



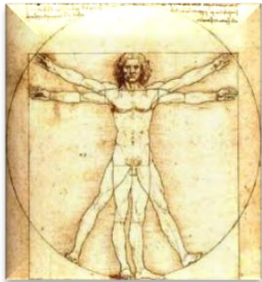
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WSAN SEMINAR  
Madrid, 2-3 October 2015  
CARLOS III UNIVERSITY, MADRID



# Time of changes, time of challenges, time of chances In & Out Vision



*“ The moment we believe that success is determined by as ingrained level of ability, we will be brittle in the face of adversity” (Josh Waitzkin).*


Madrid, October 2<sup>nd</sup>, 2015



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# OBJECTIVES OF THIS SESSION

- To share an **“IN & OUT Vision”** that allows us to **cross barriers**.
- To open up to **another way of doing and thinking**, helping us to **make the best of ourselves and others**.
- **Sharing experiences**.
- To ponder and extract  your own “gold nuggets”.

# Action Plan

	Action	Date	Objective of the Action	€€€	Required Resources	Feedback
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						



# Success

## CAUSES OF PROFESSIONAL SUCCESS

**15%**



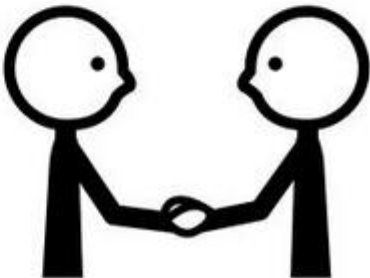
➤ **Technical Knowledge.**

**85%**



- **Attitude.**
- **Self-esteem.**
- **Ability to create relations to others.**
- **Attention to details.**

# Hello!



# We continue Calibrating

- ❖ **A** scans **B**, and **A** closes their eyes.
- ❖ **B** slightly changes their position, and **A** has to say when opening their eyes what has changed.
- ❖ Change your roles and repeat the exercise.
- ❖ And now, with a greater level of difficulty.





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# IN-VISION

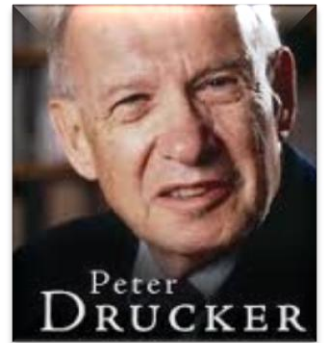


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- Context
- Objectives.
- **Realities**
- Experience.
- Options.
- Plans
- Tracking

“The best way to predict the future is to create it” ...

Peter Drucker



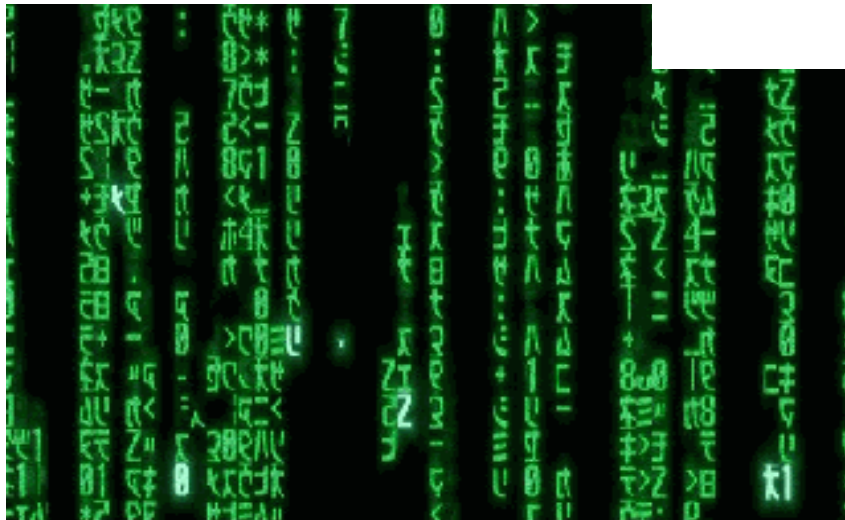
... And it is only achieved if we dare to **innovate** and to **explore** reality.





