

SHAPING OUR FUTURE TOGETHER

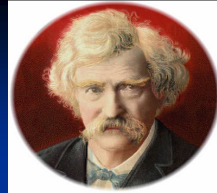


vision



Vision

- A preferred future state



Mark Twain

"Keep away from people who try to belittle your ambitions. Small people always do that, but the really great make you feel that you, too, can become great."



Vision

- A preferred future state
- Motivates people to take action



Vision

- A preferred future state
- Motivates people to take action
- Clarifies the direction of change



Vision

- Coordinates the action of people in a remarkably fast and efficient way



Vision

- Coordinates the action of people in a remarkably fast and efficient way
- Provides hope of a better future



Vision

- Coordinates the action of people in a remarkably fast and efficient way
- Provides hope of a better future
- **Helps you to define your noble purpose**



Noble Purpose:

- Gets you energized and focused on how you approach your work



Noble Purpose:

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- **Elevates thinking beyond job title & function**



Noble Purpose:

- Gets you energized and focused on how you approach your work
- Elevate thinking beyond job title & function
- **Distinguishes between glamorous and important work**



Noble Purpose:

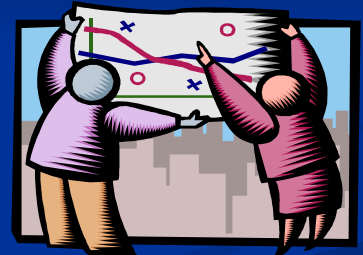
- Gets you energized and focused on how you approach your work
- Elevate thinking beyond job title & function
- Distinguishes glamorous and important work
- Makes a significant impact on people's lives



How Do We Get There?

Strategy

"The nuts and bolts"



Set *SMART* goals

- S**pecific
- M**easurable
- A**ttainable
- R**ealistic
- T**ime bound



SMART goals

Specific

WHAT are you going to do?

- Raise performance standards?



SMART goals

Specific

WHAT are you going to do?

- Raise performance standards?
- Improve professionalism



SMART goals

Specific
WHAT are you going to do?

- Raise performance standards?
- Improve professionalism
- Use action words such as direct, organize, coordinate, lead, develop, plan, build etc.



SMART goals

Specific

WHY is this important to do at this time?



SMART goals

Specific

WHY is this important to do at this time?

What do you want to ultimately accomplish?



SMART goals

Specific

- WHY is this important to do at this time?
- What do you want to ultimately accomplish?
- HOW are you going to do it?



SMART goals

Measurable

- If you can't measure it, you can't manage it.



SMART goals

Measurable

- If you can't measure it, you can't manage it.
- Prioritize activities



SMART goals

Attainable

- Stretch you and extract real commitment from you



SMART goals

Attainable

- Stretch you and extract real commitment from you
- Develop attitudes, skills and identify resources



SMART goals

Realistic

- “not easy” but “doable”



SMART goals

Realistic

- “not easy” but “doable”
- Learning curve must be steep not vertical



SMART goals

Time bound

- Adds positive pressure



SMART goals

Time bound

- Adds positive pressure
- Bridge between desire and possibility



SMART goals

Time bound

- Adds positive pressure
- Bridge between desire and possibility
- Promotes a strong sense of trust among team members



PERSONAL RESPONSIBILITY

Savage Chickens

by Doug Savage

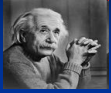


PERSONAL RESPONSIBILITY

- "If it is to be, it's up to me!"
- Do not use excuses as crutches



PERSONAL RESPONSIBILITY



Albert Einstein

“Man must cease attributing his problems to his environment, and learn again to exercise his will - his personal responsibility.”



PERSONAL RESPONSIBILITY

- “If it is to be, it’s up to me!”
- Do not use excuses as crutches
- Stop asking “why”—start asking “HOW”



PERSONAL RESPONSIBILITY

- “If it is to be, it’s up to me!”
- Do not use excuses as crutches
- Stop asking “why”—start asking “HOW”
- Forces you to get creative



PERSONAL RESPONSIBILITY

- Demonstrates high level of commitment



PERSONAL RESPONSIBILITY

- Demonstrates high level of commitment
- Open yourself to the possibilities



PERSONAL RESPONSIBILITY

- Demonstrates high level of commitment
- Open yourself to the possibilities
- Be willing to let go-embrace change!



