



There's normal personal in-effectiveness – and then there is what Willie Horton does...

Willie Horton has been working with Senior Management Teams since 1991 – enabling them out-perform market norms and the competition by developing, in simple and practical ways, their personal effectiveness. His secret is to take an entirely different approach to the normal operational training methods – and is soundly based in the psychology of peak performance.

As many of Willie's clients – for whom he is more a confidante than coach – confirm, this abnormal approach produces abnormal results: abnormal attitude, abnormal focus and abnormal levels of success. As they say “who wants to have a business just like all the others?”

With an extraordinary depth of knowledge and experience that stretches all the way back to the 1980s when he was, himself, a senior corporate executive, through his guiding role which led AccBank to market-beating profitability and privatization, into his long-standing role, since 1996 as a consultant and mentor to many senior executives, Willie can offer your key people an unforgettable experience that provides immediate, practical and ongoing results that will transform their daily behaviour, interpersonal communication and overall personal effectiveness.

There are a variety of approaches Willie can take but they are all based on the fundamental psychological premise that the subconscious mind creates our behaviour and, as a result, our reality – individually and jointly. With a depth of knowledge in the fields of senior management practice, strategic planning and implementation, psychology and quantum physics (the science that explains how our world really works) Willie can blend a breath of disciplines to ensure that your key people understand and experience the difference between the normal ways of working and managing on the one hand and, as an alternative, the manner in which great focus creates great results – way beyond what normal approaches can create, way beyond what the normally constrained mind can imagine.

Possible components of an in-house Personal Effectiveness Program can include:

Understanding Focus

Focus is simply about paying attention. Participants will understand how and why the normal mind is incapable of paying attention and gain an insight into how they can develop their innate ability to pay more than a normal level of attention in all aspects of their professional and personal lives.

Personal Effectiveness

Time Management – participants will explore, in an interactive manner, how time and energy are wasted and how to prioritize and implement based on that prioritization.

Problem Solving & Creativity – we are mostly likely to contrive the solution to a problem when we are not beating our brains out trying to solve it! Similarly, truly new and creative ideas will never arise in the course of routine work or the traditional ‘brainstorming’ environment. Inspiration requires space and time. This workshop will explore and suggest highly effective ways of developing participants’ capacity to be both inspired and an inspiration to those around them.

Inter-Personal Effectiveness

Delegation – participants will gain an appreciation of the key blockages to delegation and be provided with practical guidelines that they can use, on a daily basis, to enable them delegate based on their priorities as determined by their exploration of time management. Participants will also explore the inter-personal issues that can be used as excuses for non-delegation and how to handle them.

Communication – this program segment encompasses client interactions and relations, practice development and internal communications and leadership. Participants will discuss and explore the key elements of effective inter-personal communications: presence, listening skills, empathy and inspirational leadership. Participants will learn a number of practical ideas that they can immediately implement to optimise their personal communication skills.

Conflict Management – a key energy waster in many organizations, difficult people need to be handled in a highly effective manner. Far too often, in appropriate behaviour is ignored or even fostered by inaction on the part of key people. Participants will learn how to handle potentially difficult situations in a highly effective and transformative manner by focusing on innovative problem solving techniques and methods of communication.

Willie Horton has worked off-site with many high-performing Senior Management Teams including teams from Wyeth, AIB Group, Allergan, Aegon, Deloitte and Beauchamps. You will find many testimonials on Gurdy.Net that verify just how Willie Horton can enable your key people to propel themselves to exceptional personal, team and business performance – effortlessly.