

# TURNING POINT OVERVIEW



We believe the performance of your people is key to organisational success, but that performance is just the tip of a large and complex iceberg. Performance is the outcome we all want. Performance is the part we see. But, what we don't see, and what we often don't focus on enough are the things that create outstanding performance: **leadership, culture and engagement.**

Focusing only on the product of these things, performance, is like trying to avoid an iceberg by sailing right past the tip. For it is leadership that creates the culture that leads to people being engaged – the outcome of which, is performance.

Our suite of integrated programmes aims to develop the crucial personal and interpersonal skills that are used more frequently in organisations than any others, regardless of the industry you are in.

## TURNING POINT THE PRINCIPLES OF POTENTIAL

Life in the 21st century is exciting, ever-changing, demanding and filled with uncertainty. Turning Point provides a framework to thrive in this complex environment by developing *robust individuals*. Turning Point positions people for change by developing individuals who have the ability, confidence and belief to effectively deal with the challenges life sends their way on the one hand and to be the best version of themselves that they can be in relation to the key roles they have in their lives, on the other.

# TURNING POINT

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## THE PRINCIPLES OF POTENTIAL

Turning Point is popular as a course for emerging leaders but is also a strong foundational course which clients use to boost the uptake of, engagement in, and implementation of, various in-house programmes or initiatives.

For example:

- It provides a strong base for an innovation programme as it:
  - helps people to overcome fear of change and fear of failure
  - encourages them to challenge their current paradigm/s
  - teaches them to look at problems from different angles / think outside the box
  - shows them the benefits of being pro-active and solution-focused
- It has been used as support for a change programme because, as well as the features described above, it:
  - shows people the benefit of being present- and future-focused as opposed to living in or longing for the past
  - promotes the importance of personal responsibility and the wastefulness of blame
- It is an effective base programme for cultural change. As culture is a result of collective behaviour, and collective behaviour is individual behaviour multiplied, Turning Point positions people to:
  - make sustainable, positive behavioural change
  - be receptive to the new behaviours and new ways of working that the organisation is wanting to see
  - gives them the space and skills to become more self-aware and self-reflective
  - provides the knowledge and tools to change any unhelpful or unproductive behaviours they have identified
- It is used to assist in the implementation of a workplace wellbeing programme, due to:
  - a focus on personal responsibility
  - helping people understand the different types of energy we need to succeed at work and in life
  - explaining how the body makes physical energy
  - identifying the beliefs that can be at the heart of why, how and where we waste our reserves of energy

# OUR APPROACH

## HOW DOES IT WORK?

Traditionally personal development has focused on achieving goals without focusing on the individual. We work from the premise that if you focus on yourself first, building on and strengthening your capability, while becoming aware of what can prevent you from achieving your desired outcomes, the chances are much greater that you will succeed.

## TURNING POINT CHALLENGES PEOPLE TO:

-  Gain clarity about what they want in life
-  Examine their beliefs about themselves and the world
-  Address factors that are holding them back
-  Experiment with problem-solving techniques
-  Begin to learn effective leadership and followership skills
-  Practise working smarter, not harder

# OUR APPROACH

## PROGRAMME APPROACH

The development journey includes several types of learning:

<b>Knowledge</b>	To provide you with an awareness and understanding of theories, concepts and models relevant to each topic
<b>Observations</b>	To work through scenarios as a group and discuss appropriate responses, get feedback and develop a deeper understanding of the topic.
<b>Tool Box</b>	Begin building a box of tools that can be used in everyday life.
<b>Experiential Learning</b>	'Learning by doing' through a series of practical activities that mimic real-life challenges, where participants experience scenarios relevant to self-awareness, self-management, teamwork, competition and strategy.

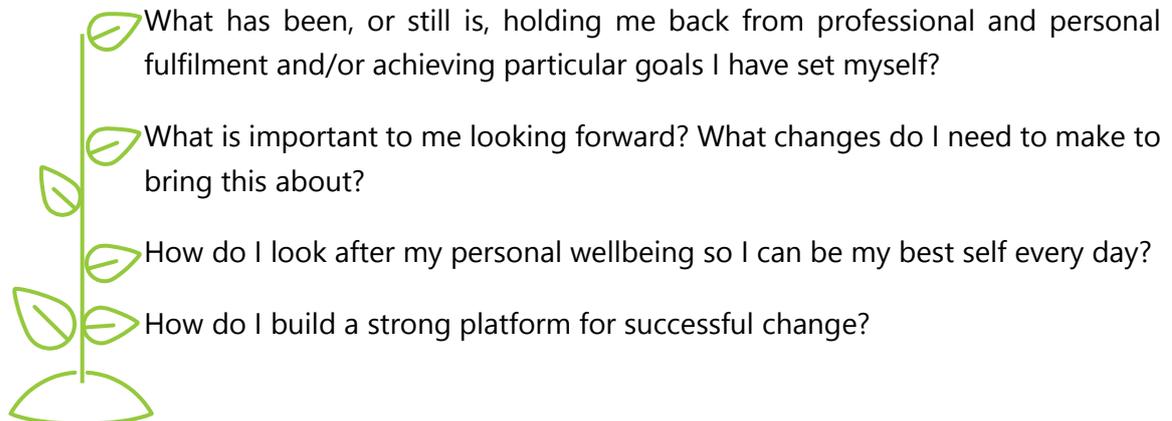
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## What participants can expect

