vision.

In celebrating his 80th birthday recently in Singapore, Lee Kwan Yew cited the many paradoxical experiences in his years, the wonderful experiences in nurturing Singapore's birth and ever evolving re-birth, to the tough choices that stretched his resolve and tested his convictions when he returned from Malaysia with the decision to set out and design the island Republic of Singapore, to the clarity and determination to adapt strict, firm, and unwavering rules, regulations and laws on corporal and capital punishment for a nation, and in the while, while maintaining a balance in his flexible, adaptive, and ever changing practices in embracing the personal, professional, and spiritual undercurrents in his own life long journey. Great Leaders know themselves. Great leaders see the possibilities. Great leaders see the opportunities that each challenge presents!

Rule 2: Resolve – What is the human way to handle this?

“When the going gets tough, the tough get going” are the famous words, made popular by American football icon and coach, Vincent Lombardi Junior. Lombardi used his emotionally-charged personality to help lead his Green Bay Packers team to two Super Bowl Championships during the 1960's. While his “fire and brimstone” approach worked splendidly with the majority of his team players, Lombardi was equally congruent and capable to work with players on a one to one basis, handling them in a “human way!”

The human approach to Great leadership includes:

1. Talk to people on a private basis;
2. Praise them for what they are doing well;
3. Point out one thing at the moment that they could do better and help them to find a step by step approach to implement the improvement; and
4. Praise them again on their good points

As a general practice Great Leaders let actions show that they put people first, practice praising people and rub people the right way: Be a Great Human Leader!

Rule 3: Progress - Think progress, believe in progress, push for progress!!

Great leaders ask great questions such as “What actions can I take to be “even more” progressive towards reaching my objectives or goals right now?”

A Great Leader encourages a new wave of leaders. Encourage progress, encourage improvement, and set aside your own ego, in order to see progress implemented.

Bill Gates mentions in “The Road Ahead” that the ultimate goal in learning and leadership will be changed from getting a diploma to enjoying lifelong learning.

As a life long learner, what are you doing to learn about being a Great Leader? What are you doing to think progress, being progress and embracing progress? Two special suggestions from 1) Think Improvements in Everything you do and 2) Think Even Higher Standards in Everything you do!

Rule 4 - Time Out - Confer with yourself and tap your supreme thinking!

Great leaders resolve to set aside some time each day (at least thirty minutes) to be completely by themselves to explore two types of thinking: Directed and Undirected

- 1) Directed – review a major challenge or opportunity in your life. In solitude the mind will study the problem objectively and lead you to the right answer. Great leaders turn problems into opportunities. All problems are an opportunity for someone, somewhere, somehow! Ask yourself how can you shift your problems into an opportunity?
- 2) Undirected – just let the mind select what it wishes to think about. Undirected is very useful in self evaluation...how can I do better? What should be my next move? By nurturing and developing this energy, Great Leaders are able to tap into the emotion or motion of energy and thereby increase clarity, congruency, and confidence in their way of being a Great Leader!

Being a Great Leader is a voyage. By learning from the Great Leaders, it is a great way to embrace the learning and by applying it to our lives, we experience growth in a healthy, enriching, and evolving manner. Empower your self, take up the opportunity to lead, and Unleash the Great Leader Within!

Article contributed with permission from Dave Rogers – www.daverogers.net. For more about Dave's keynote talks on motivational leadership or corporate coaching programs contact dave@daverogers.net

Reading List on Leadership

Rudolph Guiliani and Ken Kurson	Leadership
Vincent Lombardi	Leadership
Jack Welch	Jack: Straight from the Gut
Peter Urs Bender	Leadership From Within
Navin Chawla	Mother Teresa

Module 1 – Leadership

Notes

***“Afoot and light hearted I take to the open road, healthy, free the world before me. The long brown path before me leading wherever I choose”
- Walt Whitman***

Module 2

CREATIVITY

**“do what you do so well that when other people see what it is that you do,
they will want to see you do it again...and they will bring others with them
to show then what it is that you do”**

- Walt Disney

Module 2 – Creativity

What is creativity to you?

Who is very creative to you?

What qualities do creative people have?

Rate yourself for creativity, 0 is horrible, 10 is outstanding? _____

What three things could you do in the next ten days to improve your creativity? Be specific.

What would have to happen for you to be certain that you could accomplish the aforementioned items? Do you have any limiting beliefs that are holding you back?

If you were to accomplish the above noted task in the next month, what would your personal rating for creativity be? _____

Articles - Enhance Your Creativity

By Edel Jarboe

Creativity is defined as the generation of a new idea or a new way of doing things. The creative person is one who generates such new ideas while the creative process is how these new ideas, solutions, and inventions are produced. That said, we are all naturally creative. From poetry to building a house, from computer programming to humor, from music to science, creativity is manifested in a variety of different ways.

Everyday Creativity

Everyone is creative on a daily basis, coming up with many small solutions to the problems that arise on any given day. For example, when you didn't have any flour tortillas to make hand-rolled enchiladas, you layered corn tortillas, beef, cheese, and enchilada sauce to create a layered enchilada casserole that your family inhaled. Or, when you and your husband didn't have enough money to go out for a night of dinner and dancing, you had a candlelight pizza dinner and rented your favorite video. At work, when headquarters cancelled the annual bonus, creative thinking helped you come up with a new way to keep your employees motivated by offering them flextime schedules and a group discount at a health club. Thus, creativity allows us to learn what we are capable of. It allows us to realize that our limits are expandable and that it is up to us to stretch these limits of what is possible for our happiness.

Creativity is Good for Your Soul

In the same vein, creativity provides us with a way to lift ourselves above the daily grind of our habitual lives. Every once in a while we need a new way of looking at the world and at ourselves. Allowing ourselves to be creative renews this connection to ourselves.

Moreover, creativity frees your spirit to be true to itself. It frees you to exist in the moment because when you are totally absorbed in the process, you are living in the moment. You are released from the confines of your everyday thinking and feeling. You are released from the constraints of your everyday self. In these (sometimes too brief) moments of creativity you are also free of judgments. You are not judging yourself, but trusting the process. It is as if you have turned on the light in the playroom of your mind, heart, and soul and you feel utterly free to play with ideas and objects in an entirely new way. It is as if you sense that this is what it means to be fully alive.

Creativity is a gift. Like the gift of laughter, for example, it is one of pleasure. It is the ability to experience pleasure on an intellectual, emotional, and spiritual level. Whether you craft beauty, open minds, touch hearts, or solve complex problems the point is that you allow yourself the freedom to let your instincts and intellect guide you.

Treat Yourself to a Dose of Creativity

Since creativity is good for the soul, what can you do to add more creativity to your life? What skills or hobbies do you enjoy that allow you to be creative? Is it cooking, designing furniture, or some other craft? Is it writing poetry or short stories? Is it designing computer programs? Whatever it is that allows you to get lost in the process and frees you to be more of who you are, embrace it and make it a part of your life.

Module 2 – Creativity

How can you put creative thinking into practice in your career or business? Do you have a lot of great ideas for your department or company that would increase productivity or profits? Don't be shy. Write down these ideas and present them to the person who has the power to make them a reality. And, if this person is you, then by all means go for it.

Flexing Your Creative Muscle

Our ability to come up with creative solutions to life's problems is a survival skill. It is an extension of mankind's ability to adapt to our environment. And, once we get in the habit of using this skill, we begin to see problems as a fun challenge to our inherent creativity. So, go ahead and flex your creative muscle. Feel yourself getting stronger mentally and spiritually. Build confidence in your ability to cope with anything that comes your way. With creative thinking, anything and everything is possible.

Keywords: creativity, creative thinking

About the Author

Edel Jarboe is the founder of SelfHelpforHer.com, an online magazine providing articles, tools, and resources for getting your life on track. Her popular ezine, The Insight Newsletter, offers practical advice and solutions for the obstacles that can hinder you in your quest for success and happiness. Subscribe at: <http://www.selfhelpforher.com/sln.htm>

Reading List on Creativity

Bob Thomas	Walt Disney: An American Original
Edward De Bono	Six Thinking Hats
Tony Buzan	Mind Mapping
Dilip Mukerji	Brain Dance
D.M. Field	Leonardo Da Vinci

Module 2 – Creativity

Notes

***“It is not the IQ that counts, it is the I CAN that makes the difference”
-Dave Rogers***

Module 3

SKILLS DEVELOPMENT

*“whoever desires to be given everything must first give everything
away”
- Meister Eckhart*

Module 3 – Specific Skills

What specific skills do you want to develop?

Who do you know in your environment who has these skills?

What qualities, specifically, are required for you to develop these skills?

Rate yourself currently from these skills, 0 is horrible, 10 is outstanding? _____

What three things could you do in the next ten days to improve these skills? Who can you learn from? How much time will it take? When can you do it? How committed are you to do it?

