

International Leadership: Rising to the Challenge

Cultures and working practices may vary between companies and countries fundamental values and beliefs are at the heart of future change.

This was one of the conclusions from a seminar on International Leadership run at the Canadian High Commission by Buffin Leadership International. As the world begins to recover from the latest recession Leaders are looking for strategies and tactics to ensure that they survive and thrive.

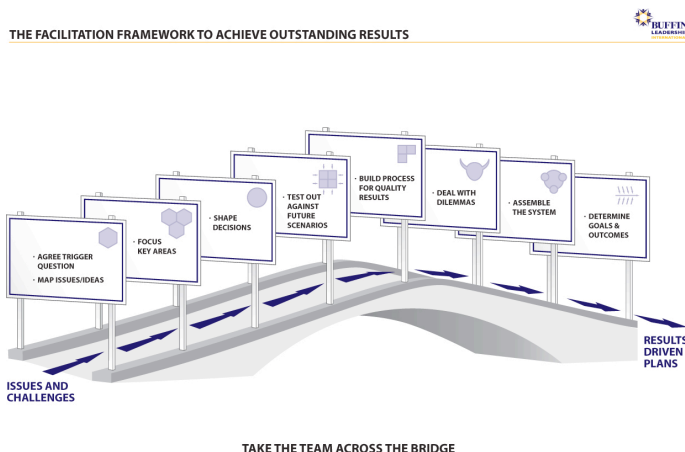
Two examples of successful and proven uncomplicated frameworks described simply as “Taking the team across the Bridge” and the “Ladder of Success”

Crossing the Bridge pulls together a number of creative and analytical tools that enable a team to redefine and align their Vision and implement practical actions with commitment and energy.

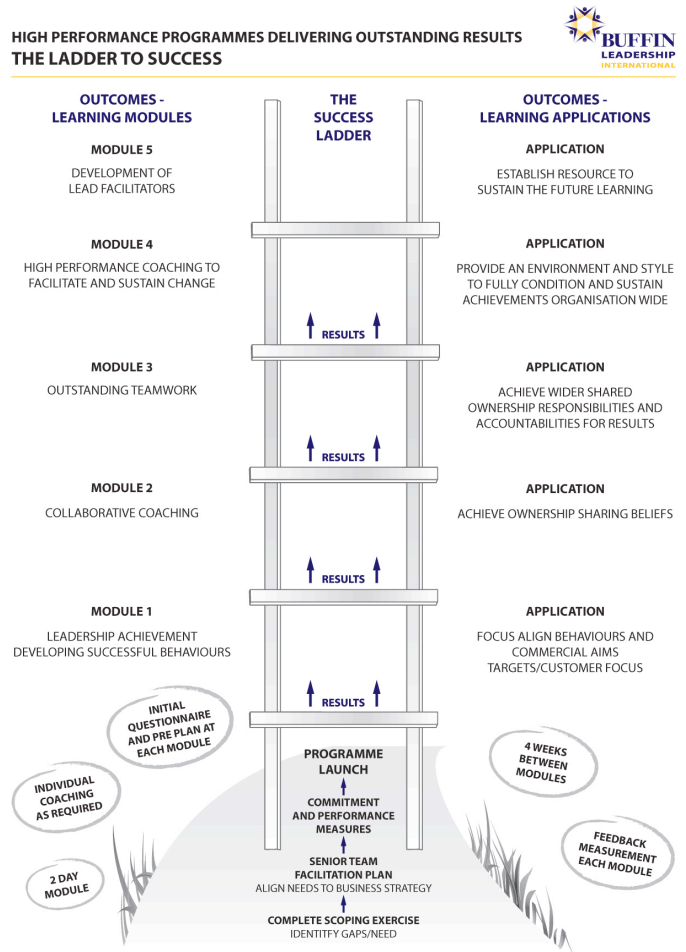
Ideally in a cross-functional team of between ten to twenty people the key is to use the visual tools we provide to accelerate the process.

- **Clearly Define the Issue.** Ensure you are tackling the appropriate topic. Ask, is this a symptom or a cause? Generate the “Trigger Question” that will provide the focus for the following;
- **Engage Divergent Thinking.** Come up with as many possible ideas, thoughts and challenges.
- **Connect The Thinking.** Step back and look for interconnectivity amongst the ideas. Cluster them together and see what common themes emerge.
- **Gain Insight.** Identify the relationship between the clusters. What is the picture emerging?
- **Focus On Actions.** List the actions that give you maximum impact.
- **Commit To Actions.** Allocate resource and take the first step.

The above describes the first two stages on the Bridge.



This has been tried and tested with a number of International companies with increases in company performance. **The Ladder of Success provides a step by step, rung by rung, approach to implementing a company - wide change programme.** The aim is to align the organisation’s objectives and targets with appropriate learning and development outcomes. This process works in larger Companies because it enables best practice to be shared across the Organisation at every stage



For any strategic technique to work on a company wide basis requires the full commitment and drive of its Leaders. So what can individual Leaders do to drive success?

- Have a clear IDENTITY
- Generate a clear VISION for SUCCESS
- Raise the ENERGY levels by aligning your thoughts, beliefs and emotions to your vision.
- Take ACTION
- So what’s new? Change focus. Success is 80% psychology and 20% mechanics

Buffin Leadership International has a record of success with companies using these frameworks, strategies, principles and ideas.

For further details contact Paul Maisey or David Buffin via our website www.Buffin.com. Here’s to Success!