



True North

people=positive™

Newsletter

Sep 2009



WELCOME to our latest edition of True North. I've just returned from an inspirational trip to Ladakh in Northern India with a group of friends and p=p clients.

I'm passionate about the need to find experiences that really enable senior leaders to move to another level in their leadership development journey.

If you're like to talk about how you might benefit from our **Enlightened Leadership** programme, then drop me an e-mail or call me at the office.

Rod Pashley
Managing Director
rp@peoplepositive.com

In this issue:

WINNING TENDERS:

'How to prepare your bid-team for success'.

Steve Howe shares his 'Top Tips'.



Performance Management – check out your rating on our ready-reckoner – one of the tools in our Performance Leadership Toolkit. *Tony Mitchell from our Houston office explains ...*



Rod's 20th anniversary celebration project trip to Ladakh

WINNING TENDERS

'How to prepare your Bid-Team for Success'.

No prizes for second place

Long-lens sports journalism and high definition television give us the chance to look into the eyes of a competitor who comes second – the pain, the disappointment, despite years of training and preparation, are evident for us all to see.

They may have missed glory by a fraction of an inch, but it might as well be a mile – history doesn't remember those who come second. So it is with major commercial bids and rather like the Olympics it's four years or more before the opportunity to win big time presents itself again. Delivering a contender to the start line at the peak of their powers is the objective of all performance coaches and **people=positive™** is showing organisations how to develop bid-winning fitness in their teams.

A major commercial . . .

To read the full article - <http://www.peoplepositive.com/Tools-and-Tips/Performance.htm>



KEEPING YOUR EYE ON THE 'DASHBOARD' 'performance leadership feature'

Does great business performance happen by chance? There may be elements of luck at times, but just like in sports, having the right approach to developing ability, maximizes the chance of being successful. Putting that right approach into practice so it becomes part of a culture is the key. As Arnold Palmer once said, "the more I practice (the right approach), the luckier I get!"

It is pretty clear that certain practices make a huge difference. If you truly value simple but effective business processes like: **Plan, Do, Measure, Learn**, you have a good chance to continuously evolve and improve. But couple this with applying the value of **Employee Engagement** and you will have a winning formula.

Using input from over 13,000 employees in 210 business units . . .

To read the full article - <http://www.peoplepositive.com/Tools-and-Tips/Performance-Leadership-Article.html>

COMPETITION!

Win a **FREE** 2hr team drumming workshop for up to 30 people delivered by Barney. To take part simply answer the question below and email your answer to Office@peoplepositive.com (UK ONLY)

GOOD LUCK!

Question: Which member of the p=p team ran a programme in South Korea?





Making it Clear . . .

If you're thinking about organizing an Away Day or Performance Workshop, be clear about what makes the opportunity **unique** – i.e. what can you do, discuss, explore that you couldn't do just as well in a meeting room in your office. If you get this clear, your session will be far more powerful and give you a better ROI.

For more tips go to <http://www.peoplepositive.com/Tools-and-Tips/Performance.html>

Next Issue . .

- Taking your team to the **next level** in performance
- Feature on what it takes to establish a **positive safety culture**

Thanks for taking the time to read our newsletter. We hope you have found our articles useful.

www.peoplepositive.com



people=positive™ Inc
78E Shadowpoint Circle
The Woodlands
Texas
77381
United States

Tel: +00 128 141 94529
Email: tm@peoplepositive.com



people=positive™
Inverdrue House
Aviemore
Inverness-shire
PH22 1QH

Tel: +44 (0)1479 811900
Email: office@peoplepositive.com



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