

Self-Awareness & Intentional Mindset



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ASPIRE INTRODUCTION

HOW IT ALL STARTED

In the mid-90s, four friends each on a completely different career course bonded over two things – their passion for creating positive change in people’s lives and their love of sports. Having travelled the world attending leadership schools and sports camps, it quickly became evident that the best way to penetrate minds and impact people was not through conventional means.

To their surprise and delight it was actually fun, discovery and challenge, all components of competitive games. They discovered first hand that when people fully engage for even an hour in a game or sport, their true personalities involuntarily emerge.

Then stripped from their personas of everyday life, it became easy to address the real issues and cause major change.

And because people were experiencing the lessons instead of just hearing about them, they became engraved on a deeper level in their minds. So, with this knowledge in mind, they went about to create camps for underprivileged children in Egypt. The results were outstanding. While on the surface it all seemed like fun and games, these children emerged with new values and behaviors.

Parents, seeing their children become independent, cooperative, and emotionally strong were astounded with the results and decided that they too wanted a part of this phenomenal change. The rest is history.

Despite its start at a community level, word eventually got out and market need for ‘transformational change’ grew high in demand amongst corporations. That’s when Bassem Emad, Tamer Isaac, Hany Massoud and Maged Fawzy founded Aspire in 2007 with a clear vision that they would champion change through ‘experiential training’, a method that would revolutionize how people learned in corporations, among youths and within the community.



Who we are and what we do

With over a decade of experience, Aspire Training Solutions provides training solutions with proven track records of success. Pioneers in our line of work, our distinct methodology heavily relies on simulating real-life settings and applying practical knowledge so that learnt concepts are firmly grasped over a short period of time. Because we use 'experiential' methods we are able to deliver tangible leaps in performance which is hard to achieve using conventional techniques that provide only theoretical teaching.

We use creativity and a bold approach to create programs that work for corporates, youths and the communities we live in.









To empower, enlighten and inspire deep, lasting transformation in the lives of individuals, teams, organizations and communities to live, lead and prosper.



To deliver unrivaled integrated experiences in every training solution we implement using a unique methodology combining knowledge, experience & innovation

OUR VALUES

	<p>DARING TO BE DIFFERENT We create an unrivalled experience with innovation</p>		<p>CONSTANT IMPROVEMENT We learn continuously with intentionality.</p>
	<p>SERVICE We genuinely support our customers.</p>		<p>COLLABORATION We work in teams with passion.</p>
	<p>IMPACT We add a value with a winning mindset.</p>		<p>ACCOUNTABILITY To hold people responsible against agreed upon standards.</p>

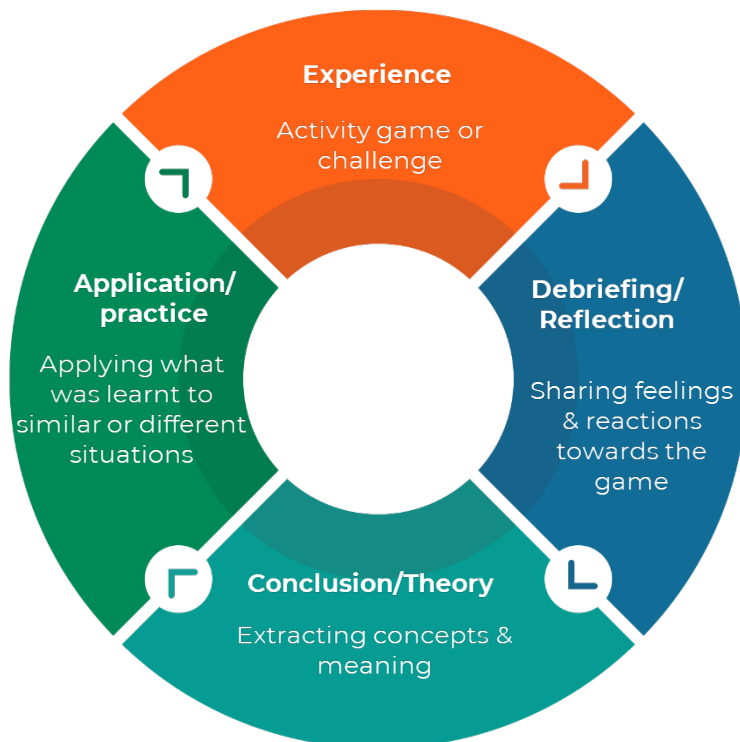
TRAINING METHODOLOGY

People change in behavior or performance in three dimensions; change of mindset, change of direction and change of practice (action).
Aspire has its unique methodology for this change to take place.



