



LEAD, PROBLEM SOLVE & HOW TO BEAT SWEATING THE SMALL STUFF !

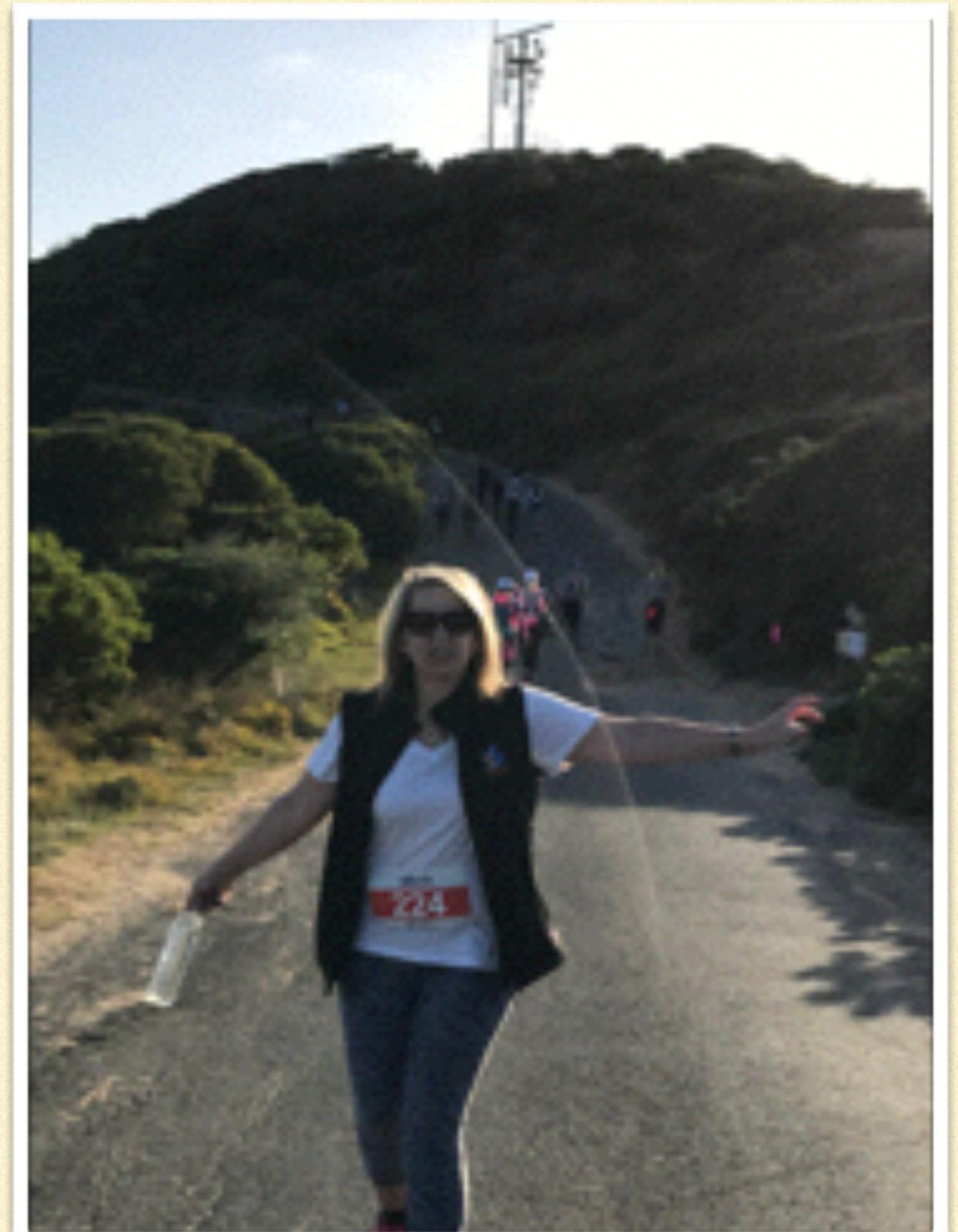


Colombo Consulting

Leadership + Engagement = Higher Profits

SANDY COLOMBO COLOMBO CONSULTING

- *Author*
- *Speaker & facilitator*
- *Business Mindset Coach*
- *NLP Master & Trainer*
- *30 years in Travel & Hospitality*
- *Mentor at TIME*





DID YOU KNOW THAT IN THE TRAVEL INDUSTRY IN AUSTRALIA?