Teamwork



Teamwork

- Teamwork plays an integral role in our success



Teamwork

- Teamwork plays an integral role in our success
- Our lives are forged by many hearts and hands



Teamwork

- Teamwork plays an integral role in our success
- Our lives are forged by many hearts and hands
- Together Everyone Achieves More



ASPIRATIONAL LEADERSHIP

- The main characteristic of all successful teams



ASPIRATIONAL LEADERSHIP

- The main characteristic of all successful teams
- Leadership is influence



ASPIRATIONAL LEADERSHIP

- The main characteristic of all successful teams
- Leadership is influence
- Grow your organization by growing your capacity to lead



ASPIRATIONAL LEADERSHIP

Visionary

- Vision is at the heart of leadership



ASPIRATIONAL LEADERSHIP

Visionary

- Vision is at the heart of leadership
- Challenges the status quo



ASPIRATIONAL LEADERSHIP

- Forces them out of their comfort zone



ASPIRATIONAL LEADERSHIP

- Forces them out of their comfort zone
- Big enough to accommodate the individual dreams



ASPIRATIONAL LEADERSHIP

- Forces them out of their comfort zone
- Big enough to accommodate the individual dreams
- WIIFM-What's In It For Me



Communication

- **Communicate your vision with passion**



Communication

- Communicate your vision with passion
- Make people feel important and respected



Communication

- Communicate your vision with passion
- Make people feel important and respected
- Pass on information in a timely manner



Communication

- Actively listen by paying attention and asking questions



Communication

- Actively listen by paying attention and asking questions
- Ensures the leader and not the grapevine is the source of the information
- Not manipulation-It is influence



Abraham Lincoln

“You can fool all the people some of the time, and some of the people all the time, but you cannot fool all the people all the time.”



Change agent

- Install the right structures, processes and mechanisms



Change agent

- Install the right structures, processes and mechanisms
- Break down vision into a achievable projects



Participation



Participation

- A leader must empower those around him/her

Participation

- A leader must empower those around him/her
- Invest time in developing other leaders

Participation

- A leader must empower those around him/her
- Invest time in developing other leaders
- Put the spotlight on others

Participation

- Create a value gap



Participation

- Create a value gap
- Allows the leader to be a role model



Eliminate barriers:

- Insufficient materials
- equipment or tools
- Slow or unclear decision making progress
- Undefined goals
- lack of authority to accomplish goals



Participation

- Be a resource provider



Participation

- Be a resource provider
- **Avoid paralysis by analysis**



Courage

Physical courage : Readiness to face dangers

Moral courage : Willingness to risk things to stand up for a principle or tell the truth



Abraham Lincoln

“To stand in silence when they should be protesting makes cowards out of men.”



- Integrity
- An internal guidance system that is ingrained over a lifetime of development



Integrity

- An internal guidance system that is ingrained over a lifetime of development
- Has a high influence value



Integrity

- An internal guidance system that is ingrained over a lifetime of development
- Has a high influence value
- Builds trust



Self Evaluation



Self Evaluation

- Complacency breeds failure



Self Evaluation

- Complacency breeds failure
- Do not become a victim of your own success



Self Evaluation

- Complacency breeds failure
- Do not become a victim of your own success
- You are either green and growing or ripe and rotting



Self Evaluation

- Old paradigm:
If it ain't broke ,don't fix it
- New paradigm
If it ain't broke.....IT IS
OBSOLETE!



Self evaluation

- Get out of the comfort zone



Self evaluation

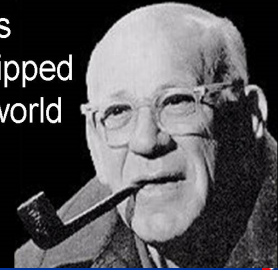
Embrace change:

- The pain of the change is temporary
- The pain of regret is eternal



In times of change, learners inherit the Earth. . .

while the learned find themselves beautifully equipped to deal with a world that no longer exists.