# The Key

```
Matrix
? - c . n e
] Q z k d c G I + f v L V t ^
l s j k 0 s m | F 3 0 u T )
5 1 3 7 9 ) N < > +
[ # 0 ( / < P + & q H U U
D 7 c g B c g 5 T 5
: : & $ C P 6 o x U V H F T ( u w 9 H
w V R T : I A I
E d Y c ? W c
N t $ 9 9 > < f l b y X 6 X H F D w H # j i N
d Y R 2 m ; F
5 q ! u i
6 z U & # 0 s : d o o R + ! e
] X [ 7 e / ' e K V 7 n ^ 9 k S q > ?
E a 0 < 4 x o e %
7 0 S = u W =
w E ] 1 ~ u v 9 n ) j [ T ! K
! ? < L ' # C $ C
F : U
C 7 k @ % '
V y i i g k f S 0 . , U I
+ z + 7 R C G
- i v ( H a U
```



BS hi



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# Leadership Skills



## Self-Awareness

- My emotions, mood swings and impulses



## Self-Control (Emotional)

- Impulse control and self-regulation
- Think before acting



## Motivation

- Not motivated by salary or prestige
- Motivated by myself and my surroundings with **optimism**.



## Empathy

- Ability to take into account situations and emotions of others

**“Be YOURSELF”**



# Let's listen to a story











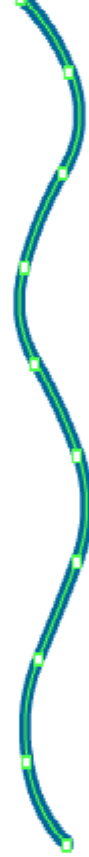
# My Attitude... "as a Bulb"



# My Attitude

What **attitude** do I want to have?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.



What **attitude** don't I want to have?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

The name of this **attitude** is...

The name of this **attitude** is...



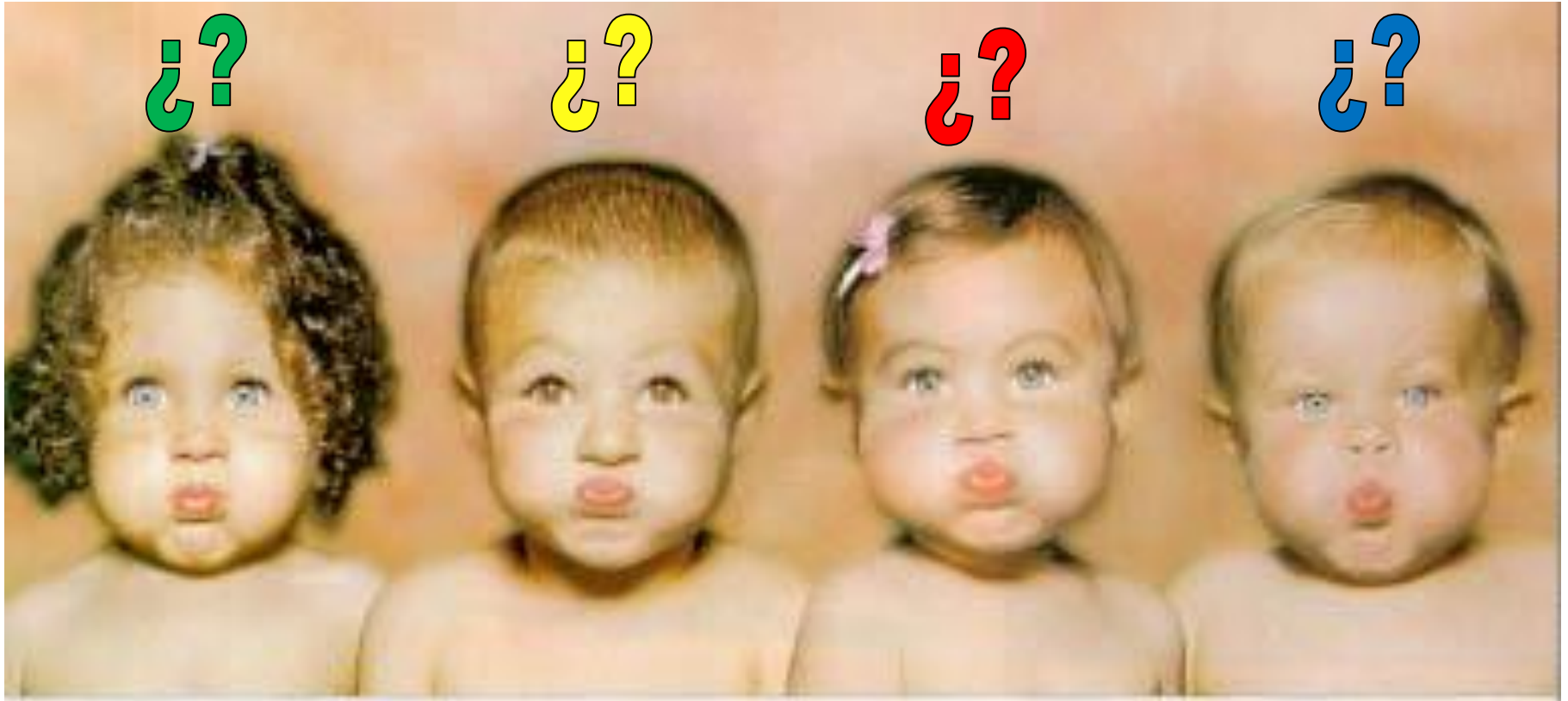
What we most admire are not the results, but ...

