



EmPowered! Leader

A PMI Presentation

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Developing People...
Advancing Business



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The Savar Institute is a Virginia-based limited liability corporation founded by Sheila Savar in 2002. It has also been a Registered Education Provider of PMI since 2008.

The firm was created to serve a progressive culturally-diverse clientele that want to achieve market dominance and global presence. Our clients recognize that such aspirations can only be sustained through a world-class leadership-driven workforce.

Our programs yield high ROTI. Clients rave about reduced employee turnover, increased client retention, increased employee morale, productivity, exponential revenues and sustainable growth!

In 2009, Sheila Savar was admitted as an Expert Resource speaker for the prestigious Vistage International. Vistage is the world's largest CEO membership organization with over 16,000 CEO members in 15 countries.



The Role of the Project Manager

- How do you define a successful PM?
- What are your goals and objectives as a PM?
- How do you attempt to achieve them?
- What strengths and skills do you need to succeed?
- What do you most focus on – task – or people you manage? Why?
- How would you rate your staff's overall performance?
- Are they engaged, energized and motivated or is it often a struggle to get things done on time?
- Do you use management or leadership behaviors to drive project success?
- What is the difference between leadership and management skills and behaviors?
- Would they produce different results – why?

"The first company in any industry that significantly improves its human connectivity skills (which The Savar Institute defines as human element skills) will take the field!"

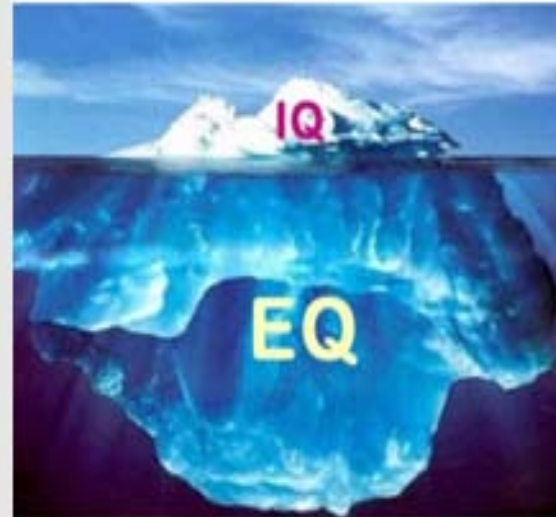
- Daniel Kahneman, winner of the 2002 Nobel Prize for Economics



Human element skills are the leadership, communication and interpersonal skills needed for job, career and business success.



As executives advance in their organizations, up to 90% of their continued success depends upon their Human Element skills or Emotional Intelligence (EQ).



90% of executives who derail do so because they lack emotional competencies.

Top 3 derailers:

1. Difficulty handling change
2. Not being able to work well with people
3. Poor interpersonal skills

Source: Daniel Goleman, *Emotional Intelligence*



Get **EmPowered!** and soar to new heights by significantly improving **your** company's human element skills.

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EmPowered! Leader

- Understand Self – the most important relationship you can ever have
 - Your relationships are influenced by your thoughts, emotions and behaviors.
 - You contribute to the outcome of every interaction, conversation and relationship – whether you are consciously aware of this or not.
 - Often the conversation IS the relationship!
- Understand Others
 - Empowered leaders are versatile
 - They are aware that not everyone thinks and feels as they do
 - They learn the behavioral styles of others and modify their own to reduce non-productive stress in others so their message gets heard and they win buy-in!
- Develop Mutually Beneficial Relationships:
 - A network of contacts they use to meet all their personal and professional goals, needs and objectives efficiently and productively
- Leaders advance in their careers and succeed in business *because* of their superior human element skills!

Understanding YOU!

- Are you self-aware: are you mindful of your thoughts, emotions and behaviors or the impact they have on you and on others?
- What drives your behavior – is it an external event or is it something else?
- Could you be unconscious sabotaging your own success....
- Resulting in the life you have – rather than the life you want?
- Most people live life on auto pilot – and success happens accidentally – if at all!
- *Do you control your life or does life control you?*
- Today we'll learn how to apply mindful leaderships skills that help you to **motivate** people to engage in cooperate and collaborative interactions, conversations and relationships: The human element skills essential for career advancement and business success!

