



“PEOPLE MANAGEMENT” FOR THE NEW MILLENNIUM

with **Mary J Fourie PCC RFP™**

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GROWING CREATIVE BUSINESSES

- Professional Certified Coach (ICF PCC)
- Registered Financial Practitioner (FPI RFP™) of Coached Lifestyle Financial Planning
- Facilitator of Leadership Development & Coach Training Programme's
- Mentor Coach

I have coached and developed Leaders working in international organizations like Amazon, PMI, JTI, Virgin Atlantic, Avon, L'Oreal, Booking.com, Binance, SASFIN, Richemont and Gucci.

I have also mentored many upcoming Financial Advisors in the South African Financial Services Industry - supporting them to create meaningful and sustainable businesses that transform their clients lives.



A VISIONARY LEADER

"If you want to make the world
a better place, take a look at
yourself and make a change."
– Lego Batman, 2017



A NEW WAY TO LEAD...



<https://youtu.be/BLVceFhXmZw>



REAL LEADERSHIP

Isn't just about how you manage others, it's
about how you manage yourself, care
about yourself and most of all, love yourself.
– Star Leadership

Response-able
Empathetic
Authentic
Leadership
Leadership of Change

RESPONSE-ABILITY

~~Responsibility~~

“Response-ability is the ability to choose our response to any circumstance or condition.”
– Stephen Covey

- Taking ownership of and being accountable for my thoughts, feelings, words and behaviour at all times.
- I am responsible for me.
- You are responsible for you.
- I am responsible to hold you accountable to your word.



AN INSPIRING LEADER



"To inspire people, show them
your superpowers do not. Them
theirs show." – Yoda, 2021

WHAT IS LEADERSHIP?

“Leadership is a series
of behaviours rather
than a role for heroes.”
– Margaret J. Wheatley

“A leader these days needs to be a host –

- one who convenes diversity;
- who convenes all viewpoints
- in creative processes where our mutual intelligence can come forth.”



INSPIRATIONAL LEADERSHIP



<https://www.youtube.com/watch?v=y2zZISLiB4>

VALUES-LED LEADERSHIP

The answer to the question :
“Why?”

The first step towards :
“How?”

Which enables us to do :
“What.”



- Our Purpose
- Our Core Gifts / Ability
- Our Values
- Our Vision
- Our Mission
- Our Offer to the world

INSPIRING & GROWING TRUST



BEHAVIOURS OF TRUST

Talk Straight

Tell the truth and demonstrate integrity.

Demonstrate Respect

Show that you genuinely care; show kindness in little things.

Create Transparency

Be genuine, open and authentic. Don't hide information.

Right Wrongs

Apologise and make restitution. Do the right thing.

Show Loyalty

Give credit to others and be loyal to the absent.

Deliver Results

Accomplish what you set out to do. Don't make excuses.

Get Better

Learn and improve. Be thankful for feedback and act upon it.

Confront Reality

Meet issues head on; address the tough stuff directly.

Clarify Expectations

Reveal, discuss and validate expectations.

Practice Accountability

Take responsibility for results; communicate how others are doing.

Listen First

Listen before you speak and don't make assumptions.

Keep Commitments

*State your intent and then do what you say you will do.
Don't break confidences.*