**How they behave  
on the Road!**

# The GREAT tool to REINVENT is...

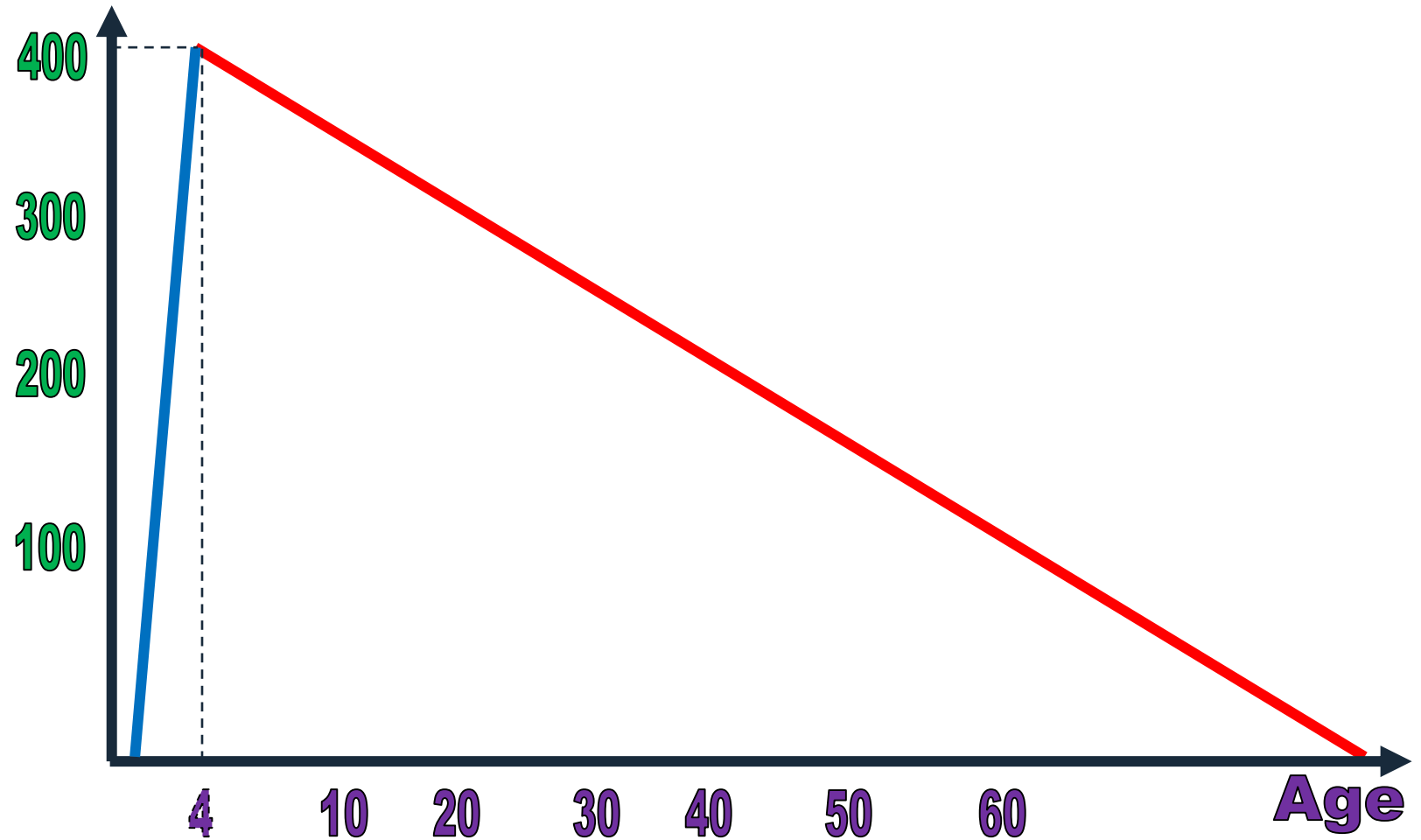
*To ask the right QUESTIONS!!*

Who are the real masters of the questions ...



*Children ask an average of 400 questions a day.*

# N° of questions



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# CROSS-OUT VISION



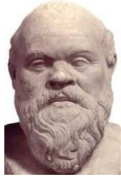
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# How big are we?





# CORE-OPT: LeaderCoach Methodology



1. Create a **C**ONTEXT and a Trust Relationships → RAPPORT.

2. Discover SMART **O**BJECTIVES.

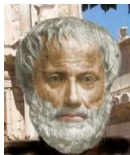
3. Help recognize **R**EALITIES that is in front.



4. Promote learning from **E**XPERIENCES.

5. Explore **O**PTIONS.

6. Create **P**LANS to achieve goals.



7. **T**RACKING the Process.

- **C**ontext
- **O**bjectives.
- **R**ealities
- **E**xperience.
- **O**ptions.
- **P**lans
- **T**racking

# RAPPORT → Trust Level

- **Context**
- Objectives.
- Realities
- Experience.
- Options.
- Plans
- Tracking



