



UNLOCK YOUR WINNING EDGE

Using The Emotional Independence
To Achieve Amazing Results



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DREAM SCENARIO

Employees with positive attitudes, go-getter outlook, success-driven, passionate about producing consistent results regardless of what challenges may come.

Whether you are the senior management of a large organization or a small business holder this is your goal because you know that this has a direct impact on the bottom line. The simple fact is happy people give better results while lowering attrition, days off and reduced medical expenses due to stress-related illnesses.

In short, it makes monetary sense to have employees who are emotionally resilient and give break-through results (especially in tough times). This is what passion is all about.

So What Stops Us From Achieving This Goal?

Although this goal makes perfect sense most organizations do not give it serious consideration. There are a number of reasons given for why this should not be pursued. Some of the most common excuses I have come across are:

We hire people to work, not be happy

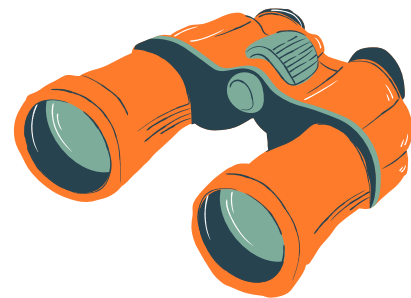
We are professionals, do you want us to become a bunch of silly people always goofing about?

Organizations are run by competence not fun

People will get offended if we send them to such a training, they might think we consider them negative or emotionally unstable

When people have the skills to do a job they automatically start enjoying themselves

Stress is a part of this rat race



Let's Take A Closer Look

These reasons have always baffled me and I think it is about time to examine the shaky foundations upon which they rest.

We hire people to work, not be happy

Agreed you have hired people to do a job, but have you ever tried doing something when you were bored or just not interested in the quality because it was "just your job"? What kind of results do you think dispassionate people deliver?

People will get offended if we send them to such a training, they might think we consider them negative or emotionally unstable

So by this reasoning people should get offended when they are sent to any training! Leadership skills - because they are not good leaders. Teambuilding - because they are not good team players, etc.

We are professionals, do you want us to become a bunch of silly people always goofing about?

Enjoyment and passion do not mean silly! You can have fun doing something very serious. Do you think any invention can become a reality if the people behind it did not enjoy solving the problem? Of course not. You can be dead serious about achievement while enjoying the challenge of getting to your goal

When people have the skills to do a job they automatically start enjoying themselves

Since organizations do regular trainings for most of their employees, it stands to reason that either they have only positive passionate people. If not, then the training so far has been really bad and a waste of money, or worse still you have employees who have no skills despite all the training - in that case why are you carrying such dead weight? If course none of these is true because despite all the skills people may still be dispassionate about their jobs.

Organizations are run by competence not fun

Who can argue with such a logical statement? No business can run unless the people are competent in the skills required for their jobs. So how do we solve this problem? Training of course. But how many people actually apply what they learn through these skill-based training programs? The fact is if someone is disinterested, or lacks the belief that they can excel, they will not apply anything new.

Stress is a part of this rat race

So where exactly is this track where rats are racing themselves to death? We have just taken some silly idioms and made them our reality. What we are saying is that our goal as professionals is to have ulcers, hypertension and all those illnesses which we commonly associate with stress. Do you realize how stupid that sounds?

The Passion Drive

Over the past 2 decades, I see 'Passion' coming up as a Value in many organizations. This is great news and I get very excited when I see a poster in the organization's reception area stating 'Our Values' and passion is one of those values. Then I usually ask the question "how do you instil this value in your employees?" The answer is a confusing jumble of ambiguity and a few words such as motivating factors; purpose; compelling direction; clear communication etc. Basically, most organizations have no clue as to how this becomes a reality for their employees.

Passion is an emotion and emotions come from within a person and conventional training with Powerpoint slides is as useless as using a video to teach someone how to swim. It just does not work! The fact is that motivation, positive thinking, passion and happiness come from within the person, they cannot be externally 'done to them'. Therefore organizations that try to 'make' their people passionate and positive fail miserably.

It all starts well with high energy workshops where the trainers use games, exercises and other tools available to them in order to pump up people. Usually by the end of the training participants are jumping up and down just rearing to go. This however is short-lived because it is based on external stimulation. People do not know how to get back to this state on their own, they do not have the wherewithal to get to these emotional states on their own and thus, the effects of a great training is lost quicker than the time it took to plan and prepare for it.