Let's get S M A R T about it!

Specifically, what do you want to achieve?

How can we measure it?

Is your goal or desired outcome achievable?

Is this relevant and realistic?

What is the time frame that this can happen?

Module 3 – Specific Skills

What would have to happen for you to be certain that you could accomplish the aforementioned items? Do you have any limiting beliefs that are holding you back?

If you were to accomplish the above noted task in the agreed upon time frame, what would your personal rating for this specific skill be? _____

Article - No Problem - Life was fun

Do you have a lot of problems in life or a lot of opportunities? Today, I will like to share with you my experience in search of endless opportunities. When I was a kid, I was so brave. I would walk, I would run and often I would fall flat on my face.

I remember my strategy way back then! If I rolled down the stair case and bumped my head, I would look around. If there is no adult, I would shake my head, get up and move on. If my mom was around, I would scream my head off.

I love to get up early in the morning, especially during the week end. My mom used to promise me weeks ahead to take me to fun place. I knew my mom would keep her promise, or I would scream her head off. In my childhood, life was fun. I couldn't wait to jump into actions every morning. Growing pain Then, one day, mom took me to school. Teachers were so mean to me. IT WAS sooo boring! All of the kids had to do the same thing at the same time. It was at this time that I started to find it difficult to wake up in the morning.

I decided to shift schools and studied day and night just to get into another school in the next level. There were more things that I didn't like to do; but I did it any way. Finally, I was shaped into the NICE LITTLE EDUCATION BOX, fitted comfortably and graduated with a diploma. INTO THE WORK PLACE, first thing my boss asked me was to think out of box. WHAT>>>>I just spent over 10 years to fit myself into a box. No one ever taught me how to think out of box. I don't know how to do that. A few months later, my boss warned me again: "you have better to get out of the box and walk on the water like the rest of your colleagues. Walk on water.....

The first time, I tried to get out of box and to walk on the water was in a swimming pool; As soon as I step on the water, I felled right into the bottom of pool and twisted my ankle.

I could not even float. I had to scream my head off above the water just to get the attention from a life guard. My mom learned about my incident. She suggested me to marry a rich man so that he would take care of all my problems. That was the stupidest idea I have ever heard.

Instead, I married to a smart guy. I thought he would help me think out of box and help me solve all my problems. Wrong. He was so smart that he jumped out of the box and left me and my daughter. I was so devastated; I turned every thing I saw into a problem. Finally, I decided to seek profession help in learning how to walk on the water.

Turning Point - While there was no workshop teaching people how to walk on water (YET). I did find a teacher who teaches people how to walk on fire. During the workshop, I was told to focus on the big picture. Look up, FOCUS UP! And don't look down. Tell myself "I am walking on cool moss". Walk naturally. It sounded like a great idea! During the practice, I was doing great until half way through my eye spotted red hot coals. No, "it is not cool moss". In a split second, I stepped on it. Ouch, I smelt like roast pig.

Run, I stormed through the end line and 2 fire men sprayed water on my feet. Smoke came out like from the ground. I was toasted. Problem attracts more problems. I was totally in hell. By the end of the workshop, I mastered the skills of fire walk and I figure I can use some of the same principle in life, especially in getting out of the box...as for walking on water, I am still looking for that one!.

The first thing I did after I left my box was to call up my mom in New York. She has Alzheimer disease. For many years, I have problem talking to her because she was crazy. Surprisingly, this time she still recognized me voice. After long conversation, she even sang my favorite childhood song for me. WOW, that was incredible! Later, my sister took over the phone and said: "hallelujah, it is a miracle".

She did not mean that my mom still remembered the song from our childhood; she meant that I remembered to call them.

I had connected with my family again. Hallelujah.....Ladies and Gentlemen, in life, we need not walk on water or walk on fire. If we are able to focus on the big picture, head up, shoulders back, FOCUS, then we will see the opportunities instead of being side tracked by the hardship and problems. Believe me, I have been hell and back. Life has no problems, it has only opportunities.

Suhwe Lee is an IT project manager, a certified Impact Coach, and multiple award winning Toastmaster. This article was composed as part of her winning entry in the Singapore area speech contest. For coaching in IT related projects or presentation skills contact Suhwe through dave@daverogers.com

Reading List on Skills Development

Richard Nelson Bolles	What color is your parachute?
W. Timothy Gallwey	Inner Game
Paulo Coelho	The Alchemist
Napolean Hill	Think and Grow Rich
Colin Rose	Accelerated Learning
Dave Rogers and Arthur Carmazzi	Six Dimensions of Top Achievers

Notes

***“If you think you can or you think you cannot, you are probably correct”
- Henry Ford***

Module 4

WELNESS

***“your body is a temple, is it reflecting the true you?”
-Dave Rogers***

Module 4 – Wellness

What are the first five words that come to your mind when I say the word “wellness”?

Are there any areas in your wellness that you would like improve or enhance?
Specifically what areas?

Rate yourself currently in your wellness, 0 is horrible, 10 is outstanding? _____

What three things could you do in the next ten days to improve this area? Who can
your learn from? How much time will it take? When can you do it? How committed
are you to do it?

Let’s get S M A R T about it!

Specifically, what do you want to achieve?

How can we measure it?

Is your goal or desired outcome achievable?

Is this relevant and realistic?

What is the time frame that this can happen?

Module 4 – Wellness

What would have to happen for you to be certain that you could accomplish the aforementioned items? Do you have any limiting beliefs that are holding you back?

If you were to accomplish the above noted task in the agreed upon time frame, what would your personal rating for this specific skill be? _____

In the area of wellness, are there any dreams or goals that you have?

Do you know anyone who has done that? Would it serve you to meet that person or have a discussion with them?

Article - "The W I S E Approach to Stress Management"

Are you stressed out? Is stress taking over your life? Good news is that everybody experiences stress. The better news is that stress can become your friend and it can add to the quality of your life. By applying the W I S E approach to stress management, you can learn to master stress instead of being a slave to stress.

About Stressors

The external stimuli that initiate stress are called stressors. The body and mind's reaction to stressors follows an individualized pattern and it is through greater awareness and understanding of stress and then applying tools, techniques and strategic steps that can help you equip yourself to develop productive, powerful and positive patterns of emotional and physical de-stressors that can help convert the feeling of being "stressed out" to the feeling of being "motivated", "invigorated" and "emotionally charged for peak performance or every day living."

Stress in the Workplace

Like it or not, stress is an intricate part of our lives. Job stress is a leading cause of illness, depression and work place violence in many parts of the world today and is increasing. It is estimated that stress costs US industry a staggering US\$300 billion a year in absenteeism, health costs, and programs to help workers manage stress. With an estimate 1 million workers absent daily due to stress, more than 80 percent of workers feel stress on the job and nearly half say they need some help coping with it.

Effects of Stress

Stress can manifest itself in different ways, from chronic headaches, to back pain, to obesity, insomnia, depression and violence. Identifying stress in workers, and equipping them with superior internal and external communicative tools, strategies, and techniques, will lead to the deliverance of a more balanced personal and professional life.

Stress Busters – Be “W I S E”

W- Watch your Words

The W is for words that we use. Take note of the words that you use when describing stress? In a survey I conducted at a recent Stress Management business talk in Singapore, most of the participants used words such as “frustrated”, “fed up”, “exhausted”, “agitated”, “angry”, and “pissed off” to describe what feeling is conjured up by the mere mentioning of the word “stress”! When I asked a group of elite athletes, they responded to the same questions with words like “in the zone”, “psyched”, and “pumped”. Same question, very different words, very different experience with the same word.

A single word can shift your entire emotional framework, be very careful what words you are using. This field of work is called transformational vocabulary and by simply having greater awareness of how stress is impacting your life and by changing or interrupting your existing disempowering patterns of communication about stress, it is possible to look at stress, feel stress and work with stress very differently. Stress can become your friend, call it your friend, and see how that simple shift in transformational vocabulary works for you. Write down three ways that stress can become your friend?

I – Interrupt with Intelligent Questions

When stress starts to build up, one of the most effective stress management tools is to ask a resourceful intelligent question. A quality question can interrupt your existing formula to handle stress, can shift your focus from the stressors, and can lead to a deeper, fuller understanding of stress and your relationship with stress.

Four excellent de-stressor questions are: 1) What specifically am I feeling? 2) What specifically is causing these feelings? 3) How do I want to feel? And 4) How does this experience contribute to my growth and development? By asking these questions during a particularly stressful period, you will be able to shift away from focusing on the stressors or unresourceful feelings and seamlessly move the conscious and subconscious minds to focus on empowering or resourceful solutions.