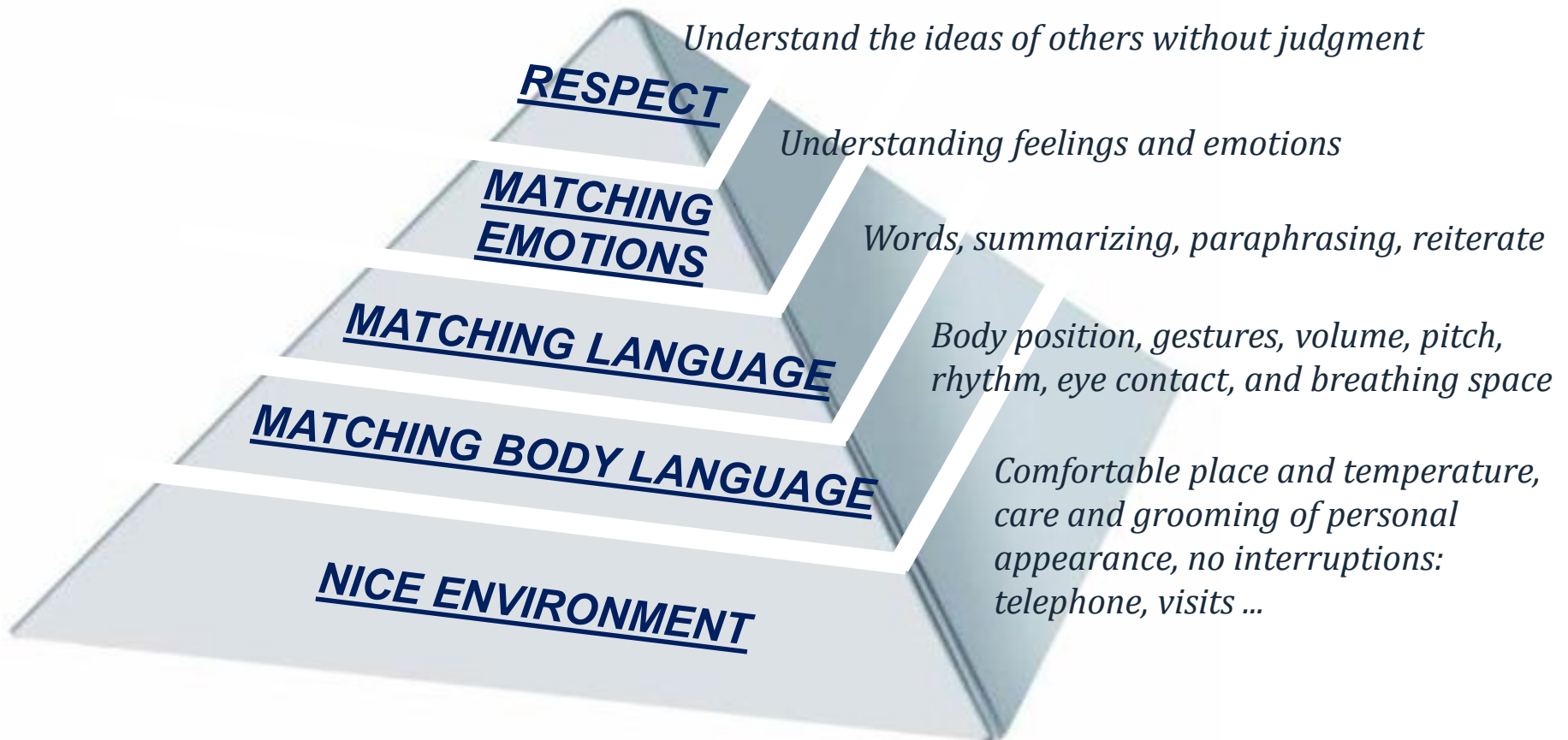
**Reliability**

**Acceptance**

**Congruence**

**Sincerity**

# How to build Rapport: *Rapport Pyramid*



***Let's try now!***

# Objectives Management

- Context
- **Objectives.**
- Realities
- Experience.
- Options.
- Plans
- Tracking

## SMART+ Objectives



An objective is the goal we want to reach.



## OBJECTIVES

S	Specific, Simple
M	Measurable
A	Agreed
R	Realistic
T	Time Frame
+	

+ KPIs

- ❖ Challenge
- ❖ Responsible → person in charge
- ❖ Ecological

# Word Power

Love  
honesty  
constancy  
Responsibility  
Action  
respect  
Young  
Nobility  
Father  
independent  
Optimism  
Initiative  
pride  
Success  
growth  
Harmony  
DISTINGUISHED  
Success  
**COMMUNICATION**

*Words that generate positive responses*

Value  
Justice  
guaranteed  
mother  
balance  
actual  
gratitude  
cheap  
achievement  
Union  
necessary  
excellent  
want  
Peace  
intelligence  
modern  
wisely  
INNOVATION  
light  
CHALLENGE  
coherence  
position  
Salud