Some organizations have realized this issue and have reverted to coaching as a means to keep up this passion and motivation. A better approach but not without its problems. The first problem is that just because a person is a certified coach does not mean that he or she also knows how to help people be happy and motivated. Don't get me wrong there are great success coaches out there but they are expensive and usually used just for senior leadership. Most other coaches don't know the techniques nor do they have the depth of knowledge required to show people how they can be in charge of their own emotions. They can be great at things like goal setting and strategic thinking but emotions are not a subject many have studied in depth. That is OK, it is no comment on their competence as a coach but the fact is that everyone cannot be a master at everything.

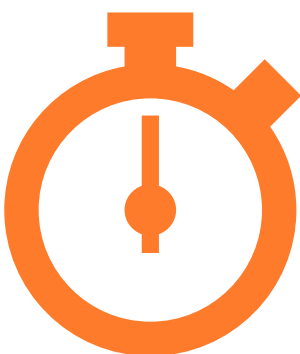
THE GOOD NEWS

After my rather bleak commentary, let me give you the good news. We can learn to generate desired emotions at will! You read correctly - if we know the techniques we can generate any positive emotion including passion, relaxation, creativity, happiness and motivation. I should know, I have applied them and went from being anxious, stressed, unhappy to a state of pure happiness and excitement.

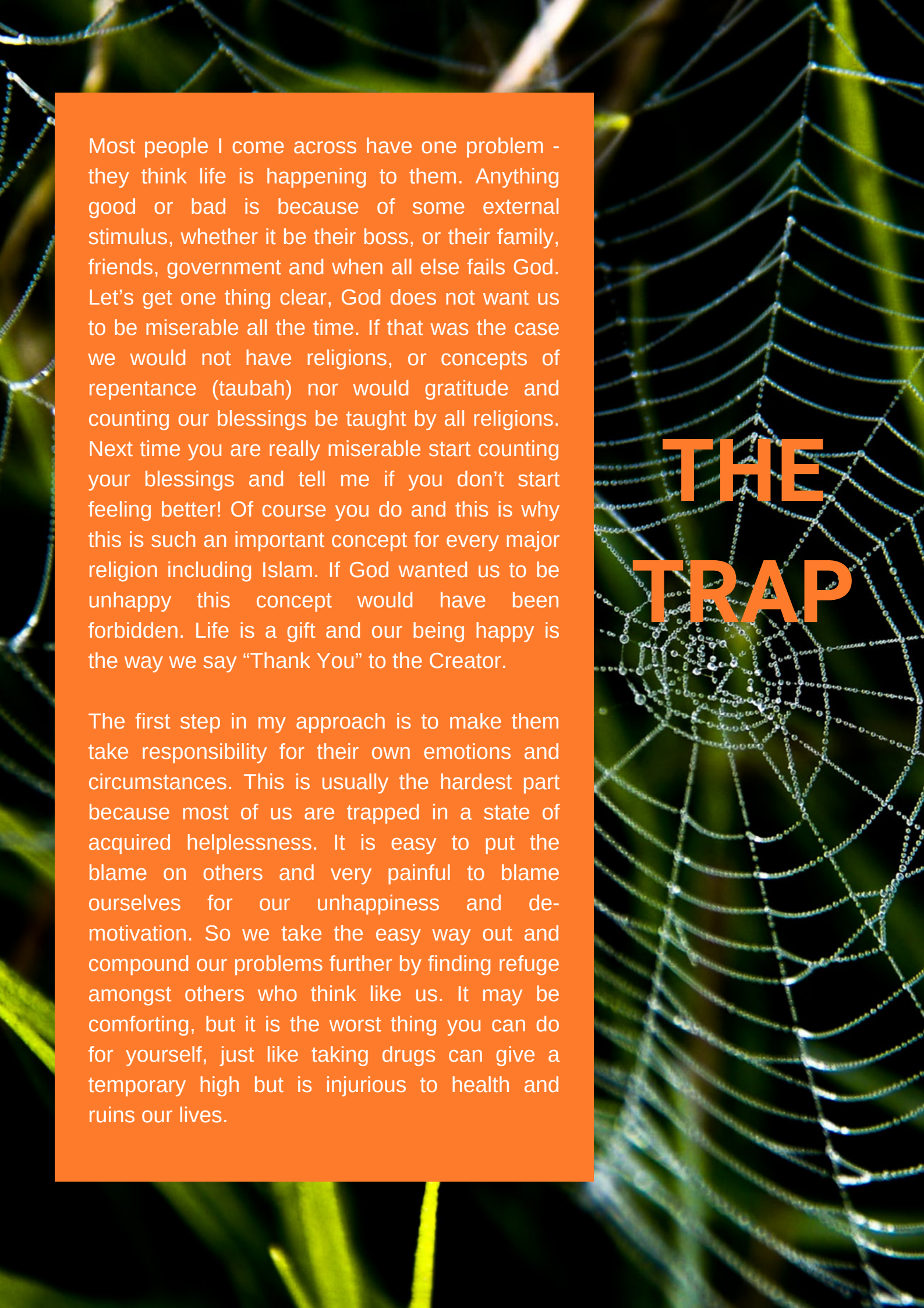
Human beings cannot be devoid of emotions at any given point in time. We may feel happy excited, confused, angry and even greedy or lazy but we are always feeling something. It is not possible for us not to feel something. Try it yourself – do not feel anything for the next few seconds.... Not possible is it? I'm sure most of you started feeling uncomfortable. Emotions are what makes us human and feel alive.

