



IN COLLABORATION WITH



BEHAVIOURAL WASTE™ MANAGEMENT

FOR

SENIOR MANAGERS AND LEADERS



NEVILLE GAUNT



GRAHAM WILLIAMS

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BEHAVIOURAL WASTE™
MANAGEMENT

BEHAVIOURAL WASTE™ MANAGEMENT FOR SENIOR MANAGERS AND LEADERS

IBA presents a one day master class on Increased Productivity through Behavioural Waste™ Management conducted by Neville Gaunt, an internationally renowned keynote speaker; co-founder of Mind Fit, a UK based company; and co-author of “Is your mind fit for golf? The missing link to your success”, and Graham Williams, Director of Development at Mind Fit.

Architect of the Mind Fit process. Author of Personal Power – the power that drives performance, Mind Fit for Success, and co-author of Recycling Behavioural Waste™ and Reality-Driven Leaders in a Complex World. The master class aims to enable students, professionals, entrepreneurs and leaders to identify negative activities through the term ‘Behavioural Waste™’ and the experience of being trapped or ignoring gaps between beliefs and reality which generates much of that waste – it is this identification of Behavioural Waste™ that forms the first step to its elimination. The master class will further aim to raise individual awareness and that of your business about how attitudes and behaviours impact on everyone’s ability to perform to their optimum, lead and engage, work in teams, and ultimately improve performance.

“ BEHAVIOURAL WASTE™ MANAGEMENT

WHAT IS BEHAVIORAL WASTE™?

Behavioural wastes are all forms of behaviour that divert energy, focus, talent and resources away from personal or organisational purpose. They stop us thinking, leave us in a frustrated state and we lose the drive to do anything different. Behavioural Waste results in unproductive 'games' that people persist in playing that lead to and may

- »»» Unchallenged low performance and weak leadership
- »»» Setting unrealistic targets
- »»» Unnecessary ritual meetings or consistent lateness at meetings
- »»» Supporting internal competition that benefits the minority and not the business
- »»» Training that consistently fails to deliver results, whose ineffectiveness is accepted or ignored
- »»» Failure to tackle bullies or resolve conflicts
- »»» Persistent, cynical attitudes that reduce commitment
- »»» Maintaining obsolete working practices and processes
- »»» Unfair loading of key individuals
- »»» Developing the few 'talented people' sending a message of 'you're untalented' to everyone else

Such behaviours are caused by 'can't-do' or 'won't-do' beliefs and attitudes where people ignore or make excuses for failure or simply do not put the effort in to face them, name them and taking action to eliminate them. Sometimes people lose sight of what is needed and spend their time stabilising unproductive activities because the fear of doing something different may be too scary and they find themselves locked into hygiene or tidying routines under pressure. When we hear a new idea, we become programmed to look for weaknesses or flaws instead of trying to identify the positive, useful elements. If offered an alternative approach we often decide not to take the risk by applying a routine 'won't-do' defensive excuse and block a new thought or initiative to transform a difficult situation.



“ BEHAVIOURAL WASTE™ MANAGEMENT

BENEFITS OF FOCUSED MASTERCLASS FOR IBA PARTICIPANTS

Any change will only be effective if the senior management demonstrate they are engaged in the process. The natural place to start therefore is with the Board Executives and Non-executives, senior leaders and managers. Higher paid executives will be able to demonstrate a considerable ROI from reducing Behavioral Waste™ and becoming role model Reality-Driven Leaders.

The evidence to support such high level, top down change is overwhelming. In June 2009 in the Harvard Business Review Jack Zenger and Joseph Folkman published their finding on “The Ten Fatal Flaws That Derail Leaders”. They included a lack of energy and enthusiasm, lack of clear vision and direction, resisting new ideas and not learning from mistakes. Does that look familiar?

LEARNING OUTCOMES:

- »»» Discovering the power of a Reality-Driven Leader.
- »»» How to identify Behavioral Waste™, the parasite that blocks personal and organisational progress.
- »»» How leaders first reduce their personal Behavioral Waste™ and then focus on cultural and systemic waste through personal focus and effort.
- »»» How to engage employees, encourage and develop growth mind-sets,
- »»» “Can-Do” attitudes with little Behavioral Waste™.

TAKEAWAYS:

- »»» **GUARANTEED**
Improved personal productivity and performance – be it academics, profession or business.
- »»» **GUARANTEED**
Improved organisational productivity and performance.

PROFESSIONAL FEE
PKR 35,000/- PER PERSON

**INCLUDES: LUNCH & REFRESHMENTS,
COURSE MATERIAL, GROUP PHOTOGRAPHS,
IBA WORKSHOP CERTIFICATE AND BUSINESS NETWORKING**

NEVILLE GAUNT

“ BEHAVIOURAL WASTE™ MANAGEMENT

Neville is the co-founder of **Mind Fit**, a UK based company. He's an international keynote speaker and co-author of "Is your mind fit for golf? The missing link to your success" and "Mind Fit Golf for Kids". As a Finance professional, **Neville** had a long career in FTSE 250 companies at both strategic and operational levels. His corporate and commercial finance background is gained over 30 years in international businesses mainly in the oil and gas industry, dealing with large and small businesses, educational institutes and complex supply chains. He has an accomplished track record of negotiating the business maze of short and long term commercial, political and environmental forces that influence all decisions. Neville has a proven record of optimising financial and commercial outcomes through a combination of original thinking, pragmatism and a determination to get results. Whilst business improvement is his primary specialism, he is also focused on helping young people improve themselves and enhance their employment opportunities.

Neville started his long career in the Oil & Gas industry in Sunoco's exploration division in the UK as a management accountant and was part of the team that developed the Balmoral field. He then moved to Ultramar Plc and soon moved overseas to their New York offices as General Manager of Group Consolidation where he was responsible for management reporting, developing the annual report and strategic plan of the group - Upstream and Downstream. He then joined Lasmo Plc as part of their hostile acquisition of Ultramar and helped sell off the downstream operation in an IPO.



For 10 years he then worked at both strategic and operational levels in Lasmo's global upstream business and was familiar and a regular visitor to Pakistan and Lasmo's offices in Karachi and Islamabad as well as the Kadanwari gas field. Because of his downstream experience, alongside his oil specific roles, he was also CFO of a small team responsible for non-core USA asset disposal which led to diverse sales in retail, residential and golf course developments. He left Lasmo Plc following a corporate friendly takeover after successfully integrating projects into the global structure of new owners ENI (AGIP).

GRAHAM WILLIAMS

“ BEHAVIOURAL WASTE™ MANAGEMENT

Graham is the architect of the Mind Fit Process and is responsible for its on-going development. Previously he operated at both tactical and strategic levels in two UK police forces. He led major operations and initiated changes within the police that had a national impact. He has in-depth personal experience of training, coaching and developing high performing individuals, teams and leaders. Subsequently, he worked as a performance coach at Performance Consultants International that led to exploring the impact of knowledge training and coaching in organisations.

Graham specializes in linking people to performance and business imperatives; focusing on personal effectiveness, teams and leaders; preparing people for 'Lean' management; and stress management.

The process developed, initially during his work with former Olympic Athletes, a team led by Sir John Whitmore in the 1990s. Graham explored why coaching wasn't having the expected effect in business and initial work was with blue chip companies that included British Airways, Barclays Bank, BAe Systems and Ernst & Young. That journey continues to this day as Mind Fit programmes are helping organisations build a solid and sustainable platform for success.





PROGRAM VENUE: IBA CITY CAMPUS, KARACHI

For Details Contact:

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