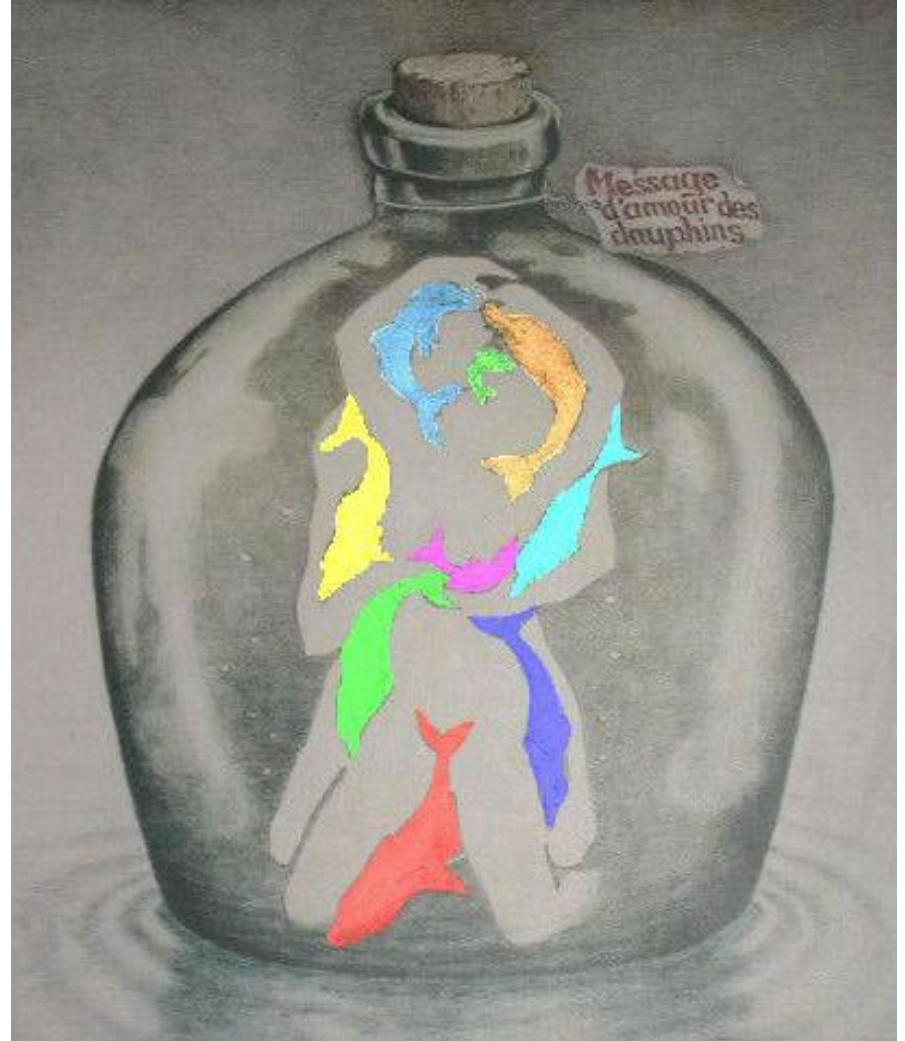
