

RSOG Seminar

“High Performance Leadership: Getting Result”

with

Victor Lindal

When : 19 August 2014
Where : Razak School of Government
Speakers : Victor Lindal

About The Seminar

At this Seminar, Victor Lindal covered three important areas that can help people in their professional and personal lives. The first topic dealt with the importance of having a strong Adversity Quotient (AQ). Victor outlined the three kinds of people in our society: the Quitters, the Campers and the Climbers to help participants identify strategies to become Climbers. According to Victor, we all need to think about how we can continue to climb, and find ways to jump the Sigmoid Curve, in our thinking and our action. He also uncovered paradigm shifting strategies. The second and third parts of the seminar focused on communication skills and presentation techniques required to make an impact, recognising that these skills remain ever important in ensuring results in the professional and personal lives of leaders.

Summary

Vic emphasized on the importance of having a high Adversity Quotient (AQ). Adversity Quotient (AQ) is a measure of how one responds to adversity (change and challenges). It provides the tools for improving how one responds and thus one's overall professional effectiveness. Successful people share the profound urge to make progress, achieve their goals and fulfill their dreams.

There are basically three types of people: The Quitters are the ones who abandon their aspirations because it is too difficult. The Campers on the other hand grow weary of the hike and find a comfortable plateau on which to hide from adversity. Lastly, the

Climbers are possibility thinkers who never allow obstacles to get in their way of achieving their aspirations. They never forget the power of the journey over the destination and they always embrace the challenge. Victor challenged the audience to identify the type of people they are and provided steps on how to increase their Adversity Quotient. AQ is a learned skill on rewiring our brains for success. It also differentiates between pessimism and optimism. Those who respond to adversity optimistically outlive the pessimists.

If anyone is going to kick in their AQ point, they have to be prepared that they will evidently go down a little bit but they will eventually be forming a new curve of endurance. This is the only way to jump the curve. But one has to be prepared for a bit of discomfort and be prepared to take big challenges.

One of the most efficient ways of increasing AQ is by having an End Point Vision or EPV. The EPV system is perhaps most succinctly described as purposeful goal-setting using enhanced visualization and mapping techniques to achieve desired outcomes.

Admittedly, it's an oversimplified definition that would benefit from a more elaborate explanation, but the essential point is this: identifying EPV, and carefully mapping the critical actions along the path that will help one visualize and realize a positive result. It offers a proven methodology for attaining one's most coveted aspirations. It applies to any area of life to actualize—self, work, family, friends, community, etc. Adopting an EPV approach can clarify the vision in a way that makes it far more accessible even before taking the first step.

The EPV Coaching Conversation is a tool used to realize the EPV. A personal vision is what you see yourself doing or achieving, or how you see yourself being. The EPV conversation helps one to create a compelling vision and take required action to make it happen.

To briefly describe the worksheet, which is crucial in the EPV training, is to firstly describe a vivid image of your vision. In the next column you will specify more details as if it is happening now and then in the critical event column you will identify a key event that precedes the vision and add specific details. Next, you will identify an action you can take today that will cause that critical event to occur, then back chain more critical events. Finally, look beyond your vision to what is possible. You should always visualize your preferred future and schedule actions every day for 91 days to achieve critical event. According to Vic "Consistency over time delivers".

Key Lesson Imparted

- There are techniques that can be learnt to make one a resilient leader who can cope with adversity pressure.

- A keen sense of self awareness is necessary to allow one to live a life of purpose and fulfilment.
- Shifting paradigms, changing culture and altering mindsets are difficult and often takes a long time but they are achievable with the right techniques.

Questions Raised

Q. What is the issue with the Malaysian badminton team in reaching their goals? They seem to have goals but why is it a challenge for them to reach it?

A. The problem is with their belief system. Without a change to the subconscious, the mind will always take lead and prevent you from reaching your goals. If the Malaysian badminton team wants to reach their goals they have to firstly change their belief system. It is very important for them to have an end goal in mind. Basically having a clear picture of where they want to head. This will help you communicate your goal clearly. Secondly when you have set your goals, it is about making quantum leaps and not small leaps. It maybe uncomfortable and it might put you in an uncomfortable position but it is crucial that you make a quantum leap. It is also important that the team have a mentor to help them thru the whole process, someone who can guide them and nudge them to make the leap.

Q. Man can plan but God disposes. How do we deal with that when talking about goals and failures?

A. You still should stand tall and be courageous because with perseverance you will get simple techniques you will learn to deal with failure as part of your journey. It is not your destination but it is just part of your journey. Some tips I can offer to you on coping with failures is always breathing thru your nose and smiling as much as you can as it helps to reset the mind. You can go back and analyze what went wrong and come up with your combat steps.

Q. Can we set impossible limits? Are we setting ourselves up for failure?

A. Nothing is impossible. If you have a plan and it has to be a workable plan, what seems impossible will become possible with an actionable plan.

Q. Do you agree that a high performance leader is a no nonsense type of person?

A. High performance leadership requires you to have a clear picture of your goals of where you are heading and this has to be communicated clearly to the followers. So in essence a HPL is indeed a no nonsense type of person.

Q. How do you keep your focus on why you have visualized?

A. Having a master mind alliance to keep your goals on track will definitely help. Always visualizing your dreams is another step in keeping your focus. Doing this everyday will definitely help you reach your goals.

About The Speaker

Victor Lindal is an accomplished public speaker and has been a professional presenter for over 30 years. He was a finalist in the World Toastmasters International public speaking championships in 1983. From that point he launched a career in speaking across North America. He was also the Canadian Television voice for four Volleyball Olympic games. He currently works with clients as a personal coach to help them achieve success in all areas of their life. Vic strategies on how to envision your preferred future and then effectively take action to created this desired future has found profound success. Vic is also the coauthor with Dr. George McMaster of the recently published book End Point Vision and Beyond: Live Your Preferred Future Now

Contact

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