S – Smile into Stress

Change your physiology and you change the resources available to you! One of the simplest ways to change your physical state is to S M I L E! By smiling, your body releases natural hormones or endorphins that make you stronger, healthier, and more resourceful. By harnessing these natural secretions, you are able to tap into the power from within, the power that can make you even more confident, certain, and capable to tackle challengers or opportunities at hand.

During a recent workshop called “STRESSED OUT”, a participant encouraged me to move from the SMILE methodology to the laughter technique as a special stress buster bonus for the participants. The “Laugh Your Stress Away” module was born that day as we moved from smiling to laughing and the results were astounding. Laughter is a wonderful stress buster as it let’s all participants to feel good, feel great and feel terrific! The laugh can be a little quiet giggle like a school girl, a huge belly laugh like Santa Claus or a simple HA-HA-HA. The physical effect of laughing is magnificent. Laughter is great for the body, wonderful for the mind, and it is a marvelous tool to allow the stress energy to circulate and convert into healthy, happy, healing energy.

E – Exercise with Enthusiasm

Move your body and it is amazing what happens to stress. Last month in Hong Kong, I was sharing with an elite class of entrepreneurs, coaches, and athlete one insight into impact coaching. I just came back from a ferocious run in a blistery rain storm and along the run, decided to use one of my favorite incantations – every day, in every way I am getting stronger, everyday in everyway I am getting healthier, everyday in everyway I am getting wiser, everyday in everyway I am even more loving. The run was invigorating, inspiring, and an incredible release and conversion of stress energy. At the end of the run, the sky opened up, I looked up to the sky and the universe, and a wonderful sense of gratitude overcame me. The words “thank you” poured out, thank you for giving me the ability to run, thank you for giving me the opportunity to feel alive, and thank you for showing me the marvelous stress buster tools called Exercise with Enthusiasm. Try it, it works and it feels terrific!

Module 4 – Wellness

The “wise approach” to Stress Management, Use it and Make stress your friend!

Article contributed with permission from Dave Rogers – www.daverogers.net. For more about Dave’s motivational talks or corporate coaching programs contact dave@daverogers.net

Reading Materials on Wellness

Harvey Diamond	Fit for Life
Bill Philips	Body for Life
Seamus Phan	This Body This Life
Deepak Chopra	Perfect Health
Richard Carlson	Don’t Sweat the Small Stuff
Spencer Johnson	Who Moved My Cheese

Notes

***“Just as a bicycle chain may be too tight, so may one’s carefulness and conscientiousness be so tense as to hinder the running of one’s mind”
- William James***

Module 5

TIME MANAGEMENT

*“our real blessings often appear to us in the shapes of pains, losses,
and disappointments; but let us have patience, and
we soon shall see them in their proper figures”
-Joseph Addison*

Module 5 – Time Management

What are the first five words that come to your mind when I say “time”?

Are there any areas in your time planning or management that you would like improve or enhance? Specifically what areas?

Where does your time go? What time do you get up? What time do you go to sleep?

Sleep	Personal Time
Work	Commuting
Wellness	Eating
Hobbies	Other

Rate yourself currently in your time management, 0 is horrible, 10 is outstanding?

What three things could you do in the next ten days to improve this area? Who can you learn from? How much time will it take? When can you do it? How committed are you to do it?

Let’s get S M A R T about it!

Specifically, what do you want to achieve?

Module 5 – Time Management

How can we measure it?

Is your goal or desired outcome achievable?

Is this relevant and realistic?

What is the time frame that this can happen?

What would have to happen for you to be certain that you could accomplish the
aforementioned items? Do you have any limiting beliefs that are holding you back?

If you were to accomplish the above noted task in the agreed upon time frame, what
would you personal rating for time management by? _____

In the area of time management, are there any dreams or goals that you have?

Do you know anyone who has done that? Would it serve you to meet that person or
have a discussion with them?

Article – Punctuality is Power

How does it make you feel when someone makes you wait? What thoughts go through your head about the person? Do you start to question the person's sincerity, responsibility and ability?

Impressions do make a difference. If you get a reputation of being late, making people wait, or being absent-minded about time, it may negatively impact your professional life as well as private life.

It is essential in upbringing peak performers, to coach them on the importance of time. With the permission of the employees, the awesome impact coach may work with them to shift their programs about time and its surrounding values. The coach should emphasize the importance of punctuality and while understanding the employee's mindset towards it, a change in beliefs systems about time is possible.

What will happen if you continue to be late? Or, if you don't improve your attendance, what will happen? These questions may create some discomfort for the coachee, and may motivate a change in behavior.

Another strategy is to tap into the employees' negative experiences of wasting time, or opportunity cost of wasting life's most precious commodity – time, or sharing negative experiences associated with waiting and wasting other people's time. Any or all of these topics can be employed to alter, change and shift behavior patterns regarding time. These behavior shifts can be coached, tracked, and measured, if the employee really wants to make the change.

What is the greatest equalizer in life? With a world of huge discrepancies and variations between wealth and poverty, what is the great equalizer in life?

If you answered time then you are absolutely correct. It is the time. Even the richest men in the world, Bill Gates and Warren Buffet have only 24 hours in a day. What makes these folks remarkable is their ability to process, review, and prioritize realms of information and then still get things done.

An awesome impact coach can facilitate the shift and may work with the employees to internalize the importance of respecting themselves and respecting other people's time.

The three key suggestions to master your time schedule and master punctuality are:

1. Make journaling a habit that assists you to use your time more effectively, efficiently, and productively.
2. Preview, prioritize and plan your week in advance. Prioritize key objectives for the week and make sure you allocate more time to major things.

Module 5 – Time Management

3. Give yourself ample time to make it for meetings and appointments. If you are going to be late, advise the other party and apologize in advance. The extra effort will ensure that your counterpart feels respected and appreciated.

Time is your most valuable resource. Time is money, so make it a point to coordinate, organize, and invest it

Article contributed with permission from Dave Rogers – www.daverogers.net. This article is an excerpt from Dave's book "Awesome Coaching". For more about Dave's motivational talks or corporate coaching programs contact dave@daverogers.net

Reading List on Time Management

Stephen Covey	The Seven Habits of Highly Effective People
Anthony Robbins	Awaken the Giant Within
Eckert Tolle	The Power of Now
David Schwartz	The Magic of Thinking Big
Roger Hamilton	Wink and Grow Rich
Robert Allen and Mark Victor Hansen	The One Minute Millionaire

Notes

***“When there is pain, cures will be found.
Where there is poverty, wealth will be supplied.
Where there are questions, answers will be given.
Spend less time worrying and more time trusting”
- Jalil al-din Rumi***

Module 6

MENTORING

***“He is the inner self of all, hidden like a little flame in the heart.
Only by the stilled mind can he be know.
Those who realize him become immortal.”
-Upanishads***

Module 6 – Mentoring

What words come to mind when I say “mentor”?

What can you learn or what do you want to learn from a mentor?

If you had a mentor, what areas, specifically, would you want to work on?

Rate yourself currently as a mentor, 0 is horrible, 10 is outstanding? _____

What three things could you do in the next ten days to be a mentor to someone? Who could you mentor? How much time will it take? When can you do it? How committed are you to do it?

Let’s get S M A R T about it!

Specifically, what do you want to achieve?

How can we measure it?

Is your goal or desired outcome achievable?

Is this relevant and realistic?

What is the time frame that this can happen?

Module 6 – Mentoring

What would have to happen for you to be certain that you could accomplish the aforementioned items? Do you have any limiting beliefs that are holding you back?

If you were to accomplish the above noted task in the agreed upon time frame, what would your personal rating for this specific skill be? _____

Article - Mentoring

Mentoring is a tool that organizations can use to nurture and grow their people. It can be an informal practice or a formal program. Mentors demonstrate, share, explain and provide the mentee with a model for success. The Mentees question, explore, and develop an awareness of the intricacies of the organization inner workings.

Qualities of a Mentor

All business people are not necessarily suitable to be mentors. Certain individuals may not have the depth and breadth of experience to effectively serve and mentor other people. For example, a fairly successful individual may have had a specific, or limited, background and may not have enough general experience to offer. Prior to entering into a mentoring relationship, the mentee should take responsibility of assessing the mentor's potential effectiveness.

The qualities which are essential in an effective mentor include:

- M – mindset of learning, developing, sharing and growing as a mentor, a manager, and as human being.
- E – enthusiasm for mentoring and preferably someone who has had some positive experience with a mentor in their professional or private development.
- N – natural tendency to support and encourage others in the learning and growing process.
- T – time and energy to invest in the nurture junior members to grow, learn and develop
- O – open to new learning and aware of the importance of having a private and confidential arrangement with a colleague.
- R – respect for the opinions, thoughts, and learning modalities of other people. Willing to listen, learn and assist in the best method for the mentee.