Experiential Learning Cycle

The experiential learning cycle is a **four-step learning process that is applied multiple times in every interaction and experience:**
Experience – Reflection – Application & Conclusion.

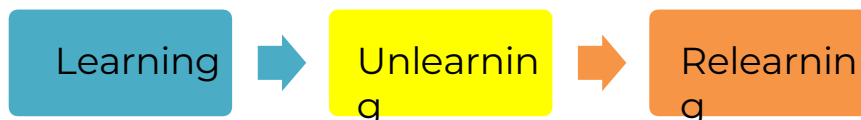


A new perspective

Paradigm shift

Paradigm is a word which means “a pattern or model; the generally accepted perspective.” Our paradigms represent our views of ourselves, everyone and everything around us, our explanations for what we observe in the world around us. A paradigm shift occurs when our paradigms change, allowing us to see the world in a new light, allowing us to reach our full potential. There’s such phenomenal opportunity for the person who really understands themselves, who understands how their paradigm was formed, and how that paradigm can be changed. Sometimes this happens suddenly, and sometimes very gradually.

Learning, Unlearning, Relearning model



Shifting your paradigm is not so easy for most people because it’s often uncomfortable to go up against the border of our own reality. That shift cannot happen unless one masters “learning agility.” Learning agility is the willingness and ability to learn, unlearn and relearn through experiences and observations, as learning is not just about acquiring knowledge but it’s also about monitoring your knowledge and habits to see if it’s necessary to set aside old ideas and methods in order to embrace new ones.

Learning is the process of acquiring knowledge when first experiencing a new topic or idea.

Unlearning is the idea of erasing what was previously learned in order to replace it with a more relevant and suitable one. Unlearning is an ever-changing, fluid process of exploration by using different sets of questions about everything we know and value to discover unknowns.

Relearning is the process of acquiring new information on a previously known idea and adapting this new understanding with was previously known and why this new meaning is more relevant to the current situation. We shall question previous experiences and learnt ideas and consider what new meanings they have with our current state.

The Learning Continuum

Learning phase: At this phase, we're starting to learn a new idea, concept or theory. As what we're learning is new and are bombarded with a lot of new knowledge to process in a short period of time, the progress we're making is relatively slow.

Proficiency phase: If we keep training and repeating something interesting happens;

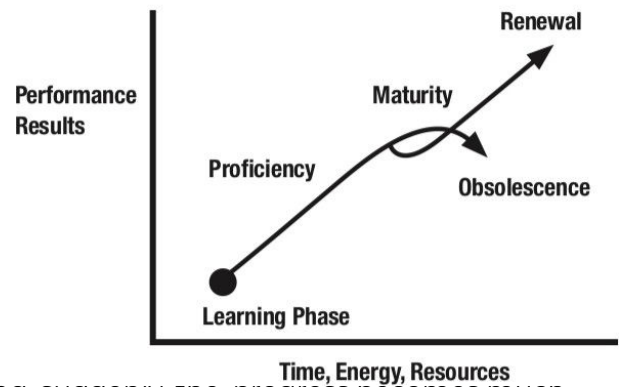
our brain starts adjusting to the challenge and suddenly the progress becomes much more accelerated.

Maturity phase: Once we reach a certain level of skill and knowledge, we enter the phase of maturity. We start mastering the new knowledge or skill and our brain has adapted and adjusted to the challenge; we hit the bounds of the skill or we know all there is to know in that field.

Obsolescence phase: As time goes, our surroundings change and that skill, knowledge or idea becomes outdated or not suitable for the new environment we're living in. That is where the unlearning part comes in; as context changes, we need to question that old-fashioned, useless information or skill, let it go in an effort to embrace new skills, experiences, behaviors, ideas and knowledge that are more in line with the new environment we currently live in.

Renewal phase: This phase occurs when a person desiring performance excellence embraces a new way of doing, being and behaving. Over time and under the right conditions, we can change old ideas and perceptions and create new ones that are more suitable for the new environment.

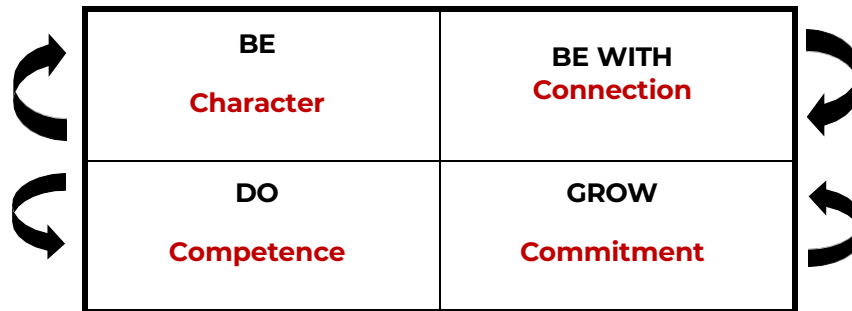
The Learning Continuum



PERSONALITY VS. CHARACTER

Leadership is about 4 C's

Character, connection, competence and commitment are the four aspects which effective leaders should work on all the time. The character represents motives, and everything you value. Connection is about relationships and who you connect with while competence is about the skills and commitment is about what destination you are committed to grow into



Personality:

The combination of characteristics or qualities that form an individual's distinctive Behavior.