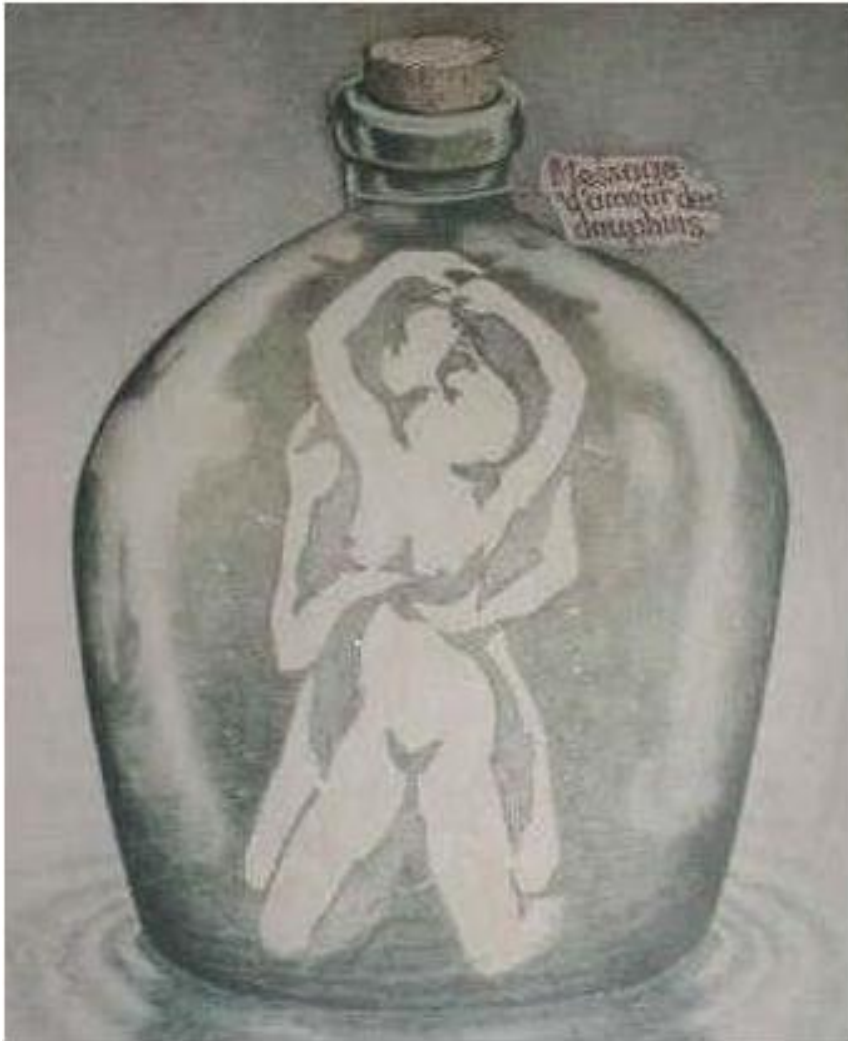


