

ENABLING
Myles Downey
GENIUS

Catalyst 14

April 2022

Leader Performance Coaching
'A scaffolding for High Performance'
With Myles Downey



Leader Performance Coaching

Leader Performance coaching is business driven: it's designed to deliver change and transformation; critical projects; new products and services; problems and opportunities.

Leader Performance coaching is results focused: it delivers business results that make a measurable difference to customers, clients and stakeholders.

Leader Performance coaching drives development. It enables the leader to access, deploy and develop their capabilities, and those of their teams, to deliver results.

Genius

Genius is the embodiment of your unique potential. It's what you make of what you were born with.

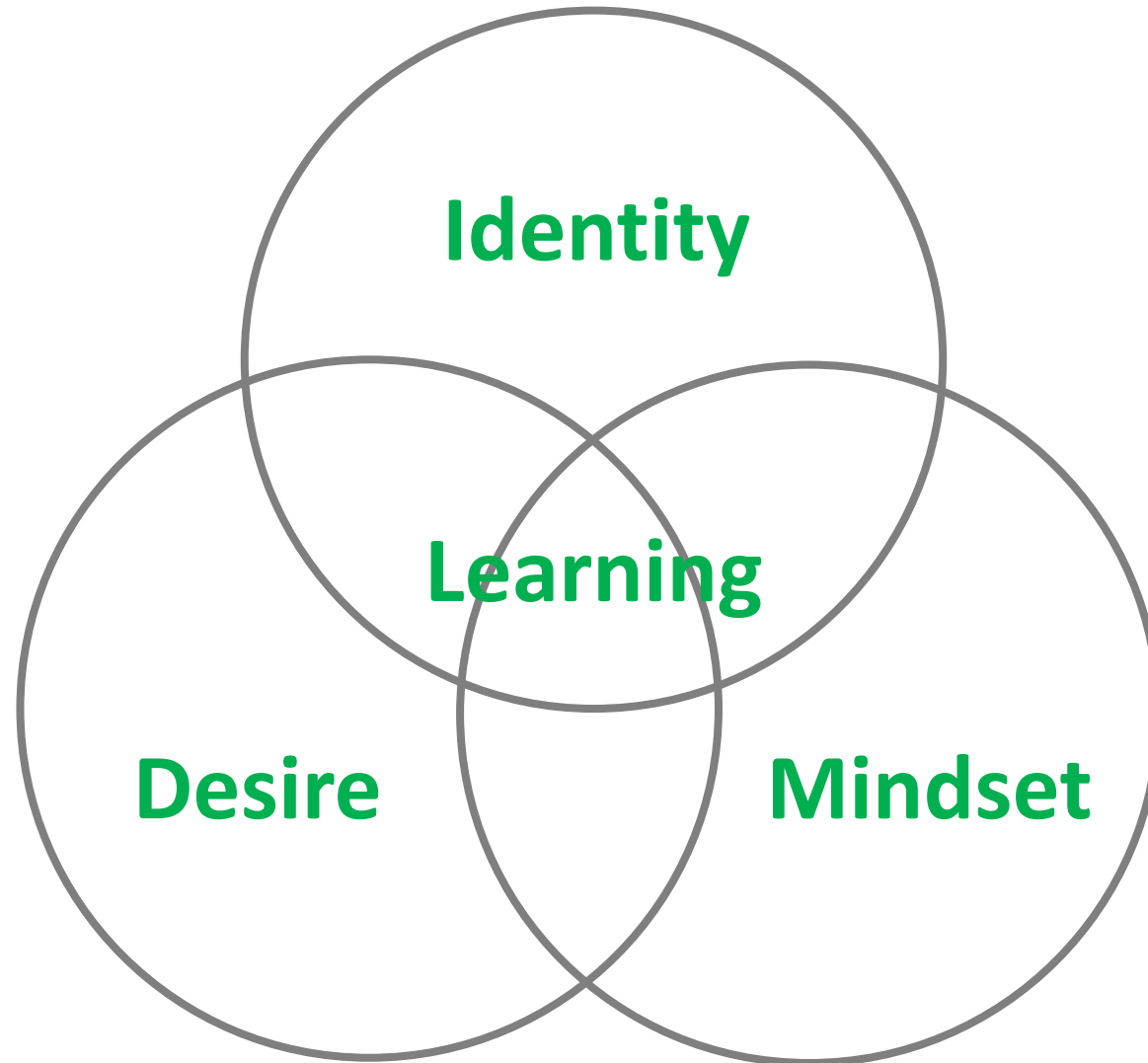
Genius refers to the innate ability of each and every individual, all the resources, skills, abilities and capacities that are part of being human. Genius is the uninhibited expression of those resources.

Genius is an intent and a way of engaging that I can awaken in myself and inspire in others – to allow this instrument – me, you – with all its capabilities and limitations, to be expressed in a given moment.

Genius is an intent in action. To intend genius is to give oneself an on-going, everyday challenge.

Genius is joyous, healthy, holistic, creative, generative, life enhancing and affirmative. It is being “unstuck”, it is to inhabit your own authority and autonomy, self-actualising. Genius is a provocation: it is a choice available to each and every one of us.'

The Pillars of Genius



The Five Propositions

1. Genius is available to all
2. Each person can develop a Unique Individual Genius
3. Each person can develop genius in any Discipline Craft or Skill
4. Moments of genius are available to all
5. People can work together in a state of collective genius

Direction of Travel



Where are you
coming from?



Where are you now?



Where are you going to?



What have you got that
Will get you there?

Constructing Mindset

- Define the context/situation
- Identify the positive attitudes or beliefs
- Identify the negative attitudes or beliefs – interference
- Reconstruct the negatives with something more fitting
- Select 4 to 8
- Personalise – no platitudes or cliches
- Tweak – make real and everyday

Example

Take responsibility for delivery and completion

It's done when it's done

Attend to the detail

it's still mine, even when I've given it
away

The Inner Game

Self One (a lot of interference)

- The internalised voice of our parents and teachers
- Based in fear and doubt
- Characterised by tension, fear, trying too hard

Self Two (little interference)

- What we are born with
- The human being itself. It embodies all the potential we are born with
- Characterised by enjoyment, flow, relaxed concentration

Flow

“Flow is a state of self-forgetfulness, the opposite of rumination and worry. People in flow exhibit a masterful control of what they are doing...People perform at their best in flow”

Daniel Goleman ‘Focus – The hidden driver of excellence’.

Myles

Myles Downey is an acknowledged authority on Performance, Coaching and Leadership. He is an insightful, warm and humorous keynote speaker. As business performance coach he has worked at C-suite level for 25 years, focused on Leader Performance. An author, he has written three classics in the coaching and performance arena, 'Effective Modern Coaching', 'Effective Coaching' and most recently 'Enabling Genius – a mindset for success in the 21st Century'. His next book 'The Enabling Manager' will be published in June this year. He was the Founder of the acclaimed institution, The School of Coaching, 1996.

Myles's business focuses on Leader Performance (helping leaders achieve meaningful and challenging results) and Coach Performance (helping coaches develop so they have greater impact with their clients)

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