

leadership for success

**The ultimate obstacle to
collaborative leadership**

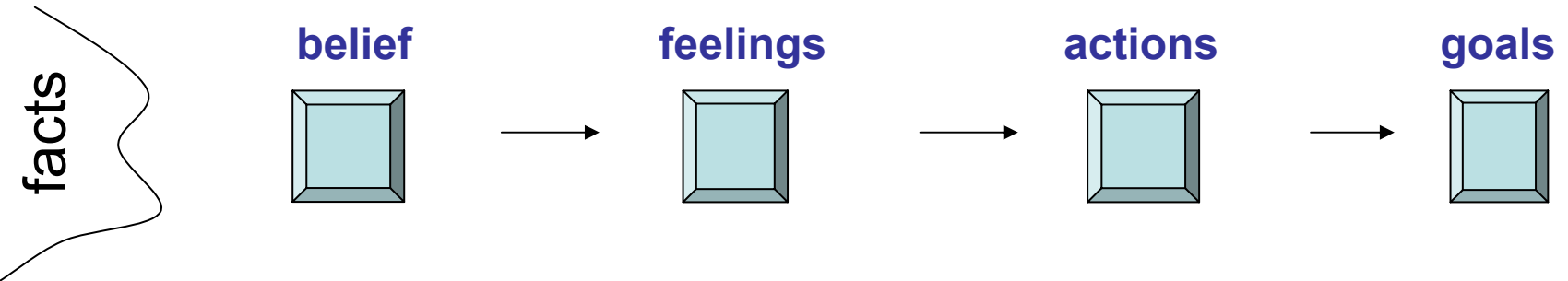


“As collaborative leaders , we are aware of personal traits that we need to modify and skills we need to develop , yet we often don’t make desired progress. Where does this performance “gap” come from, and how can we leap beyond it?”

Our greatest potential in heightening our effectiveness lies “not in gaining more tips about what we should do better, but in discovering why we are not already doing it”.

By identifying and overcoming unconscious barriers, we can lead from our best selves

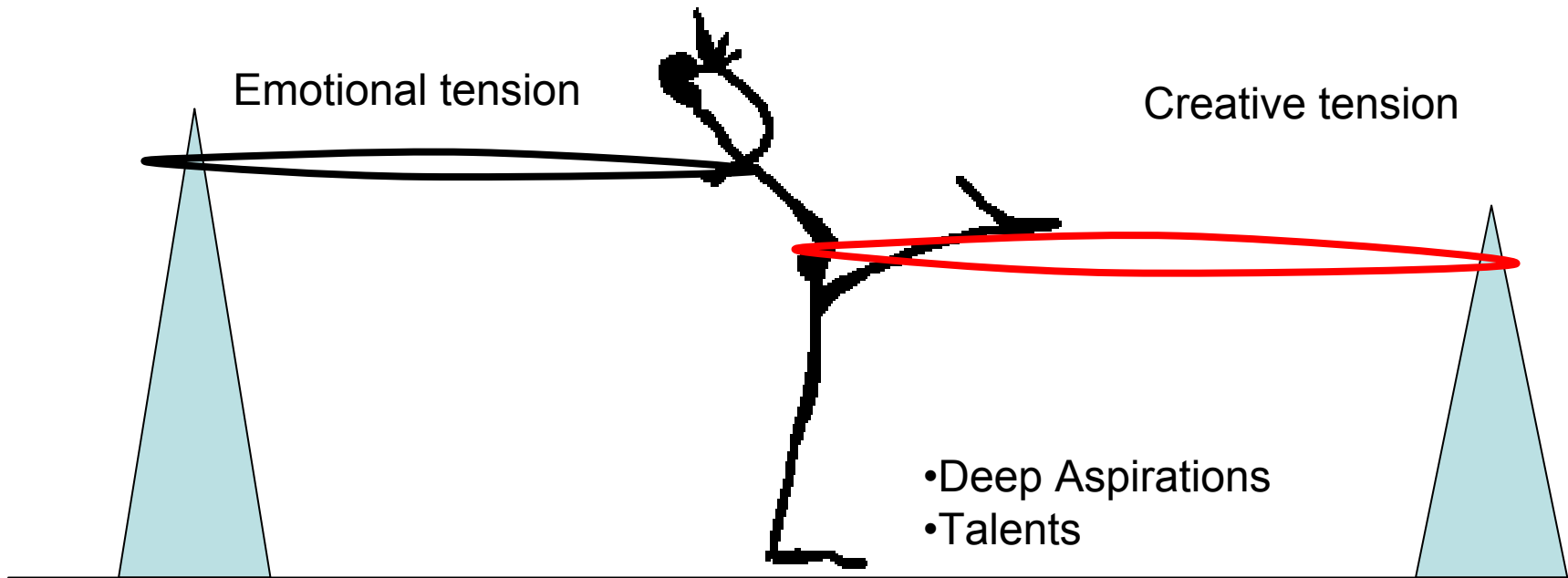
- Our emotions and behavior are logically consistent with our belief



- We confuse facts and our belief about those facts.
- Facts don't cause our feelings. Your thoughts control how you feel.
- Different beliefs => different emotional feelings & different behavior
 - To change the way I feel, I need to change my beliefs
- What makes me do what I do?
 - Not reality, not what other people say or "do" to me, but my beliefs
- My brain doesn't care about reality, it only process what I believe the Same way whether accurate or not
- My subjective reality always seem objective to me. By default, I am unaware of what the gap is between the two.