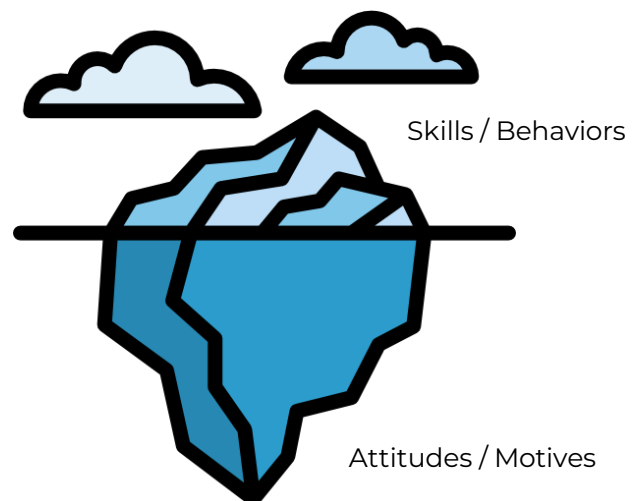
Character:

Is who you are when no one is looking.

It represents the person's principles, virtues, value system, attitudes, beliefs & ethics.

The Ice Berg

- An iceberg has only 10 percent of its total mass above the water while 90 percent is underwater. But that 90 percent is what the ocean currents act on, and what creates the iceberg's behavior at its tip.
- We can look the same way at ourselves; our attitudes and motives shape our apparent skills and behaviors, which together make us whole.



DISC

What is DISC?

DISC is

- DISC is the universal language of observable human behavior
- It describes how we act
- Research consistently shows behavior grouped into four constants

DISC is NOT

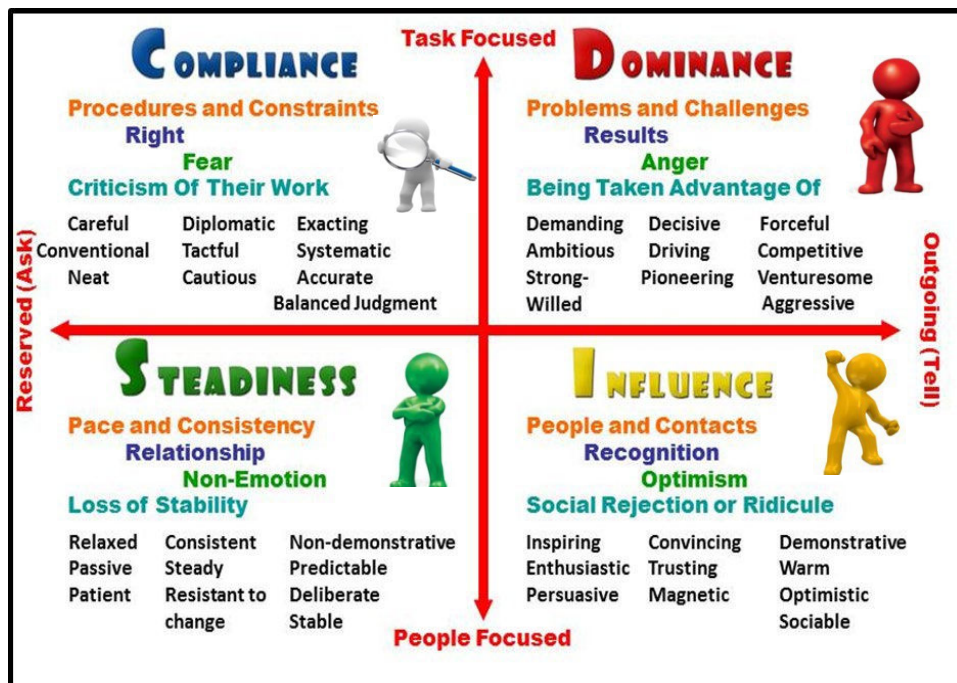
- Measurement of intelligence
- Indicator of a person's values
- Measurement of skills & experiences

DISC rules

- Use DISC language only with who know it
- Exhibit your knowledge by talking about your style, silently recognizing others
- Teach others in the appropriate