It's the emotions that indicate our well being otherwise how do you identify if you are doing well or not? Most people think that well being is indicated by our overall health and yes it is true to an extent but by the time you start showing physical symptoms, it is already deep-seated. However, your emotions are instant and they let you know if you are on the path of well being or in the process of losing it.

So where do emotions come from? Emotions are generated by our thoughts, this means that if we can change our thoughts we can change our emotional state. Sounds simple and very obvious but we all know from experience that this is an extremely difficult exercise. If it were easy we would have a world full of deliriously happy people. The fact is that we need someone to push us as we apply techniques to change our thoughts and emotions. Someone who does not let us give up even when we give up on ourselves. In my course UNLOCK YOUR WINNING EDGE, I build in regular check-ins with the participants and create a community of participants who can support each other as well.



UNLOCK YOUR WINNING EDGE is a blended learning course with 2 days in person training followed by weekly online check-ins and coaching for 1 month. Participants also get access to an online community where they can share their experiences and support each other.



Most people I come across have one problem - they think life is happening to them. Anything good or bad is because of some external stimulus, whether it be their boss, or their family, friends, government and when all else fails God. Let's get one thing clear, God does not want us to be miserable all the time. If that was the case we would not have religions, or concepts of repentance (taubah) nor would gratitude and counting our blessings be taught by all religions. Next time you are really miserable start counting your blessings and tell me if you don't start feeling better! Of course you do and this is why this is such an important concept for every major religion including Islam. If God wanted us to be unhappy this concept would have been forbidden. Life is a gift and our being happy is the way we say "Thank You" to the Creator.

THE TRAP

The first step in my approach is to make them take responsibility for their own emotions and circumstances. This is usually the hardest part because most of us are trapped in a state of acquired helplessness. It is easy to put the blame on others and very painful to blame ourselves for our unhappiness and demotivation. So we take the easy way out and compound our problems further by finding refuge amongst others who think like us. It may be comforting, but it is the worst thing you can do for yourself, just like taking drugs can give a temporary high but is injurious to health and ruins our lives.

BURSTING BELIEFS

Once people take on their responsibility to be happy, successful, motivated and passionate we can start the next phase and that is to help them understand their belief blueprints. What do they hold to be true about success, happiness, passion, creativity and motivation? This is crucial because even though initially people start spouting quotations they have read eventually they are able to uncover what their deep-seated beliefs are regarding these subjects. To their surprise, they find a number of limiting beliefs that hold them in prison their entire lives and prevent them from becoming their potential.

Tricks Beliefs Play

There are a number of tricks by which our beliefs hold us in disempowering states.

Rationalization – it convinces you that it is logical to think this way. For example, you have to have the right connections in order to succeed. Or it is not possible for women to make it alone in their lives, they need protection. To others, this seems absurd because they know many people have made it on their own and many women are completely independent. But your belief has you convinced that your way of thinking is logical.

Reward – it makes you feel good about choosing this limiting belief. This is where people lock themselves in disempowering behaviours that others know are wrong and they need to change, but these people choose to stay in this place because it is familiar or comfortable. Example dead-end jobs – even though others may think they have the potential to do something else these people opt for the comfort of the familiar. Even abusive relationships fall in this category, where people stay in toxic relationships by telling themselves that they are being good parents and doing it for their children.

