

The Pursuit of Excellence

Excellent People – Excellence Business

We at Excellence Seminars International are excellent at what we do and know of no other training that is equal. The results show up and are long lasting. To us the term excellence means “*doing better than I have ever done before.*” Excellence is a state of mind put into action and is a function of full participation. It is important for organizations to clearly define and communicate their standard of excellence.

Excellent results in business are created by people who challenge themselves to excel in all areas of their lives.

The Pursuit of Excellence program provides an experiential learning forum for developing and enhancing professional qualities and skills such as:

- Accountability
- Agreement creation
- Conflict resolution
- Win/Win
- Leadership styles
- Effective communications
- Responding appropriately
- Effective relationships

Organizational Benefits: Learn New Skills, Strengthen Others

Those who attend The Pursuit of Excellence learn practical concepts and skills that pay off immediately in their workplace and personal lives. The benefits to the organization that offers this program to its employees will include:

- Increased cooperation with team members
- Reduced conflict with co-workers
- Willingness to handle issues as they arrive
- More effective communication
- Increased participation in, and ownership of company goals
- Greater accountability for results
- Increased commitment to the company
- Higher morale and job satisfaction
- Increased self-esteem and self-confidence
- Stronger teamwork
- More effective use of time

Who should attend The Pursuit of Excellence?

The new perspective and skills that are learned in The Pursuit of Excellence dramatically increase on-the-job effectiveness. Below is a list of benefits that can be expected for individuals and groups.

Groups and Teams

- Build teamwork and morale
- Generate commitment for a new corporate vision or cultural modification
- Develop flexibility prior to major training or retraining
- Increase sales
- Improve productivity
- Minimize negative-impact downsizing on displaced workers

Individuals

- Provide an opportunity for an employee with a desire to improve

- Build leadership and people-skills
In management
- Develop those who would benefit
from an improvement in attitude or
interpersonal skills

Course Content

About The Pursuit of Excellence

The Pursuit of Excellence is about results. It addresses the key elements of success in such a way that participants learn in a short period of time what it often takes years of experience to learn. The attitudes and abilities that allow a person to take each step in life with excellence are also those that distinguish successful men and women who are experiencing fulfillment in their lives. The strengthening of the following critical elements for success and fulfillment is the essence of The Pursuit of Excellence.

Accountability

The concept of personal accountability is one of the fundamental building blocks of The Pursuit of Excellence. Participants learn the power of accepting responsibility for their results instead of blaming others or external factors. People who believe that they are in charge of the quality and direction of their lives, rather than victims of circumstance, are empowered to move forward. They focus on solutions, not problems. When many individuals within an organization adopt the concept of accountability, there is less blame and more focus on moving forward toward the goals and commitments of the organization.

Win/Win

The concept of win/win is often discussed as a strategy in business environments and adopted as an operating philosophy. In order for a business to play win/win, the individuals in the business must know and understand how this principle works. In The Pursuit of Excellence, this topic is presented such that individuals have the opportunity to examine the way they approach life. True adoption of this principle generates improved teamwork, increased cooperation better customer relations and more effective communication in the workplace.

Agreement Creation

Life is an ongoing process of creating agreements with others. Effective agreement creation means more than getting another person to do what you want. It means buy-in and true commitment from all parties. This happens when individuals approach the process of gaining agreement from a win/win perspective. Participants learn how to structure and gain agreements in a way that all affected parties win, and see an immediate increase in their levels of getting what they want.

Conflict Resolution

Difference of opinion and conflict can be expected between individuals in the workplace. Many people avoid addressing issues, allowing unspoken grievances to create resentment and distance. Over time the resentment and distance erodes communication and effective teamwork. In The Pursuit of Excellence, participants learn how to resolve conflict and disagreements from a win/win perspective. They have the



opportunity to apply conflict resolution techniques to their own issues.

Leadership and Communication Style

Each person is unique and has his or her own natural strengths, limitations and ways of communicating with others. We do not all speak, hear and interpret the same way, and a greater awareness of the different methods of communication helps people come closer to understanding each other. In The Pursuit of Excellence, participants determine their own leadership and communications style and how to work with those who operate differently than they do. People learn to value the differences between one another and improved teamwork occurs.

Goals and Communications

Most organizations establish goals and make commitments to their customers and suppliers on a daily basis. Many individuals within the organization must follow through in order to establish completion and success on a project or program. Success can be at risk if even one person doesn't keep his or her agreement. In The Pursuit of Excellence, participants have an opportunity to examine the effects of fulfilling, or not fulfilling, personal and professional commitments. They also look at how and when it is appropriate to say no, and how to keep agreements made both within the organization and external sources.

Stress Reduction

Today's world is filled with stress created by job pressures, relationship challenges and the ever increasing rate of change. A certain amount of tension is healthy. However,

many people experience excessive stress in their lives. The resulting burnout, ineffectiveness and illness affect not just individuals, but their employers and families as well. In The Pursuit of Excellence, participants learn the specific techniques and exercises for stress reduction that can be done quickly and on the job.

Effective Relationships

The ability to establish and maintain effective relationships is crucial to success on the job or in the community. Yet few people ever receive formal training on the subject. In The Pursuit of Excellence, participants have the opportunity to evaluate their relationship effectiveness and adopt new relationship skills that will have immediate application. Having more effective personal and professional relationships allow individuals to be more focused on the job.

Purpose

People's overall effectiveness is greatly increased when they are clear about their own values and have a purpose in life. In the corporate setting, those who know their personal values and vision have a stronger foundation from which to commit to the company's mission and philosophy. In The Pursuit of Excellence, participants learn why clarity of purpose is necessary to achieve consistent and satisfying results. They begin the process of clarifying their own purpose.