Module 6 – Mentoring

The key qualities of a Mentee include:

M – motivated through learning, able to take theory and apply in day to day activities, and willingness to try new ideas

E – enjoys feedback and can act upon it

N – natural tendency to take responsibility for persona growth and development

T – timeliness and ability to allocate time for personal growth and development

E – earnestness and willing to ask questions and communicate effectively

E – enthusiasm to learn and energized by achieving desired business objectives and results

A solid mentoring program should include the following PRO approach!

P – promote specific learning objectives for the mentee and have experienced mentors to cover the area of desired learning. The mentors must be able to teach, coach, challenge, encourage and support the mentees along the path. A contract between the mentor, mentee and line staff can formalize the arrangement and can add a layer of responsibility to the engagement.

R – responsibility of the program must rest with the mentor, the mentee and organization. Support in terms of time allocation, specific objectives and follow up procedures are essential in ensuring that the program is successful. The program must be a joint venture with the mentor and mentee taking the key roles in ensuring that the relationship develops and grows overtime.

O – open discussion using personal stories, experiences, and both successes and failures to highlight the possibilities for the mentee. The mentor must balance the discussion so not to dominate all the conversations and must engage the mentee through provocative questions, anecdotes and stories.

Phases of a Mentoring Relationship

The mentoring relationship typically has four distinct phases:

Awareness

The first three to six months is often the awareness phase when both mentor and mentee get to know one another and they start to build some trust with one another. This is the phase when expectation and objectives are crystallized and this essential phase may or may not be the foundation for a strong and beneficial mentoring relationship.

Building on Base

The next six months is typically the most rewarding time for both mentor and mentee. The mutual trust has developed and the two can challenge each other with new and beneficial ideas!

Moving On

Typically, the mentoring relationship begins to draw to a close after a year or two. It is important, at this stage that the mentor step back from the formal relationship to discuss together with the mentee, how they wish to continue their relationship. This may include a new mentor or perhaps the mentee becoming a mentor to some new employees.

Redefine the Relationship

The mentor-mentee relationship enters a new phase, often with less frequent and formal meetings. Both are at a new level and the relationship will likely be on a more casual basis.

Mentoring's Possible Pitfalls

Mentoring relationships do not always succeed. Some of the most frequent problems with mentoring relationships include:

'Mismatch between Mentor and Mentee'

A mismatch between the mentor and the mentee can be a cause of failure in the relationship. Trust and respect may be an issue, or they may not be able to achieve the level of friendship necessary for a synergistic exchange.

Breach of Confidentiality

The key to a successful relationship is trust and if the trust is breached it can often lead to a breakdown in the communication.

Unrealistic Expectations

If the mentor or mentees expectations are not managed, demands may be too much from the either side. It is important that expectations are clearly-defined from the beginning. The mentee should not expect the relationship to meet every need, nor for it to continue indefinitely.

Since both parties in a mentoring relationship typically realize and accept the fact that a high level of trust is essential in order for an effective relationship to develop, a code of conduct regarding the confidential nature of the relationship should be clearly defined and understood by both parties at the beginning of every mentoring relationship.

Role of the Mentee's Manager

Mentoring is a development tool at the disposal of the organization. Managers have the essential role of supporting the learning process by encouraging on the job exploration while also monitoring continued responsibility for performance. Managers fulfill a stewardship role in terms of day to day direct authority and capacity building, while mentors provide a broader and longer view that creates a path to the mentee. There is a triad relationship. Manager -- Mentee --Mentor.

Manager's Responsibilities

- Providing personal feedback to employees concerning values and expectations.
- Cultivating individual abilities both for the current job and for future opportunities.
- Supporting and designing learning assignments in partnership with the mentor and mentee
- Asking questions to encourage discussion of what is being learned and how.

Key Thoughts on the Mentoring Process

- mentoring is a three party effort, “manager-mentee-mentor”, rather than a one on one "arranged marriage".
- A mentor is a resource and a learning facilitator, rather than as a guru who tells the mentee what to do.
- Mentoring accelerates the growth and acquisition of attitudes and capabilities as well as the acquisition of skills and behaviors.
- Mentoring enhances open dialogue and free form thinking, rather than limiting thinking by a set agenda.
- Mentoring can translate development assignments, rather than future promotions, as a way of synthesizing thoughts about next steps in the organization.
- Mentoring can cultivate career self awareness and design for employees who use the mentoring process as one of a set of tools in achieve high performance.

Article contributed with permission from Dave Rogers – www.daverogers.net. For more about Dave's motivational talks or corporate coaching programs contact dave@daverogers.net

Reading List on Mentoring

Shelly Siu	Barrier Breakers Women in Singapore
Sam Walton	Made in America
Ray Kroc	Grinding it out
Bob Thomas	Walt Disney
John C Maxwell	Equipping
Navin Chawla	Mother Teresa

Module 6 – Mentoring

Notes

***“pearls do not lie on the seashore, if you desire one you must dive for it”
- Oriental proverb***

Module 7

COMMUNICATION

***“Unity in variety is the plan of the universe”
-Vedic meditation***

Module 7 – Communication

What are the first five words that come to your mind when I say the word “communication”?

Are there any areas in your communication that you would like improve or enhance? Specifically what areas?

Rate yourself in your communication, 0 is horrible, 10 is outstanding? _____

What three things could you do in the next ten days to improve this area? Who can you learn from? How much time will it take? When can you do it? How committed are you to do it?

Let’s get S M A R T about it!

Specifically, what do you want to achieve?

How can we measure it?

Is your goal or desired outcome achievable?

Is this relevant and realistic?

What is the time frame that this can happen?

Module 7 – Communication

What would have to happen for you to be certain that you could accomplish the aforementioned items? Do you have any limiting beliefs that are holding you back?

If you were to accomplish the above noted task in the agreed upon time frame, what would your personal rating for communication be? _____

In the area of communication, are there any dreams or goals that you have?

Do you know anyone who has done that? Would it serve you to meet that person or have a discussion with them?

Articles - Rapport Mastery – Body Language, Rapport, and Influence

One of the most valuable and fundamental tools in living a healthy and prosperous life is the ability to build rapport. **Rapport** is about connection. It is the ability to build conscious and subconscious connection that leads to a pleasant feeling of mutual trust, affinity, and friendship. This connection can be established through verbal and nonverbal means.

In a 1997 study by the Center for Creative Leadership in the United States, with Manchester Partners International, reported that even in tight job markets, 40 percent of management hires fail, and the key reason for the turnover (82 percent) is their inability to build good relationships with peers and subordinates. --San Diego Union-Tribune (Anonymous 1998)

In my role as the Chief Coach of the Results Foundation (www.resultsfoundation.com) I have noticed that there are primarily four basic structures relating to rapport.

1. Where you feel more comfortable talking to them.
2. Where they feel more comfortable talking to you.
3. Where you make a connection on an unconscious level and are able to get a sense of the states that they are in.
4. You have a connection, can sense the states and influence their states nonverbally by shifting your state.

Module 7 – Communication

It is the objective of this article to help you move to level four rapport building relationship as smoothly and gently as possible. In a simple seven step guide to improving rapport building skills, I am pleased to share the following helpful hints:

Respect - building deep rapport starts with respect and a clear and sincere intention. Rapport is two way communication and your intent will be felt. You need to have the ability to quiet your mind and this means moving your agenda out of the way and be present in the moment.

Awareness - The second step is to be aware. Be aware of any body movements and heighten your attention to focus on the second party. Awareness, action and calibration! By taking the time to act, to match or mirror the body posture of the second party, it allows you to expand your comfort zone and move gently and respectfully into the space or perspective of the second party.

Proactive Positioning - in the process of rapport building, be willing to shift your posture and train your unconscious to observe what our conscious mind cannot. Open yourself to the concepts of energy, focus and intent, and you will tap into the energetic mechanism that leads to greater and deeper connections.

Personal filters - Learn to step into someone else's model of the world and safely leave yours completely behind. In order to understand other people it's easiest if you do so without any of your personal filters in the way. Place your judgements on hold if you truly want to be a rapport master.

Open Up - As long as you cling onto what you think and believe, you'll have a hard time connecting. That doesn't mean that you have to give up your own personality, it simply means that you are willing to temporarily shift in order to build rapport with others. I think of it in a musical term. If you have two pianos playing the same note all you have is two pianos playing the same note. Two different notes can then move on to create a harmonic chord.

Resonant – by practicing the five earlier steps, you will start to notice that you are able to resonant with people. When you connect with someone in pure and natural manner, it is amazing how much information you can gather and how quickly rapport builds. It's like you become best friends instantly, and you can actually start to sense the states, feelings, and emotions that the other person is experiencing. This is resonance.

