

The 3 things every CEO, VP, HR Director and Executive must know for optimum leadership, productivity and engagement

No matter how often you survey your employees, “they don’t know what they don’t know”. What they are most clueless about, and therefore can’t ask for – is help with their relationship with themselves – and it is from that relationship that everything else important to corporations emanates, including the ‘permanence of change’ which is key to effective lifestyle change.

1. What truly sets most companies apart from their competition today is their *people*. SO what shape are your people in? The shape you don’t see is the most vital. You can get them in better physical shape – visible – and you can give them a lot more information – visible on Power Point slides and workbooks – but the shape that will make the most difference is their invisible Emotional IQ. Are these people truly comfortable in their own skin? If not their lives will be that much more exhausting, their engagement/productivity/creativity/collaborative energy that much more limited. Programs like wellness, mindfulness, resilience, engagement, all require people to have a good inner relationship with themselves. That is fundamental and what releases the vital life force, the real energy, is not running or meditating. Nothing wrong with the other programs, they all help a little, but you are asking people who are ‘emotionally malnourished’ to run the marathon of life – at work and at home.
2. Science has now discovered that the hormones of Oxytocin, Vasopressin, and Endorphins are nourishing and greatly impact people’s immune systems, their moods, and energy levels. These are released only when people behave kindly with others, and when they receive kindly behavior from others. In addition it is clear to everyone that we can’t fully control other’s behavior towards us. What we can control is our behavior toward others and especially ourselves. That means it is imperative that people start behaving like ‘their own best friend’ – respectful, patient, compassionate, supportive, appreciative, accepting, understanding, encouraging toward themselves - to generate the same positive hormones and chemicals. The problem is that most people are not aware of how they treat themselves and have no clue that their self-negating behaviors can make them ill, depressed, angry toward others, disengaged, lose concentration, and many more unproductive behaviors. They also aren’t aware of how their behavior affects others. The good news is that people can be trained to become more aware of their behavior toward self and others, and to understand the benefits thereof. THDC programs all incorporate this critical element.
3. Finally, the architecture of most programs is not designed to have a major carryover effect on personal and home life. That is unfortunate. For many employees the greatest drain on their emotional resources is their relationship with family or significant others. No matter how well one eats, exercises or meditates , or has learned about leadership, resilience, or engagement those are not easily transferable skills to interpersonal relationships, either on the job or at home. Even well-intentioned communication programs, by not having the self-awareness piece, are crippled by that omission. People have no option but to bring their problems from home, consciously or unconsciously, to work. The programs THDC offers impact both arenas almost equally, therefore giving the participants the greatest chance at ‘feeling comfortable in their own skins’ and having permanent lifestyle change become a reality.

Ultimately, we believe that only a program with the possibility of producing permanent lifestyle change in individuals, the clarion call for all THDC programs, is worth investing in.

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