- Women are paid on average 23.3% less than men when doing the same job in travel
 - 71% of travel industry employees are female
 - Only 30% of CEOs and Heads of Business in Travel are female
-

YOU NEED MORE QUALIFICATIONS TO GET A JOB THAN TO RUN A BUSINESS.....



- You don't know what you don't know yet
 - Staff leave Managers not companies
 - Companies with engaged employees outperform those without by up to 202%
 - 87% of Millennials say PD & Career growth are more significant than \$
 - 40% of employees who don't receive the necessary training will leave their positions within the first year
-



RUNNING BLIND FOLDED

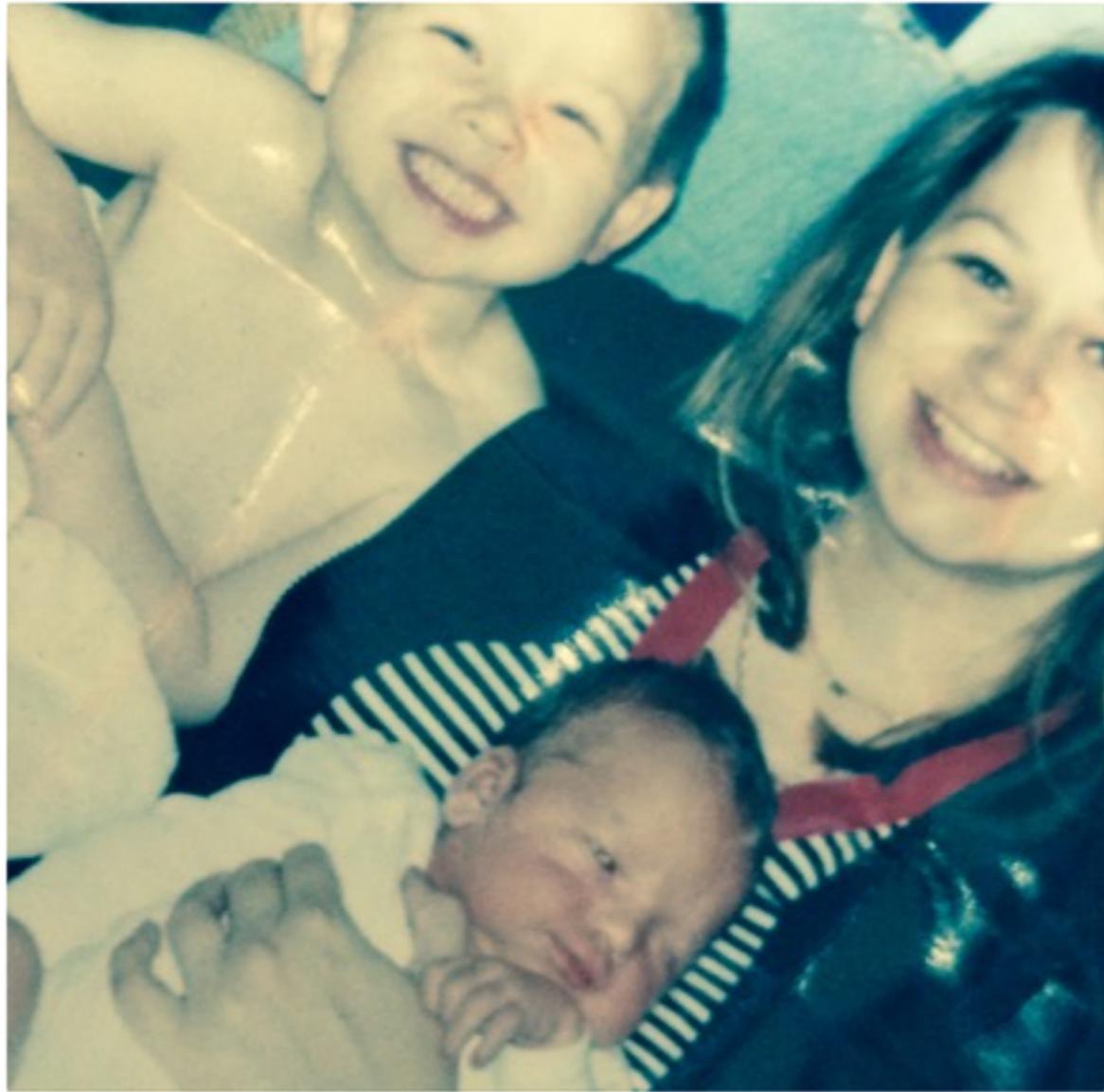
Learning by making mistakes V's Learning with purpose (Leadership, Coaching, Mentoring etc)