Transform - shifting other people states without saying one single word. The skilled rapport master can actually influence and shift states. Imagine if you could shift someone state from neutral to joy, from joy to curious and then from intrigue to fascination. Where would that be useful? What if you could move someone from depressed to neutral? It would sure save a lot of time. What if you take someone from neutral to the feeling they have within just spotted an old friend in the crowd.

Module 7 – Communication

By applying these steps and by practicing them, you will develop rapport mastery, not only with others but also with yourself. The quality of your relationships will improve and your ability to serve and help yourself and other will greatly enhanced.

According to Mark McCormack author of What they don't teach your at Harvard Business school, "the subtlety of making impression demand self awareness"...and rapport building skills are, arguably, some of the finest and simplest tools to enhance the quality of your awareness, understanding and ability to get things done in all aspects of life today.

Article contributed with permission from Dave Rogers – www.daverogers.net. For more about Dave's inspiring motivational talks or corporate coaching programs contact dave@daverogers.net

Reading List on Communication

Dale Carnegie	How to win friends and influence people
John C Maxwell	Becoming A Person of Influence
Andrew Matthews	Being Happy
George Clason	The Richest Man in Babylon
Kahil Gilbran	The Prophet
Rick Warren	Purpose Driven Life

Module 7 – Communication

Notes

***“Those whose minds are filled with kindness will never enter a world dark with woes”
- Tiruvalluvar***

Module 8

BRANDING

*“help us to be immune from doubts, notions, and illusions which shroud
our heart and prevent us from exploring the hidden mysteries”
-Sufi*

Module 8 – Branding

What words come to mind when I say your name? What does your name mean?

Take a minute and think about what you would like people to think about when they think of you. What would you like them to say about you? Imagine and write down three words that you would like them to say about you.

Most opportunities are incoming. Imagine a train station and you are the stationmaster. How can you attract opportunities with all of these other train stations out there?

Are you connected? Is your network connected? Are the opportunities that are coming your way terrific opportunities of top quality AAA or are they a bunch of animals coming to your station and simply making a mess of your station?

What is your strategy to increase your wealth network? Are you creating a train station that is well connected?

Rate yourself currently as a brand, 0 is horrible, 10 is outstanding? _____

Module 8 – Branding

What three things could you do in the next ten days to enhance or develop your brand? Who could you learn from? How much time will it take? When can you do it? How committed are you to do it?

Let's get S M A R T about it!

Specifically, what do you want to achieve?

How can we measure it?

Is your goal or desired outcome achievable?

Is this relevant and realistic?

What is the time frame that this can happen?

What would have to happen for you to be certain that you could accomplish the aforementioned items? Do you have any limiting beliefs that are holding you back?

If you were to accomplish the above noted task in the agreed upon time frame, what would your personal rating for this specific skill be? _____

Of your 3 words, go to the 1st word. What one word best describes who you are or what you want others to think about when they think of you! Now what steps can you take to put that word into action?

Imagine all together your business card. What kind of card represents who you want to be? See your future self! Clarke Kent vs Superman



Article – Talent Management

What would happen if you decide to do what you love to do? Would your results improve? Invest time in your talents and the quality of your results will soar.

The emphasis in talent management is, once the talent has been identified and a strategy of continued improvement established, the talent requires some additional tools, techniques, and strategies.

Talent management takes coaching to the next level by placing additional time, focus, and commitment to building, nurturing, and developing the personal brand.

The Awesome Impact Coaching system approach to talent management emphasizes the individual and looks to surround the “Talent” with the best resources and coaches in media, presentation skills, voice training, image design, and personal branding.

In my book “The 6th Dimensions of Top Achievers” the vision dimension outlines ten keys to attract visibility:

- through a unique identity, a different attitude, sense of authority, writing and speaking skills and materials or press kit complementing your identity.
- through being an interesting storyteller, projecting real news, rapport mastery, networking with excellence, being a mentor, a coach, and a volunteer.

Module 8 – Branding

Coaching the talent in each of these areas will take discipline, commitment and a plan to succeed. Talent management for top-level managers, executives, and business leaders can consist of several coaches and should include a comprehensive strategy for consistent personal and professional branding. By elevating any one of the keys to visibility, the other areas are magnified and the Talent's earning potential and exposure increases exponentially.

Here are three bonus tips to be an awesome impact coach in talent management:

- 1) **Develop your talent team.** Have a resource base of awesome impact coaches in different areas of expertise: Performance coach, Voice coach, Media coach, Technology coach, and World class coaches from different disciplines. This will allow a Talent to receive awesome impact coaching in the shortest time effectively and efficiently.
- 2) **Invest Your Time.** Be open with your ignorance. Increase your training, read, observe, and ask questions. Develop and get yourself some specialized coaching in areas that might not be your area of strength.
- 3) **Be an advocate.** Pay it forward with colleagues, associates, and even competitors. Make it a habit to speak well of others, share business opportunities, and become a raving fan of the people in your network. It reflects well on you and on others.

Article contributed with permission from Dave Rogers – www.daverogers.net. This article is an excerpt from Dave's upcoming book "How to be an Awesome Impact Coach". For more about Dave's motivational talks or corporate coaching programs contact dave@daverogers.net

Reading List on Branding

Al Ries	The 22 Irrefutable Laws of Branding
Peter Montoya	The Personal Branding Phenomena
Ian Batey	Asian Branding
Peter Temporal	Branding in Asia
John C Maxwell	Attitude 101
Christopher Byron	Martha
Richard Branson	Losing My Virginity

Notes

***“O raise me from these dark depths, that my soul, transported through your wisdom,
may fearlessly struggle upward in fiery flight. For you alone understand and can
inspire me”
- Beethoven***

ABOUT DAVE ROGERS

A Dynamic global leader and speaker on today's key business issues, Dave Rogers addresses the most critical business issues with energy, vibrancy, and enthusiasm, utilizing stories from his experience of managing over a billion USD portfolio, leadership and business experiences with top financial institutions for 15+ years, in North America, Tokyo, Hong Kong, and Singapore, and bringing in stories of human potential and growth through his own his rich life.

Born in Canada, of mixed Asia and European heritage, Dave's speeches and workshops are carefully blended to combine the practical business learning, highly charged emotions to deliver impact and "shift attitudes" in a smooth and highly effective manner. Dave delivers as verified by raving testimonials from all over the globe. Dave's transformational approach to facilitation employs the powers of the east and west and embraces the simplicity of time, focus, and being, to gently, and sometimes not so gently, shift participants from their current state to an empowering or more resourceful state

Widely renowned as a skilled "deal maker" and expert in entrepreneur coaching, Dave is an inspiring keynote speaker, engaging author, and noteworthy executive coach in the fields of entrepreneurship, personal and professional self development and peak performance.

He is author of two books, four audio & video programs and has appeared on radio, television, and stage throughout the world. Tune into XL Radio at www.xl-radio.net and XL magazine for Dave's regular contributions.

Since 2001, Dave has conducted more than 300 entrepreneur coaching programs to more than 2,500 entrepreneurs throughout Asia Pacific, Europe and North America and spoken to more than 25,000 guests worldwide. Dave has personally coached a wide range of people from the retrenched to multi-millionaires, from bankers and top executives, to medical professionals and international renowned artists, athletes, singers and dancers.

Dave is the Chief Coach with XL Results Foundation, the Immediate Past President of the Asia Professional Speakers Singapore, and the recipient of the Singapore Spirit of Enterprise award for Entrepreneurship for 2007.

