



EXCELLENT PEOPLE



EXCELLENT PEOPLE is dedicated to help coach you to enhance your career, as well as, helping you to collaborate in any role or with any team. Business owners (*in public, private & NFP sectors*) need to leverage in order to have

EXCELLENT PEOPLE to stop profits/moneys falling between the cracks in human interactions in the delivery of any products/services *to people, for people, by people!*

To view introduction of **00:02:42** duration click link below

<https://vimeo.com/256008681>

THE DURATION OF ALL VIDEOS IS SHOWN IN HH:MM:SS FORMAT

There are people in each of the photos on this page. If you cannot see them, think about where they might be and become people conscious everywhere in life.



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WHAT OTHERS HAVE SAID



Selina Seah - Author

"An especially important resource for everyone. In fact, for anyone involved in any change, big or small, in their business or their life. Its power packed with particularly important tips and very practical advice for making anything you do a success!"

Whatever your background, this course will stimulate your thinking and give you a new yet powerful perspective of yourself, of the world and of people. Awesome content!

You owe it to yourself to study this course and implement the ideas contained in it!"



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PART 1: ARE GOALS IMPORTANT?

Anyone who has ever been associated with change, either in themselves or in businesses/organisations knows that goals are vitally important for achieving success (*however "success" might be defined*)!

However, goals are not enough to sustain individuals or teams when things go wrong. Learn more about what you need for the longer-term to achieve success.

To view presentation of **01:01:30** duration click link below

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WHAT OTHERS HAVE SAID

"I've always thought I knew quite a lot about change - and, I do. But the things I learned through undertaking this training and subsequent coaching astonished me.

I've learned both simple things and lots of new things (simply) to make my job so much easier. Learning from people who actually have done the things we've learned about offers so much more encouragement and support. And illustrative stories are real!

The support continues when you are in the workplace and wondering how to apply new knowledge or how to solve specific problems. The support is amazing and well worth the investment.

I'm confident this training will be a sound avenue for people to learn amazing things simply and make life easier for themselves in their life and in their workplace.

Walking along pathways of uncertainty with confidence."

Amanda Needham - Business Analyst (Independent Contractor)



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PART 2: DOES CHANGE ALWAYS HAVE TO BE SCARY?

Change is happening in and around each of us every moment of every day! Most of us simply never notice it until it wallops us.

It is scary when we do not understand that we are never in the "comfort zone" in which we think we are living. Understand this change and learn to walk pathways of uncertainty and to swim in the "swim lanes" of life or change those swim lanes to what we want to do!

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WHAT OTHERS HAVE SAID

"Please find this message as simply saying thank you and wishing you all the very best going forward with training and consulting."

I have learnt a lot from your friendly approach and your sage advice in various areas – both work-related and outside the workspace. Learned things that I'm unlikely to have thought of without your prompts and techniques."

You are a very educated person and I tip my hat to you for your advice on a range of matters and innovative solutions."

I also consider you a very genuine and knowledgeable person who added considerable value to my workplace and personally to the people there, including me."

Col H – ICT Manager



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PART 3: I CAN'T WORK WITH THAT PERSON!

Yes, there are "difficult people" in the workplace and in many other parts of your many roles that you'll encounter! We will talk more about such situations in future parts of this course.

For the moment, we need to consider whether or not the challenge of working with others is entirely of their doing and their instigation. We ourselves... all of us... have various biases that impact our relationship with other people. Often, we do not recognise that the biases exist! Awareness helps a lot!

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WHAT OTHERS HAVE SAID

"The "big picture" is always turned into common sense in this author's coaching/mentoring or training courses. The focus on people who develop and deliver anything is refreshing compared to instances I have known where technical ways dictated everything without application of common sense. Real stories abound.

To achieve anything, one needs to know what it is that is to be achieved and that people must achieve it. The journey to get there rarely will be exactly like expected at the outset. People can be as much the facilitators of solutions as being blockages.

Understanding the people issues is invaluable to achieving goals and making the journey more pleasant for everyone. This and like team training and mentoring to me helped keep everyone grounded in the reality of delivery through people. It added millions to the value of my business when I sold it."

Mick Gordon - Engineer (Retired)



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PART 4: WHAT YOU HEARD IS NOT WHAT I MEANT!

Too often we think that language is simple! We believe that what we said is perfectly clear for everyone to understand. We are good communicators, hey?

But in business & careers where we need to influence people with what we say/do our belief in being good "*socially adept*" communicators falls remarkably short. We do not know why. Here are some hints about looking to find those shortfalls.

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WHAT OTHERS HAVE SAID

"Improving efficiency is not about doing more with less, while leaving "how it's done" unchanged. It is beyond technical.

Training provided has helped us greatly to take the leap to the next level by encouraging everyone on the team in our family business to think about how to do better what needs to be done.