Our public courses are held over three-days at The Dunedin Club in Melville St, one of Dunedin's historic landmarks. Alternatively, we can run Turning Point in-house, depending on your organisation's needs.

## There are 5 modules which fit into 4 broad categories:



Throughout these three days practical activities punctuate the course and allow participants to experience the learnings rather than just hear about or read them. This also provides participants with the opportunity to experience what effective team-problem-solving looks like and what role they can play in finding creative solutions to complex problems.

# TURNING POINT MODULES

## Module 1 – Foundation

*Gets people in the right mindset to grow*

- Don't let your comfort zone become your prison.
- Growth requires courage
- Knowing is NOT the same as doing

## Module 2 – Inhibitors

*Uncovers the internal blocks that are holding people back*

- What's really driving your behaviour?
- Are your beliefs limiting you?
- Do you control your emotions, or do they control you?
- Don't think outside the box, think like there is no box.

## Module 3 – Allies

*Builds people's personal resources and inner drive*

- What truly matters to you?
- How do you define success?
- Are you living by your values or for other people's?

## Module 4 – Self-Management

*Gets people to think proactively and take control of their wellbeing*

- Are you maximising your power of choice or frittering it away?
- Are you diminishing or expanding your life and work options?
- Do you blindly react or consciously respond?
- Work smarter, not harder.

## Module 5 – Successful Change

*People make a solid, detailed plan for change*

- Getting from knowing to doing
- Having the energy you need to live the life you want
- Maximising your strengths and support network

# THE DETAILS



## Duration:

Three full days



## Investment:

NZ\$1,795 +GST per person.



## Venue:

Dunedin club, 33 Melville Street.

All food and beverages are provided for the three days



## Upcoming Dates:

Please ask us about upcoming dates.

Phone: 03 477 5557

Email: [admin@richardjoseph.co.nz](mailto:admin@richardjoseph.co.nz)

# YOUR FACILITATOR



## ***Richard Joseph – Director, Consultant Facilitator***

Early on in his career, Richard realised the importance of valuing and empowering the people he leads, and this principle has been the cornerstone of a successful business career that spans 40 years. Richard was born and raised in Dunedin, spent several years in Australia as a young man, then returned to New Zealand where he started two companies and took them public, before founding Richard Joseph and Associates in 1991.

Richard began his business career with the Bank of New Zealand in Dunedin, then made the move to Melbourne, Australia. Head-hunted by the Victorian Credit Bureau to be their new General Manager, Richard was given his first leadership role, and a difficult one it was. When Richard arrived, the company was in danger of going under and the culture was rotten. Within six months, the company was breaking even and within a year it was making a profit. Richard emphasises that this success had less to do with the actual management of the business and more to do with the way he, as leader, valued and empowered his staff. Because they knew they mattered to him and he respected them, they were prepared to give more of themselves to the business.

Returning to Dunedin in 1980 with his young family, Richard started Protocol Credit, a successful business which eventually merged into Credit Corp, a public company with 14 branches around New Zealand. However, Richard explains, differing management styles caused him to resign from the Board in 1991. "It was a hard decision but I knew I had to either stay quiet or be true to myself, so I resigned and decided to set up on my own again."

His new venture, Richard Joseph & Associates, started by giving advice to businesses around the issues of credit management. Richard recalls, "As I visited the different companies, I became fascinated by the gap between what they wanted to do and what they actually achieved."

Richard undertook extensive research into this phenomenon which, combined with his first-hand business management experience and the life -lessons from his formative years, led to the creation of the Turning Point programme. This programme has now run continuously for 24 years and has proved so successful that it has now been expanded to a suite of supportive, integrated development programmes harnessing employee potential and thereby creating productive, successful organisations.