For more about Dave's activities check out his work as the Chief Coach with the XL Results Foundation, www.resultsfoundation.com , as founding Vice President of the Asian Speakers Association www.asiaspeakers.org or his personal site at www.daverogers.net

To enquire about engaging Dave for a keynote presentation, tailored corporate coaching programs or personalized coaching programs please write to dave@daverogers.net

Contact Joy at joy@jvpl.net

Or

dave@daverogers.net

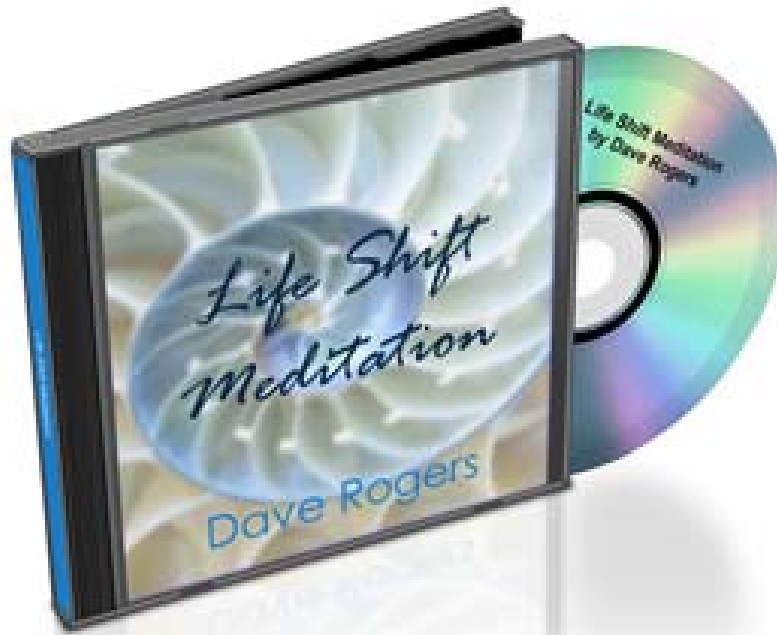
VISIT Dave's Blogs at

www.coachdaverogers.blogspot.com

or

www.daverogers.net

Life Shift Meditation Audio CD



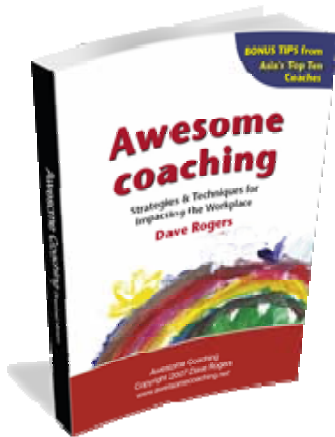
Get Your Free Copy Now ↓

Visit : www.awesomecoaching.net

**& GET A FREE Audio CD of
“LIFE SHIFT MEDITATION CD”**

Awesome Coaching

This is a definitely must-buy book suitable for CEOs, entrepreneurs, managers, team leaders!



- Are you frustrated at work?
- Is office morale bringing you down?
- Could your team perform better than it currently is?
- Would a more constructive work environment add to the quality of your life?
- Would a super charged and highly motivated team be worth something to you?

If you answered yes to one, two or three of these questions, then Awesome Coaching is for you and your organization.

Powerful strategies to positively impact you and your working environment!

Strategies & Techniques for Impacting the Workplace

For Coaches, Wannabe Coaches, Intra-preneurs, Entrepreneurs, Managers or Employees who want to be “even more” empowering and inspiring.

Simple yet highly effective in shifting the culture of your organization from its current state to a level that will add value employees, management, and shareholders!

Learn to utilize coaching to improve results. Are you interested in Return on Investment? Implement tools, techniques and strategies that can deliver an ROI in the range 450% to 800%.

Besides Dave's own set of simply awesome and impactful coaching methods, you can get bonus tips from Asia's Top Ten Coaches in this book.

Get this book and find out about the Awesome Coaching Seminar at : www.awesomecoaching.net

Here are just a few tools that will empower your office:

- Develop the importance of awareness in your face to face communication
- Explore talent management and the principles of getting the right people in the right role
- Simplify your approach to connecting, motivating and inspiring the team
- Create an empowering environment at work and at home
- Activate the passion and purpose to improve effectiveness and efficiency in the workplace

Awesome Coaching

Testimonials

"I know from personal experience that Dave Rogers' empowering words offer simple and effective steps on how to be an awesome impact coach"

- Chereonchit Ngamtippa, Vice Chairman, Thailand Management Association

"Dave Rogers is truly an awesome coach. Now that his insights are laid out in this book, we can all utilize Dave's amazing tools and skills"

- Paul Dunn, Founder and CEO, ResultsNet Australia

"Congratulations Dave, you have done it again! Coaching from the heart and making a difference in people's lives! I strongly urge you to PICK UP this book and READ IT!"

- Richard Tan, Managing Director, Success Resources Pte. Ltd

"Besides being an inspiring, youthful and passionate coach, Dave impressed us with his humane approach as well as professional skills as a dealmaker. Dave stands out as a unique western scholar rich in Chinese culture and Japanese aura."

- Dr Lukas Kwan Kah Yee, MBSS, COO, Superbcity Premium Private Limited

To purchase your copy now, visit <http://www.awesomecoaching.net>

The Power Of AUM



Awareness, Understanding, and Making IT Happen "The Power of AUM"

Welcome to the Power of AUM program. It takes a special person to look into themselves and I encourage you to fully participate in the exercises with enthusiasm, curiosity, and optimism.

AUM consists of eight independent modules covering the most relevant aspects of personal mastery including :

- Emotions
- Character
- Physical
- Financial
- Relationships
- Spiritual
- Motivational
- Optimism
- PLUS A BONUS module on Mate Manifestation

Each module includes proven step by step strategies to provide you with the methodology and guided tools to discover, manifest, and realize your potential! One of the operating principles underlying the Power of AUM program is that everyone has incredible gifts and talents.

The Power Of AUM

By demonstrating an interest in learning about Awareness, Understanding, and Making IT Happen, it suggests to me that you are serious about 1) improving your life or 2) about elevating your standards or 3) about making a difference in your life or 4) all of the above.

Developing an awareness of oneself is the greatest journey of all.

- Discover emotional awareness and the power of life-long learning
- Embrace the power of habit and personal doctrine of certainty in your professional and personal life
- Develop expertise in modeling, time mastery and healthy vibrant living
- Understand the greatest gifts that you have to offer the world are simply in you right now.

It is my personal intention, passion, and mission to help you to achieve your goals. By undertaking this program your personal awareness will be heightened, your understanding of your potential will be clearer, and through the technology and strategies presented in these modules, you will make it happen.

Since 2000, modules in this Coaching System has been presented to more than 40,000 throughout Australia, New Zealand, United Kingdom, USA, Canada, Singapore, Indonesia, Malaysia, Hong Kong, Japan, Thailand, and India through the Results Foundation (www.resultsfoundation.com).

"Simplicity comes when there is clarity, which is what Dave seeks. I find it easy to open up to him because he really seeks to serve and communicate so respectfully."

Dr James Chia, Financial Planner, Leadership Coach, Singapore

"Easy to read, easy to grasp, you have summarized the basics in a wonderful manner."

Yungho Pok, Managing Director, Japan

For more about The Power of AUM – go to www.awesomecoaching.net

***"Life is a marvelous voyage, a magnificent quest, a splendid journey.
Seek, learn, and be the best your can be."
- Dave Rogers***

Competitive Edge Audio CD



The Competitive Edge Audio Program

Discover & Utilize these great insights and tools to give you the competitive edge in your personal life, relationships, business and career.

• Attitude	• Don't Sweat Small Stuff
• Excellence	• Maximize Time
• Kaizen	• Communication
• Focus	• Power of Words
• Take Action	• From Irritation to Inspiration
• Discipline	• Master Change
• Stress Buster Techniques	• Build Rapport
• Ask Great Questions	• Choose
• Being Present	

For purchase your copy now, go to : www.awesomecoaching.net

REV UP YOUR COACHING BUSINESS



For Coaches, Consultants, and Small Business Owners who see themselves making at least US\$100,000 a year and realistically a lot more!

Whether you are just thinking about getting started in coaching, or have already coached more than fifty hours, or have a thriving practice, there will be some valuable insights and distinctions for you in this CD set & Workbook.

Here are just a few of the key learning areas covered in this program:

1. How to get the 3C's of coaching — confidence, credibility, and courage
2. How to collect powerful testimonials to boast your 3C's?
3. Explore the power of attraction - write the biography that focuses on your strengths!
4. Attracting the Dynamic dozen - how to get your first twelve customers?
5. How to conduct your first coaching session?
6. What are eight reasons to get an impact coach?
7. What should you charge and how to negotiate a reasonable fee?
8. How to design the coaching services agreement that fits your profile?
9. How to apply the top three principals from "How to be an awesome impact coach?"

Thank you for deciding to move your coaching business to the next level. If you are ready, let's make a move!

- Gain a valuable introduction to the international business of coaching
- Discover the step by step methodology for developing your personal coaching business and the 3 C's of coaching
- Explore your own talents, expertise, passion, skills and interests to identify your coaching niche and your competitive edge
- Attract your first twelve coaching clients and embrace the importance of logistics and time awareness in your coaching practice
- **INCLUDES** essential for building a coaching business **INCLUDING** templates for coaching contracts, agreements, and time scheduling!

REV UP YOUR COACHING BUSINESS

Testimonials

“REV UP Your Coaching Business guided me to make over 200k in my first eighteen months of coaching.”

Mike Handcock, Asia’s Leading Edu-tainer, New Zealand

“His coaching is simple yet powerful, it is a work of genius, which I highly recommend”

Jacob Ho, Vice Chairman, Green Harmony, Thailand

To purchase your set of REV UP YOUR COACHING now, please go to :

www.daverogers.net

“We make a living by what we get, but we make a life by what we give.”