Top 5 Human Motivators

- Profit
- Need
- Love
- Fear
- Pride

YOU

Do you control your life – or does Life control you?

Empowered

- ***Centered in persona-faith based thoughts***
- Focuses on *What I want*
- In control
- Trusts
- Humanizes - Compassion
- ***Accepts 'What Is'***
- Abundance
- Gives

Entrapped

- ***Centered in fear-based thoughts***
- Focuses on *What I don't want*
- No control
- Distrusts
- Objectify: Victim-Villain dramas
- ***Resists 'What Is'***
- Scarcity
- Takes

Empowered or Entrapped?

- How much control do you feel you have over your life?
- Do your thoughts and attitudes empower or entrap you?
- When interacting with others, do you feel disadvantaged?
- Where do these fear and faith-based behaviors originate?

The Power of Thought

- Everything begins with thought
 - Unit of energy
 - Measurable
 - Thought frequencies
- **The Law of Attraction:** Magic, Myth or ‘Secret to Success’
 - Thoughts, physiology and emotion
 - Emotions and behavior
- Behavior: External or internal trigger?
- Is there a difference between focusing on ‘what you want’ and focusing on what ‘you don’t want’?
- Would you get different results?
- *HOW?*

How Thoughts Entrap

- Make assumptions – treats opinions of others as facts
- Tell a story based on our assumptions
- Fear triggered – objectify Other
- Create dramatic story casting victim and villain roles
- Treat story as fact: Focus on *‘what I don’t want’*
- *Physiological – emotional changes*
- *Treat story as reality and act on it*
- *Result: Behavior – including body language –sabotages conversation – fails to achieve desired outcome.*

How Thoughts Empower

- Start with the end in mind: What am I trying to accomplish?
- Tell a story that support the desired outcome
- Listens to opinions of others - without attachment
- Centered in compassion – humanizing other
- Focuses on ‘What I want’ and a win-win outcome for both
- *Physiological – emotional changes?*
- *Treats story as reality and acts on it*
- *Result: Behavior – including body language – builds trust and achieves desired results.*

Examples

Meeting with a 'Difficult' client

- Scenario I: Entrapped thinking
- Scenario II: Empowered thinking

Corporate Layoffs

- Scenario I: Entrapped Thinking
- Scenario II: Empowered Thinking

Your thoughts created your reality!

Leadership Versus Management

Leadership Style

- Centered in Personal Faith
- Has strong EQ skills
- Focuses on people – 70% of all human interactions are emotional
- Is Self-aware and leads by example
- Humanizes and uses compassion
- Wants to understood and be understood
- Strives for collaborative cooperative outcomes
- Leads by example, respect and trust
- Starts with the end in mind
- Accepts 'What Is'
- Empowered – Victorious!

Management Style

- Centered in Fear
- Weaker EQ skills
- Focuses on task and logic – avoids emotion
- Lacks self awareness – leads by title
- Objectifies those in lower positions
- Wants to be understood
- Strives to control and dominate
- Leads by intimidation and fear
- Emotions derail her
- Resists 'What is'
- Entrapped-Victimized!

Take-Away's

- Get desired behavioral changes from others by monitoring and controlling your own – the only behavior you can control.
- Understand that positive changes in your behavior positively influences changes in others.
- Humanize others: We BOTH want to be happy; We BOTH want to avoid suffering
- Center in compassion and a desire to understand as well as to be understood
- Use assertive 'I' statements rather than aggressive 'You' statements.
- Know that when we turn our adversaries into our enemies – we become an enemy onto ourselves!
- Mind responds to the stories you tell – *not to the external event!*
- Change your story – change your outcome – change your life!
- *Story of the Two Wolves*

Conclusion.....

Your outer world is a mere reflection of your inner world

Change your thoughts - change your Life!

GET EmPowered!