With our support and team ideas efficiency improved and so has the bottom line. It is well worth consulting with the Today4Tomorrow team about how they can help you improve your business through training or other business improvement strategies. Real story telling makes it come alive!

We're confident the leadership developed in individuals and teams will provide a sound basis for anyone tackling change in their business; just as it did for us."

Michaela & Phillip Flannery - Directors



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PART 5: LEADERSHIP = PERSPECTIVE, RESPECT & SERVICE

Leadership is not about positions held but starts with Personal Leadership and develops from there to the highest reaches of any organisation or group of people collaboratively working together. You play many roles in various life positions.

It requires the development of courage to walk pathways of uncertainty; and, to try, try and try again until you accomplish whatever objectives you set out to achieve. Know your “why” however, as that is exceptionally important!

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WHAT OTHERS HAVE SAID

"The breadth and depth of knowledge and experience contained in this course is amazing.

It is a boon to individuals, to the corporate world and to small/medium businesses alike in the ideas presented.

The advice has been enormously helpful to me over many years across challenges in heavy industry, small business, and liaison with government. He knows his "stuff" both as a consultant and trainer for individuals and business generally.

I recommend this course highly to anyone who needs to develop problem-resolving skills and/or sound business advice. This course will help people lay a solid foundation as an individual in their non-working life or as employer or as employee."

Mel M – SME owner



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PART 6: YOUR BEST TEACHERS – DIFFICULT PEOPLE

You know that difficult, challenging, annoying person who is either *"in your face"* or *"quiet as a mouse"*-type. Or, the ones who come across as know-it-all or convey a sense of *"I'm better than you!"*

They may very well be frustrating - but, if you take the time, it is amazing what you can learn from them by observing them, engaging with them (*if possible*) and trying to understand what makes them tick! Are they "difficult" or simply "different"?

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WHAT OTHERS HAVE SAID

"I have known Neville Garnham for more than 20 years. During this time, he has held executive positions in various organisations charged with the task of getting change of all shapes and sizes completed.

Hence, his writing and courses are not simply academic treatises but a compendium of experience working at the coal face. They contain sound common sense in abundance.

Projects are about change and are completed by people - people with a huge range of competing and often conflicting personalities. A successful Integrative Leader is one who can mould these various personalities into a homogeneous team of excellent people.

The concepts apply not only to all levels of management in the corporate/government world but also at the community level be it in the local school P & C Association or, indeed, in one's family.

Read, absorb and adopt these concepts as they are universal in their application."

David Whittaker – Inventor and Engineering Designer



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PART 7: BELIEVE IT... YOU ARE CREATIVE

Many people limit themselves by believing they are not creative! Creative arts have brought much happiness to humanity through painting, sculpting, entertainment forms, music, and writing.

However, the term “*creative arts*” has done a great disservice to humanity through everyday people coming to believe that unless you are part of those activities you are not “creative”! If you problem-solve in any way you are creative. Never discount your talent for creativity!

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WHAT OTHERS HAVE SAID

"As a cadet I entered the building and construction industry in 1975. After 10 years with a government department, I moved to the private sector working with various builders and project management consultants. In 1995, I joined the CSIRO as a Construction Systems Researcher.

In all engineering, design relies heavily on the project team and collaboration among its members. The author of this course and other writings has pointed to the importance of having the fullest possible collaboration among the whole team and all stakeholders involved with any project.

Success relies on quality of processes, but also heavily on how well everyone works together as a team to achieve common goals and objectives. The changes that result in this industry depend heavily on the people. Real life illustrations help to reinforce the learnings available.

Accordingly, I'd recommend that managers and team members alike become familiar with advice from practitioners offering this course if they wish to become better, more effective and efficient at what they do in all roles, especially if they aspire to fast-track their careers."

Paul Tilley – Lecturer (Construction Management)



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PART 8: ON HOW MANY TEAMS DO YOU PLAY YOUR LIFE?

Whether teams involve a handful of people, dozens, hundreds, thousands or (*allegedly*) just YOU, each member of the team and the “*team as a whole*” need to KNOW THEMSELVES!

To be effective each member of the “teams” – direct and indirect – need to develop their own **Personal Leadership** style with perspective, respect, and service to “the team” and dispassionate “*love*” for everyone and the value they offer!

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YOUR FEEDBACK IS IMPORTANT

Without your feedback, whether positive or negative, we would be very challenged to know how best to improve our courses or other topics that we could develop to help you.

Please visit us at www.theproductivityphilosopher.com and provide feedback, comments or suggestions there.

You are welcome alternatively to send your ideas or feedback to us at team@theproductivityphilosopher.com at any time or phone +61 (0)7 3199 4799 (*please leave message if we cannot answer your call*).

THANK YOU



... for taking time to consider YOU
... YOU an EXCELLENT PERSON with whom
YOU must work every day to make even
better in order to enhance your life, for self,
for those you care about and your career!

*May you constantly flower and
grow each day to perfection.*

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