By Winston Churchill

PERSONAL COACHING WITH DAVE ROGERS
SPIRIT OF ENTERPRISE COACHING
Shift Your Enterprise by at least 300K++ in 2008

Serious Applicants Only

- One year intensive entrepreneur coaching
- Monthly strategic and implementation sessions
- Sharing global opportunities and strategic initiatives for you and your enterprise
- access to deal maker network and monthly tele-seminars
- support and direction for corporate social responsibilities initiatives
- coaching and mentoring on key business areas such as leadership, strategy, team building, mentoring, sales, marketing and financial reporting

Personal 12 Months Coaching Program

This tailored one to one executive coaching experience with Dave will give you the opportunity to gain awareness of you life, focus on developing your personal and professional potential and serve you to make a step, leap, or jump to the next dimensions. Some of the results from Dave's clients include:

Testimonials

“Shed 15 kg, placed in the top three at the national dance competition, and was promoted in my first three months with Dave ”

Denis, New Zealand

“Went from the bottom ten percent and was preparing myself to retrenchment, after coaching with Dave, I change my attitude and my strategy and within six month went from one the bottom”

Suhwe, Singapore

“Three weeks after starting with Dave. We found a property, structured the financing and arranged to resell and realized a US\$25,000 profit”

Kurt, New Zealand

“I went from being unclear about my future to divine clarity within three months of working with Dave. Since then I have become the host of two new television programs and have taking my level of learning and excellence in all aspects of my life.”

Abha, Indonesia.

“Having known Dave for over 15 years, Dave will offer insights into all aspects of coaching for development”

Wayne Wennick, Merrill Lynch, London

PERSONAL COACHING WITH DAVE ROGERS

SPIRIT OF ENTERPRISE COACHING

"Dave practices what he preaches. His coaching techniques provide a set of simple and highly effective tools to enhance anyone's capabilities."

Brock Bundy, President, Toronto, Canada

Clarity, Focus, and Empowering Intention

The intention of having a coach is to provide you with a highly trained, capable, and competent strategic alliance for your success. This program with Dave is designed to give you 12 months of personal one-on-one coaching with Dave.

Each coaching session can be tailored for whatever YOU want!

- a.. Achieve super high performance in the workplace and in the home place
- b.. Utilize the power of the competitive edge
- c.. Step and learn to express your inner voice and overcome Your Fear of Public Speaking
- d.. Present to Inspire your super high performance Team
- e.. Develop tools to maximize the dynamic balance of personal and career life

Personal Coaching Clients who have engaged Dave have experience dramatic results.

You should SERIOUSLY consider having Dave as your personal peak performance coach if:

- a.. you want to reach your FULL potential
- b.. you feel like you need motivation to actually take real ACTION with your life
- c.. you feel like you are running really fast but everything else is standing still
- d.. you need help in setting out your goals and what it is you REALLY want from life
- e.. you know where you want to be in life but haven't figured out HOW
- f.. you want to have a mentor to bounce ideas off
- g.. you want to improve the quality of areas in your life - Health & Fitness, Relationship, Finances
- h.. you want to accomplish more in a year than most people do in a lifetime
- i.. you want to manage your own success
- j.. you simply want to get the most you can out of your life

PERSONAL COACHING WITH DAVE ROGERS

SPIRIT OF ENTERPRISE COACHING

Why Coaching with Dave?

- a.. You will work directly with Dave
- b.. You will have the ability to ask specific questions and discuss relevant topics that are related to you and your life
- c.. You will have a listening ear, an inquisitive mind, and a caring coach with the assurance of privacy and confidentiality.
- d.. You will have the flexibility to co-design the program with Dave
- e.. You will have direct access to Dave and his extensive network of entrepreneurs throughout Asia Pacific and around the world.
- f.. You will experience the enthusiasm, passion, and excitement of working with Dave for the next twelve months.

Dave's tailored program is transformational and if you are ready to take your "game" to the next dimension, one to one coaching with Dave represents a rare opportunity to work on yourself, your business, and your relationships.

About the Program

The intention of the REV UP YOUR LIFE coaching program is to enable you to build upon your success and to achieve desired outcomes. This program is tailored to your life and you will choose what areas to pursue with Dave on a one to one basis. This program is about developing your emotional muscle to deliver results in all relevant areas of your life (financial, physical, creative, relationships, emotions, career, or spiritual)

Dave is committed to his clients and confidentiality is maintained with clients. Once Dave is enlisted on your team, he looks to work with you to discover your dreams and realize them in respectful and timely manner. Dreams into reality is a key motto that espouses coaching with Dave.

Coaching Format

Coaching sessions are schedule on a monthly or bi-monthly basis, either by phone, telephony such as skype, sms, face to face or through emails.

Sessions are generally thirty to sixty minutes in duration, are scheduled a month in advance and give you access to Dave and his network. Prior to the first session, you will review the rules of the coaching engagement, commitment to coaching program as well as roles and responsibilities.

During the first session, you will develop a list of desired outcomes for 2006 with Dave => Short term, medium term and long term objectives of the program

PERSONAL COACHING WITH DAVE ROGERS
SPIRIT OF ENTERPRISE COACHING

Session Admission Fees – REV UP YOUR LIFE

1 Year Coaching (monthly telephone or face to face meetings) - USD\$30,000

- a. Fees quoted in US dollars
- b. International clients welcome
- c. Payment plans are available (credit card holders only)
- d. Phone calls, flights & accommodation where necessary are not included
- e. Taxes are included in price

For more information, contact Dave Rogers at : dave@daverogers.net

For Seminars, Keynote Speeches, and Coaching Contact : Joy@jvpl.net

“To truly laugh, you must be able to take your pain, and play with it!”

Charlie Chaplin

WORKSHOPS

SPIRIT OF ENTERPRISE – LIFE SHIFT PROGRAM

- discover the importance of nurturing and developing a coaching environment in your enterprise
- explore proven techniques and strategies to enhance information flow, effectiveness and efficiency in the workplace
- learn how to empower, inspire and motivate key people in your professional and personal life
- embrace, practice and master highly effective templates to set, measure and celebrate milestones achieved by your team.
- Tap into your inner self, radiate and shine so that those around you will be inspired to make simple shifts that can make a difference

Testimonials

“Awesome; Inspiring; Challenging - can change your life and your business. Dave was fantastic. Inspiring and challenging. Thought provoking! Approachable! Simplified things with wonderful analogies! “

Lata Milner, LLB, Australia

“Awesome fast track to consolidate all the information that the greats have taught as coaches! Dave is outstanding a 10!”

Shelly Sykes, The Happiness Guru, Australia

For Seminars, Keynote Speeches, and Coaching Contact Joy@jvpl.net

“Your most precious, valued possessions and your greatest powers are invisible and intangible. No one can take them. You, and you alone, can give them. You will receive abundance for your giving.”

W.Clement Stone

WORKSHOPS

SPIRIT OF ENTERPRISE – WEALTH SHIFT PROGRAM

- discover the importance of team and the game that you are best to be playing.
- Build your awareness of WEALTH DYNAMICS, understanding the key components on how you best add value and how best for you to best leverage that value
- Develop strategies for you to attract key people onto your team and allow everyone of the team to play the abundance game.
- Utilize the principles of failure, critical moments and remember the reason that you are here today.
- Look to invest your time in the most amazing ways so that life becomes a game and you allow yourself to co-create your current reality.

Testimonials

“Enjoyed the exercises! It brought thoughts and actions deep into the subconscious mind. Clarity of each concept is well organized.”

Alex Cheong, Director, Malaysia

“I loved the depth of the learning, the personal experiences and the way that the group shared experiences so that we could all learn together.”

Ramin S., Director, Indonesia

For Seminars, Keynote Speeches, and Coaching Contact Joy@jvpl.net

KEYNOTE SPEAKING & CORPORATE WORKSHOPS

If the you are looking for a shift in your business, big or small or simply want to celebrate some great results, Dave Rogers brings a vibrant, playful energy that ignites the passion in the audience while sharing the heart component and tough street smarts experience that allows “the bigger purpose” to transcend into the session.

By combining the explosive, direct, action focused “YANG” energy with the compassionate, nurturing, receptive “YIN” forces, Rogers orchestrates the dynamics shifts that leaves participants ready for action and owning the transformation that “that they can and do make a difference.”

Programs run from one hour to two days, depending on your objectives.

