

*Leading Edge Research and Process
Organizations Use To Win, Grow,
Evolve By: Raj Gavurla*

As an expert who speaks professionally on the value of consistently improving performance (better) and author, an organization has stakeholders and personnel who come together to form a team. Solutions are sought to common challenges, uncommon challenges, and problems to be empowered with a plan of action to win, grow, and evolve. It's critical each employee feels a part of the process and is allowed to express their thoughts. The goal for the business is to first understand and relate through introspection their own thoughts and the mindset needed to perform. Then, each employee's great dreams, goals, and skill set must be taken into consideration, related to, and adjustments made as we face competition. This allows me to choose the appropriate structure for the session to develop and grow the employees and team.

It is critical after the housekeeping (introduction, tell participants the length of the session, break time) to get everyone's buy in we must work as a team to go to another New Best Level. My research indicates in any organization people want to be on a team. Why? Because they love being involved, the interaction, and seeing each other succeed. Of course, this means the team wins.

Therefore, consider using the High Performance Pyramid (Winning Mental Pyramid) mindset tool (thinking tool). It is practical leading edge research and process I apply when working with organizations. The High Performance Pyramid (Winning Mental Pyramid) is a mindset tool you can file in your mind and retrieve for introspection and introspection of each employee. Learn it to develop, grow, and evolve your business.

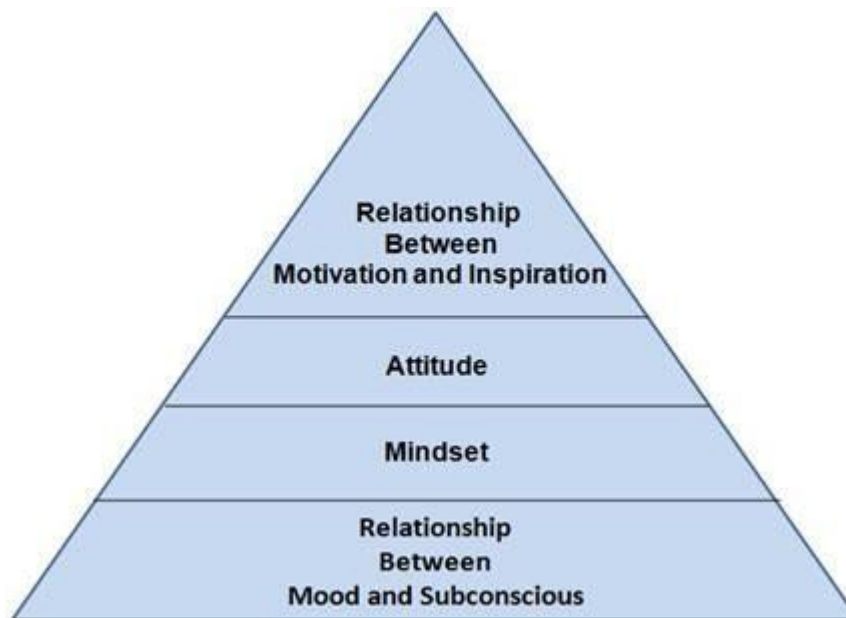


Fig. 1 Winning Mental Pyramid

Here's how it works:

Relationship Between Motivation and Inspiration

Motivation has a relationship with inspiration and your motivation controls your attitude. This is the top line or what is your motivation?

Attitude

Your attitude controls your mindset. It's important to have a positive attitude.

Mindset

Your mindset controls your mood. Mindset is what you think or the way you think.

Relationship Between Mood and Subconscious

Your mood has a relationship with subconscious. This is the way you feel, bottom line, or action. It's what causes us to do what we do.

How it works is easy. Applying it takes focused effort, practice, and patience.

As you become more skilled at using it, your team and leadership teamwork will be less doubtful and the mood will flourish. When the Winning Mental Pyramid is aligned there is a tremendous amount of synergy for peak performance. In most cases, it's not aligned. Recognize where the misalignment is and focus on this area. Keep in mind the relationship between the four areas.

Examples

In many organizations, I see a team comment about an employee's attitude problem. They focus on addressing the person's attitude. Instead, since motivation controls attitude, the area that needs to be focused on is the employee's motivation.

Teams should want to make a positive difference (motivation), make money (mood). If they are not growing, then it's their mindset that needs to be focused on. If there is resistance to positive change, then their attitude needs to be focused on.

Try it for yourself on any team you succeeded with or failure to know what was or could have been done. Then do it with a new team. Did it work? What are your results? Are you winning? Will you use it again and again to learn from it, grow, and evolve to produce better moods and results? Isn't that really the bottom line (a better life)?

Deserve to win, grow, and evolve.

*Raj helps business, organizations, and teams consistently improve performance (better). He is an expert who speaks professionally on consistently improving performance (better). He is the author of *Winning at Entrepreneurship and Your Raise The Bar Primer: Mental Performance Tools*. Contact him at 864.569.2315, raj@rajgavurla.com, or visit www.MotivateYourResults.com.com to learn more.*