Self evaluation

Evaluate your relationships

- Effective teamwork comes from having solid relationships



Self evaluation

Evaluate your relationships

- Effective teamwork comes from having solid relationships
- Human beings push and inspire each other as they work interdependently



Self evaluation

- **Release** — Obsolete programs and services, negative attitudes and behaviors and limiting beliefs
- **Reaffirm** —Existing Strengths
- **Reinvent** — Build your skills so that you can provide even higher value in the future



Success Leaves Clues



Success Leaves Clues GC Foster College



Success Leaves Clues

- **Founded in September, 1980**
- **A co-educational and residential institution**
- **Only institution of its kind in the English speaking Caribbean**



Success Leaves Clues

- Three academic programs:
- **Three-year diploma:** in conjunction with the Joint Board of Teacher Education-University of the West Indies
- The two-year certificate:** for coaches and accomplished sportsmen and women
- **Bachelor of Physical Education degree :** In conjunction with the University Council of Jamaica.



Success Leaves Clues

- Graduates:
 - 95 % of the physical education teachers in high schools and 40% in primary schools
 - National coaches
 - Olympic and World Champions



Success Leaves Clues
High Performance Training Center-
University of Technology



Success Leaves Clues
High Performance Training Center-
University of Technology

Trains athletes in one of the following disciplines:

- Sprints and Hurdles
- Throws
- Distances
- Jumps



Success Leaves Clues
High Performance Training Center-
University of Technology

Long programs:

Anguilla	U.S. Virgin Islands
Dominica	St. Vincent and the Grenadines
Jamaica	Trinidad and Tobago
Grenada	

Short programs:

Cayman Islands
Haiti



Success Leaves Clues
High Performance Training Center-
University of Technology

Results from Beijing:

- 6 gold medals
- 2 silver medals
- 3 world records
- 1 event finalist



Success Leaves Clues
High Performance Training Center-
University of Technology

Results from Beijing:

- 7th place men's 400m hurdles
- 30th place men's' long jump



Success Leaves Clues
West Indies Federation



Member States

- Antigua and Barbuda
 - Barbados
 - Dominica
 - Grenada
 - Jamaica
- Attached as dependencies:
Cayman
Turks and Caicos Islands



Member States

- Montserrat
- Saint Christopher-Nevis-Anguilla---*present day* Saint Kitts and Nevis and Anguilla
- Saint Lucia
- Saint Vincent and the Grenadines
- Trinidad and Tobago



Member States

Historically "West Indian" nations

- The Bahamas
- Bermuda
- Belize
- British Virgin Islands
- Guyana

opted not to join



West Indies Federation

- Create a political unit that would become independent from Britain as a single state
- Capital: Trinidad and Tobago
- Duration: Jan 3, 1958 to May 31, 1962





West Indies Cricket Team

- Formed in the 1880s
- Early teams toured Canada & USA and played visiting English teams
- Played first official international test match in 1928
- Most dominant team in the 1970's & 1980's
- HQ: West Indies Cricket Board- Antigua

NAOC
www.sports.am

West Indies Cricket Team Independent states

- Antigua and Barbuda
- Barbados
- Dominica
- Grenada
- Guyana
- Jamaica
- Saint Kitts and Nevis
- Saint Lucia
- Saint Vincent and the Grenadines
- Trinidad and Tobago

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West Indies Cricket Team

British dependencies:

- Anguilla
- Montserrat
- British Virgin Islands

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West Indies Cricket Team

Others:

- U.S. Virgin Islands
- St. Maarten



West Indies Cricket Team

- Each Island maintains a national team
- Youth, women and men compete in annual regional competitions
- International teams play national teams



Persistence



Theodore Roosevelt

“Better it is to dare mighty things to win glorious triumphs even though checkered by failure than to take ranks with those poor souls who neither enjoy much nor suffer Much because they live in the gray twilight that knows not success nor defeat.”



Persistence

The four P's of persistence:

- The Power of purpose: Being clear about your vision.



Persistence

The four P's of persistence:

- The power of positive possibilities : A fundamental conviction that things will turn out successfully.



Persistence

The four P's of persistence:

- The power of passion : Passion creates motivation ensuring that your goals are non-negotiable.



Persistence

The four P's of persistence:

- The power of the past : Provides inspiration and strength bolstering your confidence and your ability to persist.



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