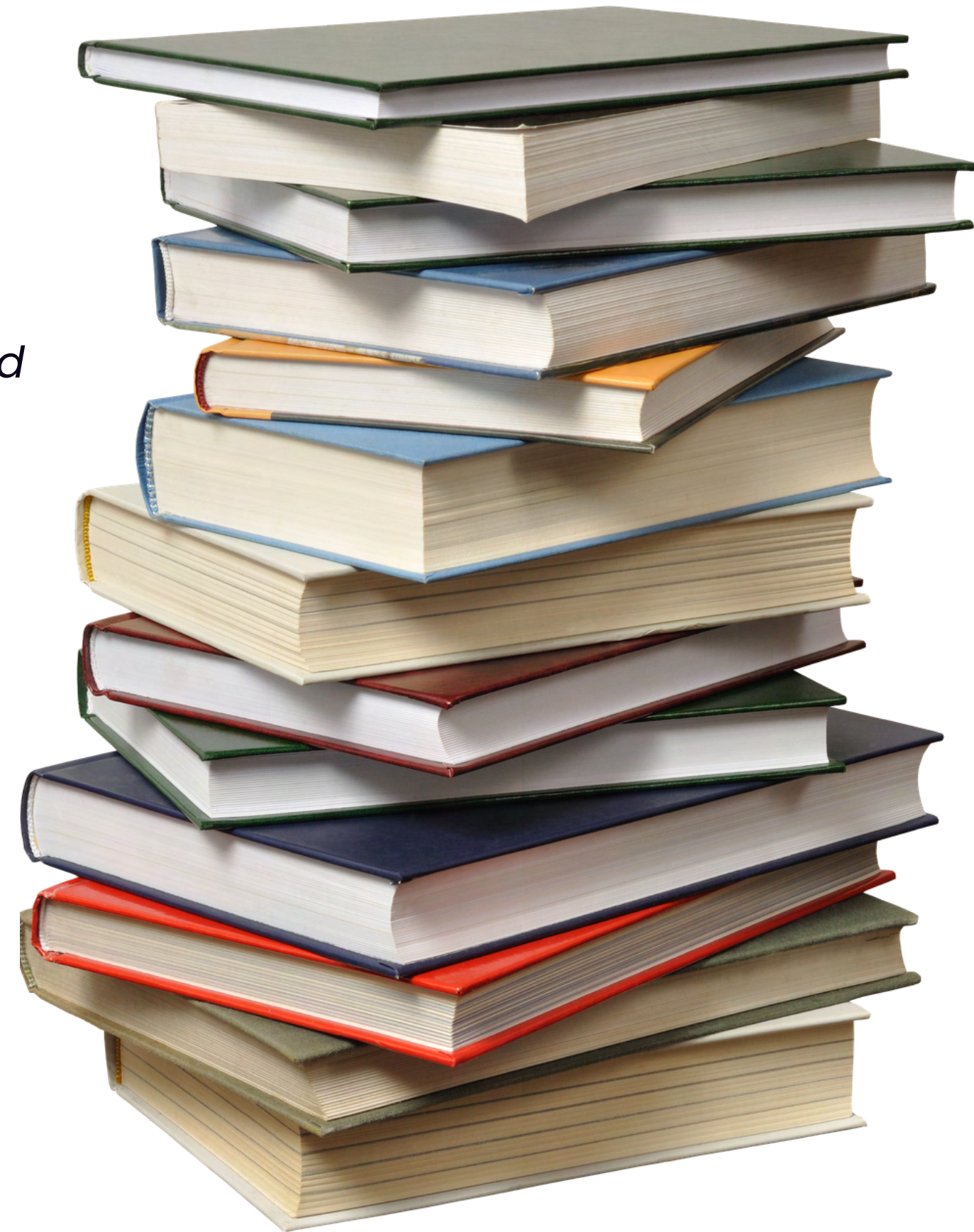
Extend Trust

*Don't withhold trust
because risk is involved.*



ADDITIONAL RESOURCES

- *Multipliers : How the Best Leaders Make Everyone Smarter*
– Liz Wiseman & Greg McKeown
- *Leadership and the New Science : Discover Order in a Chaotic World*
– Margaret J Wheatley
- *Self-Love : The Authentic Path to Conscious Leadership*
– Nerisha Maharaj
- *Start with Why : How Great Leaders Inspire Everyone to Take Action*
– Simon Sinek
- *The Speed of Trust : The One Thing That Changes Everything*
– Stephen M.R Covery & Rebecca R Merrill
- Everything Ricardo Semler has to say on YouTube :
https://www.youtube.com/results?search_query=ricardo+semler



Q&A + MY SPARK OF INSPIRATION

Do you have a burning question?

And then...

- What spark of inspiration am I leaving with today?
- What next step will I take to increase my response-ability and ability to Lead?
- How will I Trust & Inspire, be REAL and multiply the intelligence on my team?





**VISIONARY LEADERSHIP :
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