

GLOW SIGNATURE PROGRAM

The Glow Signature Program is founded on research linking to the fundamental laws of human development. Providing you with a framework to focus on four key areas, we offer tools and activities to stimulate and ignite your own development. The program encourages the individual to adopt four simple principles of learning, leading, acting and reflecting.

The program arms you with personal results through the unique Glow meter; an ongoing mechanism enabling you to swiftly analyse, identifying strengths and measure areas for improvement in performance and attitude.

The foundation of this work comes from the basis of peak enjoyment, energetic focus and creativity to help to bring about the experience of 'flow'; where you get into the rhythm of things. Flow theory is secured in Glow International's applied philosophy ensuring key learning and delivery of interesting, engaging experiences that are fun and rewarding.

The Glow Signature Program inspires momentum for each individual translating into a natural, harmonious flow throughout the organisation. It is a program that engages all of your senses to ignite human potential.

"Nature's intelligence functions with effortless ease; and when we harness the forces of harmony we create success and good fortune with effortless ease."

Deepak Chopra



PROGRAM LENGTH

3 consecutive days or 5 x ½ days

GROWTH



growth leadership opportunity wisdom™

When we enter a phase of growth, ideas are bubbling, possibilities are invented, enthusiasm and momentum collide in a flurry of activity. Growth symbolises innovation and renewed energy. It is the seed which ultimately allows all directed goals to blossom to full potentiality.

“The self motivator has a thirst for growth. They realize that growth means change and change involve risks, stepping from the known into the unknown”.
George Shinn

The speed and agility of growth within your organisation will ultimately be determined not by the fastest and smartest people, but by the slowest and least skilled. Fostering an environment of growth and learning is no longer an option but essential. Translating growth and learning into action ensures the overall, ongoing success of your organisation.

The essence of growth is best captured by the season of spring and element of wood. Consider that everything in the universe is either growing or dying. In your business or life, what do you choose? Are you ready to break the shackles of normality and sameness to adventure into the unknown?

WHAT TO EXPECT

- Identify your 3 personal growth avenues
- Apply a distinctive plan fast-tracking your continuous intellectual development
- Create an environment fostering ingenuity, imagination and initiative

In Australia, summer brings the volatility of heat and fire. Just as a fireball requires oxygen and fuel; human potential and opportunities are accelerated through the passion, energy and confidence of strong leadership.

Collectively, summer and fire capture the essence of leadership. Their strong bond is also akin to the connection between growth and leadership.

As Jonas Riderstale and Kjele Nordstrom observe in their book *Funky Business*, "Real Leaders challenge people, they do not control them, true leaders set them free". It is a primary role of leaders within an organisation to create new leaders.

Adopting successful formulas and replicating the attributes of exceptional leaders, with your own indelible stamp, will help solve the problem identified by American business guru Warren Bennis:

"The major challenge for leaders in the 21st century will be how to release the brainpower of their organisation".

WHAT TO EXPECT

- Apply 7 key qualities of effective leadership
- Identify how to lead authentically and embrace your natural style
- Discover how to ignite leaders in your sphere of influence to stimulate action

OPPORTUNITY



Opportunity is a continuum for businesses that see and capitalise on change. The potential is frequently disguised in; people; knowledge; networks; policies; branding; systems.

Galleries of businesses act on opportunity in a running or active market. The real test is swimming in a waning, competitive or tightening market. Surviving in this market requires seizing possibilities where others can't or won't; innovation and differentiation.

Innovation and differentiation creates opportunities by challenging existing alternatives or even creating completely new markets. Put simply, seizing opportunity through innovation is a critical market differentiator of the third millennium.

Opportunity allows for renewal. With the turning of the leaves or the dramatic flush of forests stripped bare, there remains certainty of continued life. Intrinsicly linked with vision, opportunity is seasonally related to autumn and the stabilising element of earth.

WHAT TO EXPECT

- Apply a key strategy to qualify and seize innovative opportunities
- Build an environment enabling a flow of creativity
- Identify and apply your differentials to harness your unique competitiveness



The Oxford English dictionary describes wisdom as "*experience and knowledge together with the power of applying them*". As well, an ancient proverb states "*to know and not to do, is not to know*".

The commonality of these two statements is in the power of the application.

Confucius defines the 3 methods of learning wisdom as *reflection, imitation and experience*. Imitation is copying what the 'top' people do and experience is measured through a primary or heavy focus on activity. These are both habitual priorities in business and life. Pausing to observe, even briefly, is often overlooked.

Reflection allows new intelligence and higher order possibilities to be realised. To remain unique, means allocating time to reflect. Leaders must ensure a continuum of knowledge transference through organisational structures.

The basic principles of wisdom are best portrayed through the essence of winter and the cooling element, metal. Nature clearly demonstrates the need to move inward to refresh, replenish and capture knowledge to be used for the next season.

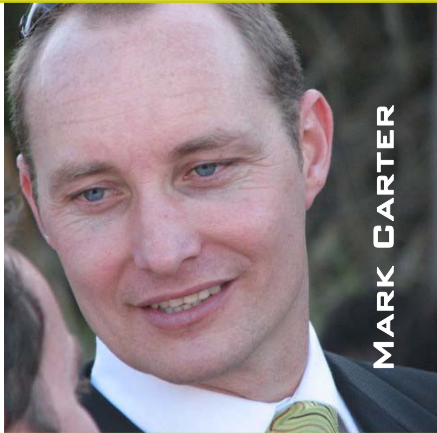
WHAT TO EXPECT

- Create an environment capturing essential messages from the University of lessons learnt
- Apply a process streamlining effective knowledge transference throughout an organisation
- Translate collective wisdom into fresh, goal directed action plans

growth
leadership
opportunity
wisdom™



FOUNDERS



MARK CARTER



NATALIE PHILLIPS

.....igniting human potential™

Our team are always happy to chat with you about the best solutions for your learning needs or to answer any questions. You will also find extensive information available at www.glowinternational.com.au

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** Signature Program is classified a Seminar on the Activities schedule and caters for up to 20 people*