Program Leaders The Best in Adult Education

Leaders Who Live What They Teach: Excellence

Excellence Seminars International's Program Leaders are successful and interesting individuals who have made and demonstrated a commitment to practice excellence in their own lives. Each has a great appreciation of people, a genuine interest in seeing others do well, and a strong desire to make a difference.

"The content and objectives are certainly important, but they depend on 'delivery' to succeed. As a facilitator, your delivery is unparalleled."

Successful Individuals from a Wide Range of Backgrounds

Our Program Leaders come from all walks of life and represent a wide diversity of backgrounds and experiences. Their formal education varies as widely as their personal and professional interests.

"Thanks for your honesty and especially your integrity."

Most of our facilitators have advanced degrees and on-the-job experience in education, psychology, sociology, and /or communications. Some came from fields as disparate as engineering, medicine and the arts. All, however, have achieved a high level of success and fulfillment in their personal and professional lives.

Skilled Presenters with a Rare Blend of Intellect and Intuition

The wide variety of life experiences brought by our Program Leaders to the seminar

room is one reason why Excellence Seminars International's programs are so richly entertaining and effective. To attain personal successes requires perseverance, vision and "grit". Our Program Leaders have shown these qualities in their lives and in their teaching capacities.

Our facilitators are also topnotch presenters. They have undergone rigorous training in leadership, speaking and presentation skills. You will not get "canned" speeches or rote presentations in an Excellence Seminar's program, however. While basic concepts remain consistent from program to program, our Program Leaders draw on their own experiences to elucidate an idea or relate personal anecdotes to illustrate a point. It makes for presentation that are highly enjoyable, meaningful and real.

"As a facilitator your presentation skills, sincerity and compassion made my experience more meaningful. You left me with the tools needed to face reality."

True Commitment, Compassion and Dedication to See Participants Achieve Great Results

Excellence Seminar's Program Leaders work from a sense of humility and profound response for the individual. They have a commitment to quality and an intense dedication to seeing others do well. They are willing to engage, to be open, and at all times, to be honest – with themselves and others.

They are truly dedicated to assisting their participants in taking the next step forward in their lives with excellence and achieving great long-term results.

What makes the Pursuit of Excellence Different?

Design

The Pursuit of Excellence is engineered to produce maximum results. The comprehensive design is unique and addresses all learning styles. It consists of:

- 50% exercises and hands-on activities
- 30% discussion and interaction
- 20% lecture

Concepts are presented in informal lectures that draw upon audience participation for examples, questions and discussion. Based on the idea that true learning occurs only when individuals discover something for themselves, the lectures are either preceded or followed by impactful individual or group exercises. These practical exercises support the conceptual models in a way that causes a paradigm shift, opening the mind to a new way of seeing things. The result is a rapid and lasting acceptance of the new learning.

Self-Awareness

It is relatively easy to notice the attitudes and behaviors of others, but can be difficult to observe ourselves. Usually we learn about ourselves through feedback from others, which is not always pleasant or accurate. The exercises in The Pursuit of Excellence are designed so that people can view themselves in action. Effective characteristics are identified and reinforced. Ineffective behaviors and attitudes are revealed through self-discovery, allowing the individuals to seek and implement better alternatives. This increased self-awareness

Inspires both immediate and longterm change.

Participation

The Pursuit of Excellence honors the dignity of each individual at all times. No one is confronted or singled out from the rest of the group. An atmosphere of safety and respect is created where even shy people enjoy participating fully.

Fun

We believe that people learn best when they are having fun because they are less defensive and more open to new ideas. The Pursuit of Excellence proceeds at a lively pace and is filled with good humor and laughter

Duration

The public offering of The Pursuit of Excellence is generally presented in two consecutive evenings and a weekend. A Business Pursuit of Excellence is available and runs three to four days in length. It is adapted to address the client's specific issues and is available for those wanting a private program.

Change Management

Chances are you have already been touched by some level of change. If not, you almost certainly will be soon. The question is no longer, "Will I be affected by change?" but rather, "How will I view change when it touches me?" and "How will I deal with it?" What will it take to live effectively in such a complex and dynamic world?

It is clear that a fixed set of "once-learned, always-used" skills will not be enough. It will take the highest level of self-knowledge. It

will demand a high degree of acceptance. It will also require the ability to adapt, learn and grow. In fact, the ability to be effective will depend on the very attitudes and beliefs one holds about learning and change.

In The Pursuit of Excellence, different responses to change are explored. Each individual has the chance to identify the next steps needed to better prepare for change, and will be more willing to take those steps. Today – and in the future – the only real security will lie in mastering the ability to be comfortable with uncertainty.

For more information about our seminars or a free introductory session in your area, contact us:

Email: info@excellenceseminars.com

Nanaimo: 1.250.755.7275

Vancouver: 1.604-253-7275

Mailing Address:

*P.O. Box 147, Station A
Nanaimo, BC V9R 5K4*

Excellence Seminars

International: A History of Success

Since 1978, our partner company Context Associated has assisted successful people from around the world to become even more effective in their lives. Experts in the business of adult education, our company has one core purpose: to enhance people's effectiveness so they move forward, get great results and contribute to others.

The driving force in the company is a firm belief in people's ability to achieve the results they want – in professional, personal or community-related areas.

Our courses were originally designed by co-founder W. Randall Revell. Mr. Revell was an engineer who worked in the field of personal and professional effectiveness development from 1971 until his death in 2004. The Pursuit of Excellence was first offered in 1980, and has since been in continual refinement.

In addition to The Pursuit of Excellence, the company also offers a number of other personal and professional development courses. All are facilitated by program leaders who are among the very best in adult education.