Paranoia – where the limiting belief convinces you not to believe people who are actually trying to help you. So someone may give you very good and genuine advice but you just don't believe them or doubt their intentions. Conspiracy theorists are usually held locked in their beliefs through this trick.

Projection – where it makes you think that the negative is actually a positive, for example, people who are tyrants or chauvinists, actually think they are protecting people or the women in their families from the evils of the world.

Rejection – it convinces you that you should reject new ideas. By rejecting new ideas you remain in the familiar place where this limiting belief locks you in. Fanaticism and bigotry are extreme forms of this.

Justification – where people argue on behalf of their beliefs. I remember once I was conducting a workshop and we were talking about happiness, and one participant stood up and said but it's wrong to be happy when there is so much misery around us. True story I didn't make this up. But this was a great example of justification by a limiting belief because it is completely irrational unless of course, you have the means to change the plights of everyone on this planet.

EMERGENCY



You find yourself having a really bad day, everything is going wrong. One after the other you are getting bad news, the customer is shouting, the boss is angry, your deadline is approaching and you get another task, the internet is slow just a really bad day. In such a situation people need urgent relief from negative emotions of hurt, stress, anger etc. There are simple quick techniques that I teach them for just such times till they gain mastery of the other techniques. This is important because most people give up their efforts to apply the other techniques and gain emotional mastery when all hell breaks loose around them.



The simplest technique is **The Power of Now** - Just sit down and take a few deep breaths, notice the breaths as you inhale and exhale. Feel the floor under your feet, are you barefoot or wearing shoes? What is the sensation you are feeling under the soles of your feet? What does the chair feel like? What sounds are you hearing in the background? Go into every detail of what is happening around you and focus on it for about 5 minutes. This will calm you down and shift your focus from the unpleasantness you just experienced.

GETTING INTO THE DRIVING SEAT

The next step is to teach them techniques that help them re-condition their emotions and overcome any limiting beliefs that crop up as they start changing their outlook and indeed their lives. In a way, this is about reprogramming their emotional software and give them true independence forever. But, this is not something that can be just done in one training so I prefer to have an ongoing relationship spread over a couple of months where we can meet in small groups and discuss application problems or have one-on-one private chats if they need. A little handholding, a little cajoling and a bit of tough love goes a long way in helping them make the transition to positive emotions permanently.

Technique - Break Down The Emotion

What this means is that suppose you want to feel peace – write down at the top of the page “how do I feel when I experience peace?” Now below that start writing the feelings in a single word, don’t jump to the next feeling spend at least 45 seconds on each feeling. For example I may write down relaxed, then spend some time feeling this word, what does relaxation feel like, now I write the next feeling , let’s say.. calm, spend some time here then the next one may be, silence etc till you find yourself feeling peaceful. Spend some time in this state of peace. You may think of memories where you felt peaceful to amplify this. Hold this state for a while.

WHAT'S IN A TITLE?

You have to first win the inner game before you start winning on the outside. Whether it is success, achievement or excelling in any area, the most important thing is how you feel about the subject. If the motive is fear based such as, 'I have to achieve my target or I will lose my job' chances are you won't achieve it. The WINNING EDGE is a combination of attitude, emotions and the script of self-talk which allows people to unleash their potential, passion and creativity to 'win' every time.

When people are able to take charge of their emotional states and generate positive ones at will in the toughest most challenging times that is when they tap into their WINNING EDGE and that is what I teach in this course.



We know from experience that everyone does not learn equally so why invest in something which will only benefit a few?

Even if 5% of your people became positive, passionate go-getters think of how that would impact your business as a whole. Besides, a few have the power to influence many.

How does this course help in their problem solving, creativity and other skills?

Dopamine is generated by the brain when a person is relaxed and happy, this in turn triggers creative thoughts and insights which are unavailable to us when we are stressed.

Will people really invest the time and effort required to for this program?

The basic principle of adult learning is that they learn things which solve an immediate problem and stress is an immediate problem for all. Also most people need a bit of encouragement and handholding as they apply the learnings and that is where we come in.

“Your attitude, not your aptitude, will determine your altitude.”

Zig Ziglar

“Once you replace negative thoughts with positive ones, you'll start having positive results.”

Willie Nelson

“Excellence is not a skill, it's an attitude.”

Ralph Marston

“Happiness is not the absence of problems, it's the ability to deal with them.”

Steve Maraboli

**For More
Information**

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