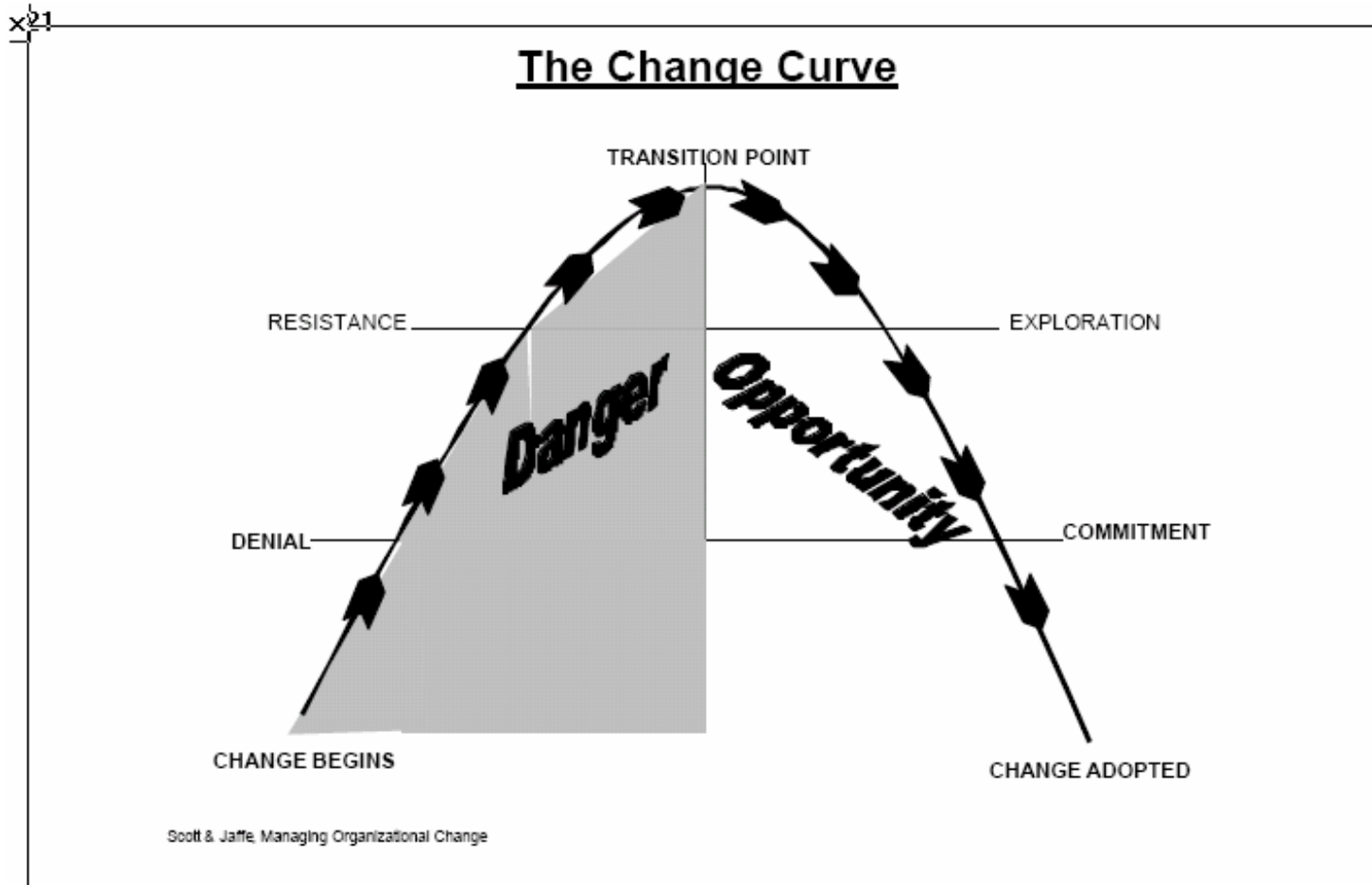
Personal Mastery

The structural conflict



anxieties

the change and the costs



*taken from Gingerella, 1993

Senior Partner and Coach of L&OL, Leadership & Organizational Learning srl, a company whose mission is to help individuals and organizations to bring their talents and deepest aspirations to realization. Presently committed to supporting individuals and company teams in Switzerland and Italy, both in public and private sectors, to face challenging projects and issues.

Past experiences - before committing to L&OL in 2002 – were as project leader of the Italian Sailing Team “Il moro di Venezia”: Challenger Americas Cup 92 and The Swiss National Exposition expo 2001.

He holds a degree in engineering at the Ecole Polytechnique Federale de Lausanne..

Clement Chammah

Music publisher and producer in the 70's. Tv, advertising and corporate video Production in the 80's and 90's. Co-founder and COO of multilingual internet sports portal www.goal.com in the mid-90's. Video content production and distribution to digital platforms worldwide.

In the early 80's, began a self-evolution learning process through Personal Mastery seminars. From 2000, Partner, Co-facilitator and Coach of L&OL, Leadership and Organizational Learning s.r.l., a company which, through an integrated combination of seminars, coaching, feedback and counseling aims to assist individuals and organizations to achieve dramatic improvement in communicate and efficiency skills.