Topics Include :

**Spirit of Enterprise - Wealth Shift -
“Awaken the Entrepreneur Spirit in Your Enterprise”**

**Spirit of Enterprise - Customer Shift -
“5 Steps to Awaken the Spirit in Your Enterprise and Create A
BUZZ in Your Environment”**

**Spirit of Enterprise - Life Shift -
“Awesome Coaching, Awesome Results, Awesome Spirit”**

**Spirit of Enterprise - The Spirited Leader -
“Challenge the Leaders to Step UP!”**

**Up Your Learning, Up Your Earning -
“7 Proven Ways to UP YOUR EARNING”**

**Social Intelligence -
“Stepping Up to Inspirational Leadership”**

For Seminars, Keynote Speeches, and Coaching Contact : Joy@jvpl.net

KEYNOTE SPEAKING & CORPORATE WORKSHOPS

Engage Dave for Keynote or Workshops in the following specialist areas. Dave has performed these programs for leading financial institutions, multinationals and government agencies throughout Asia Pacific.

Build A Super High Performance Team

Coaching For Performance Excellence

Stress Busters - Power of Performance Coaching

Massive Impact Communication

Motivational Talk - "Massive Impact Sales"

Psychology of Wealth - "Up Your Learning, Up Your Earning"

Peak Performance and Massive Impact Coaching

Dimensions of Balanced Living

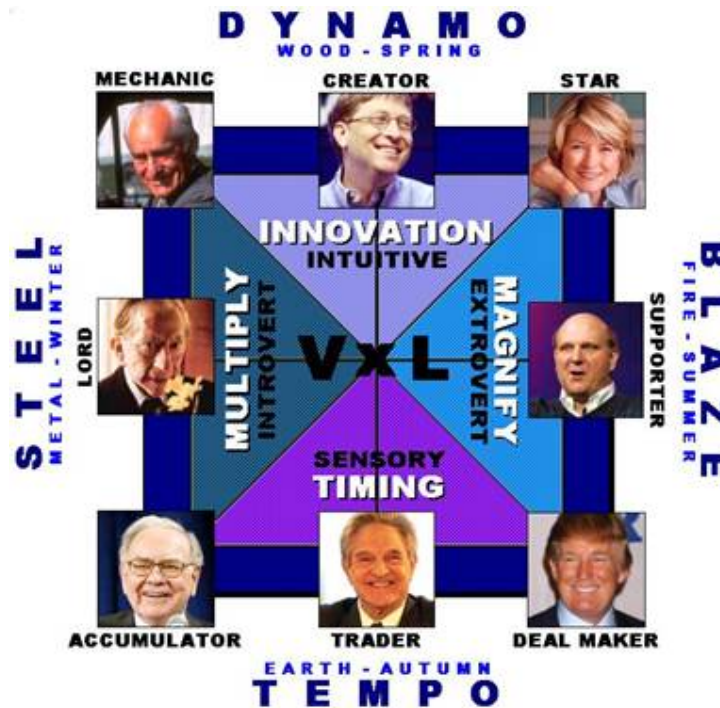
Wheel of Life Strategies

Stress Management Responsibility and Decision Making

Creativity

For Seminars, Keynote Speeches, and Coaching Contact Joy@jvpl.net

Deal Maker Board Room Program



Deal Maker Boardroom with Dave Rogers

Quarterly board meetings (4 X 3 hours)

- Learn how to leverage your deal maker profile
- Access to members section access to post and blog on members site (under construction)
- Deal Maker handbook – with insights and distinctions from the Hall of Fame of Deal Makers
- Empowering environment to share, structure, and get deals done
- Email mentoring for one year
- Autograph copy of Dave's new book "Awesome Coaching"

Dealmaker Profile

1. Dealmakers are naturally great communicators, influencers and negotiators with a great sense of timing.
2. They may not understand their limits or how to best capitalize on their unique abilities, and may not believe dealmaking to be a credible way to build wealth.
3. Examples of successful dealmakers are Donald Trump and Rupert Murdoch

For more information, contact Dave Rogers at : dave@daverogers.net

About Dave Rogers Awesome Coaching Systems

Congratulations on stepping up to learn more about Awesome Coaching and please do visit our website at www.awesomecoaching.net

The development of the Awesome Coaching Systems methodology has been a collaborative project and we are pleased to acknowledge the contribution from professional coaches, entrepreneurs, artists, educators, athletes, students, laypeople, homemakers, business and spiritual leaders! Our collaborative approach has developed and continues to develop curriculum that leverages break through strategies that unleashes the potential in organizations and individuals.

Awesome Coaching Systems is divided into two interconnected streams; the Business Coaching and Life Coaching.

Business Coaching is mandated to contribute to the vision and mission of the corporate enterprise and to help improve individual leadership, operations, and team member skills within organizations. Over the past three years, Awesome Coaching Systems has grown to become a powerful strategic partner throughout Asia Pacific and now services more than 500 entrepreneurs and businesses primarily in Thailand, Indonesia, Malaysia, China, Hong Kong, and Singapore.

Life Coaching is focused on the holistic requirement of the individual. With specific modules tailored to deliver optimal performance in the key areas of an individual's life such as relationships, finance, spirituality, health & wellness, creativity, career, and communication, Awesome Coaching Systems utilizes the eight step approach to heighten awareness, increase understanding and make a difference in the individual's life.

In the both Business and Life Coaching, the Awesome Coaching Systems approach nurtures trust, confidence, and certainty in order to align the conscious, subconscious and unconscious minds! We engage foundational and advanced techniques in neuro-linguistic programming (NLP), time line technology, optimal visualization styles, archetypes, and peak performance strategies.

Through in-depth research, coaching, and consulting, the Awesome Coaching Systems approach creates highly effective skill-based training programs, workshops, materials, and experiences in order to address the specific needs of the individual organization and its leaders. Our customized courses make an impact on the leaders and team members of today and tomorrow.

Core Strengths

A few of our major strengths include:

Experienced Coaches: Our Coaches bring experience and expertise in related areas such as accounting, law, business, education, and sports. All Coaches are trained and certified. Certified coaches go through at least forty hours of coaching training and fifty hours of documented one-to-one coaching. All have at least five years experience in their operational area of expertise. We combine a high level of teamwork with our Coaches and each has practical organization experience, research experience, and academic qualifications.

About Dave Rogers Awesome Coaching Systems

Asia Pacific Coverage - The Awesome Coaching Systems approach has been taught in Thailand, Indonesia, Malaysia, China, Hong Kong, and Singapore. In 2005, we will be expanding to Australia, New Zealand, and India. We can provide a wide range of coaching services to companies domicile in one country or all throughout Asia Pacific. Modules of Awesome Coaching Systems have been presented to more than 20,000 people in Asia Pacific since 2000.

Comprehensive Materials: All training and presentation materials provided by Impact Coaching Systems are based on research and are designed to be very practical with an emphasis on developing awareness and practical how-to skills. We include conceptual information, quantitative data, and detailed feedback. Each module maintains a level of flexibility that allows Certified Coaches to customize the course to meet specific client needs. Many of our materials will be available in various languages.

Community and Continuity – Awesome Coaching Systems is an integral part of the largest entrepreneur network in Asia Pacific. Participants in this program and Business clients will get opportunities for regular networking and themed learning evening throughout Asia Pacific.

We offer a full range of coaching services - life to business, and will also work with our network of professionals to fully service our clients. Clients have selected Awesome Coaching Systems because of our high level of customer service that is evident in all aspects of our work.

For more about Dave's activities check out his work as the Chief Coach with the XL Results Foundation, www.resultsfoundation.com , as founding Vice President of the Asian Speakers Association www.asiaspeakers.org or his personal site at www.daverogers.net .

To enquire about engaging Dave for a keynote presentation, tailored corporate coaching programs or personalized coaching programs please write to dave@daverogers.net



DAVE ROGERS

Keynote Speaker, Investor, Executive Coach

A Dynamic global leader and speaker on today's key business issues, Dave addresses the most critical business issues with energy, vibrancy, and enthusiasm, utilizing stories from his experience of managing over a billion USD portfolio, leadership and business experiences with top financial institutions for 15+ years, in North America, Tokyo, Hong Kong, and Singapore, and bringing in stories of human potential and growth through his own his rich life.

Born in Canada, of mixed Asia and European heritage, Dave's speeches and workshops are carefully blended to combine the practical business learning, highly charged emotions to deliver impact and "shift attitudes" in a smooth and highly effective manner. Dave delivers as verified by raving testimonials from all over the globe.

-DAVE

Testimonials

*"Empowering words offer simple and effective steps
to influence change"*

Charonchit Ngantippan, Thailand Management Association

*"In 24 years of training/mentoring and coaching, I've
never seen anyone have the impact that dave has"*

Paul Dunn, Results Net Australia

*"As someone who can motivate others, Dave will offer
insights to make shift happen"*

Wayne Wennick, Merrill Lynch

Clients

A partial list of Dave's clients,
include :

- HSBC
- Nestle
- Maersk
- Citibank
- Exxon Mobil
- Barclays Bank
- Johnson & Johnson
- Singapore Press Holdings