# Non-Verbal Communication

- ◆ 80% of the communication process.
- ◆ Increase credibility. Pacing others.
- ◆ It gives greater strength than the message itself.
- ◆ **Care** should be taken, but should **not be forced**.










# Neuroscience: some rules about the mind

- **Imagination** is more powerful than reason.
- What **you expect** usually becomes **reality**. 
- Once an **idea** has been **accepted** by the unconscious mind, it **remains until a new idea replaces it**.
- The unconscious mind does not understand the **“NO”**.
- The importance of the Words: **“...but”, “although”, “and”, “try”, etc.**



# Giving my 110%...



*I always give 110% at work...*

*...40% Monday, 30% on 20% on 15% on Thursday and Friday 5%.*



# My best Attitude



See the positive



See opportunities



Smile inside and outside



Be optimistic



Encourage when needed



Deal with kindness



# Last Thoughts

Love  
Action  
independient  
honesty  
Optimisme  
Iniciative  
pride  
Success  
Success  
growth  
constancy  
Nobility  
Harmony  
Father  
Responsibility  
Distinguished

**COMUNICACION**

*Words that generate positive responses*

Value  
Justice  
gratitude  
mother  
balance  
actual  
necesary  
excellent  
cheap  
achievement  
coherence  
modern  
wily  
want  
Peace  
intelligence  
position  
light  
**CHALLENGE**  
Salud  
Union







# Last Thoughts



Achieve a good attitude from others through acknowledgement, enthusiasm, peace and perseverance.

“**Commitment** is achieved showing them that you take on their necessities, and even exceed their current expectations”.



Listen to the youths  
Learn sth new  
everyday= F5  
Read and Study  
Lose your fears...  
Meet new people



If you always do what you always did,  
you will always get what you always got.

If we think we are the best...  
at the end we will be (E.M.S.).



**But, overall...**

**THINK AND DREAM BIG**



**AND YOU WILL BE MUCH CLOSER  
TO ACHIEVING ALL YOUR DREAMS**

THANKS A LOT! 😊

Questions?



*"The success is usually due in part to our knowledge,  
and in another to our ability to treat people.  
The 2nd part is three to four times greater than the 1st "*



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