Your Magic Pill



BE THE CHANGE YOU WANT TO SEE

PROBLEM SOLVE: *LESSONS FROM BACK IN 2003*



- Control freak
 - People pleaser
 - Perfectionist
 - Over achiever
 - Results driven
 - Couldn't say NO
 - Unclear on boundary setting
 - Worked long hours, didn't tip out
 - Not at cause but at effect (life happens to you)
-

ABOVE THE LINE THINKING

AT CAUSE

100% RESPONSIBILITY

LOVE

RESULTS

HOPE

ABUNDANCE

RESPOND

CLARITY

BELOW THE LINE THINKING

REACT

VAGUENESS

HOPELESS

SCARCITY

BLAME

FEAR

EXCUSES

AT EFFECT

SOLUTION

ACTION

FEEDBACK

PROBLEM

PROCRASTINATION

FAILURE

ACCEPTANCE

HERO

CHOICE

JUDGEMENT

VICTIM

STUCK



Your perception of me is a reflection of you

It takes 13 milliseconds for your brain to process the input it receives. That means everything you see, hear, taste, touch, smell has a brief pause from the time your eyes, ears, nose, mouth and fingers sense it to the time it becomes recognised for what it is.

In that brief moment your brain connects the input you are experiencing with all of the memories you have ever had or could ever imagine having in order to classify what is all around you as **good or bad, safe or unsafe, friend or foe**. It also uses whatever is going on within your life, your emotions (be it anger or love etc) as a filter for what is going on in the world for you

6 CORE NEEDS

Needs of the **Personality**

1. Certainty (safety, security, comfort, predictability)
2. Uncertainty (variety, adventure)
3. Significance (importance, validation)
4. Connection, love (communication, approval)

Needs of the **Spirit**

5. Growth
 6. contribution
-

MET RESOURCEFULLY V'S MET UN RESOURCEFULLY

Certainty

Backing yourself, confidence, say yes and work out how later (R)
Procrastination, self sabotage, watching hours of TV, over-eating, tantrums(UN)

Uncertainty

Variety, adventure, excitement, stepping outside your comfort zone (and being ok about that), opportunities that challenge (R)
Boredom, overwhelm, creating chaos and drama(UN)

Significance

Giver of significance, giving authentic compliments and validating others (R)
Getter of significance, inferiority complex, put others down to lift yourself up, push point to always be right(UN)

Connection

Give love unconditional, seek new or to deepen existing connections, connecting through nature, god, healthy relationships (R)
Connecting through drama, gossip, problems and sad stories "I'm always so stressed and busy – poor me!" (UN)

Growth Met resourcefully
Contribution Met resourcefully

* If you are meeting your first four needs in an unresourceful way, it makes it impossible to meet your need for growth and contribution – and therefore to live a happy and peaceful life.

ACTIVITY: YOUR STORY



HOW DO WE EAT AN ELEPHANT?



- Continue to support TIME in other ways than you are doing now
 - Get the word out to others - share
 - What is one thing you can do to make the change you want to see?
 - Commit to your personal development - good for you, good for others and the good for the greater good !
-