Benefits of learning DISC

- Gaining commitment and cooperation
- Building effective teams
- Resolving and preventing conflict
- Gaining endorsement





STYLE	DOMINANCE	INFLUENCE	STEADY	COMPLIANCE
Basic Tendencies	Fast Paced Task-oriented	Fast Paced People-oriented	Slower Paced People-oriented	Slower Paced Task-oriented
Greatest Strengths	Decisive Takes Charge Self-confident Independent Risk taker	Fun-loving Involved Enthusiastic Emotional Optimistic	Patient Easy Going Team Player Supportive Stable	Accurate Analytical Detailed High Standards Intuitive Controlled
Natural Limitations	Impatient Stubborn Blunt	Disorganized Not Detail-oriented Unrealistic	Indecisive Over-accommodating Passive	Critical Perfectionist Overly sensitive
Communication	One Way Direct "Bottom Line"	Positive Inspiring Persuasive	Two Way Best Listener Empathetic Feedback	Diplomatic Good Listener Provides Details
Fears	Being Taken advantage of	Loss of Social approval	Loss of Security Fear of Conflict	Criticism of their work or performance The unknown
Time Frame	NOW	FUTURE	PRESENT	PAST
Love Language	Admiration	Acceptance	Appreciation	Affirmation
Under Pressure	Autocratic Aggressive Demanding	Attacks (but may avoid public confrontation)	Acquiescence Tolerates Complies	Avoids Ignores Plans Strategy
Money Viewed	Power	Freedom	Showing Love	Insuring Security
Decision Making	Quick: Result-Focused Very Few Facts	Impulsive: Whether It Feels right	Relational: Based on Trust of Others	Reluctant: Needs a Lot of Information
Greatest Needs	Challenges Change Choices Direct Answers	Fun Activities Special Recognition Freedom from details	Status Quo Stability, Appreciation, Time to Adjust Conflict Free	Time to Do Quality Work Personal Support No Surprises
Recovery	Physical Activity	Social Time	Nothing Time	Private Time
Goal Directed to	Personal challenges	Social Recognition and need to be loved	Traditional practices and harmony	Correct or proper way
Psychological Need	To direct / dominate others	To interact with others	To accommodate others	To comply with standards
Avoid Fears	Losing control	Social rejection	Loss of stability	Criticism of their
Overextension of strength	Impatience	Disorganisation	Stubbornness	Overly critical of themselves and others
Emotions	Anger (short fuse)	Optimism	Hidden emotion	Fear of unknown
Wants	Results	Recognition	Relationships	Perfection
% of Population	18%	29%	45%	8%

MOTIVES

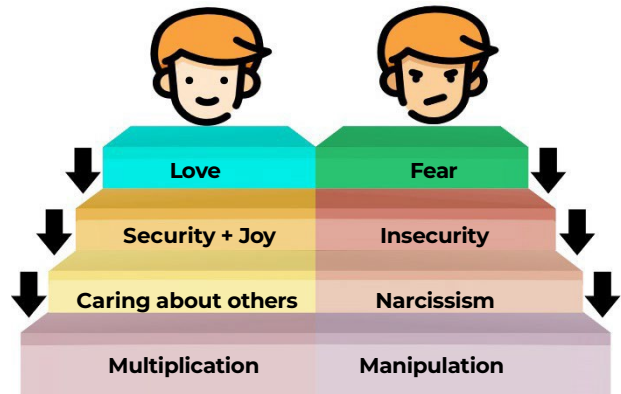
Since we all are unique, we are not driven by the same things or goals in life. Many motivational theories have evolved trying to explain what directs human behavior and organization leaders have always been eager to solve the mystery to keep their employees motivated and engaged in their work. Going deeper within the human soul, we are all driven by two main motives, either love or fear. Both motives work and get us going, but the consequences and the emotions they produce are totally different.

This session aims for you to discover your motives, and their consequences. Furthermore, it will demonstrate how servant leadership that comes from love can impact people and organizations.

True Leadership

- **Love-Driven Leadership**

Having chosen love, doesn't mean you will never fear again. In fact, it means that many of your fears will come up to finally be healed. This is an ongoing process. We must continually choose love in order to nourish our souls and drive away fear, just as we eat to nourish our bodies and drive away hunger.



Servant Leadership

The servant-leader is a servant first. It begins with the natural feeling that one wants to serve. Then a conscious choice brings one to aspire to lead. That person is sharply different from one who is a leader first. A servant-leader focuses primarily on the growth and well-being of people and the communities to which they belong; while traditional leadership generally involves the accumulation and exercise of power by one at the “top of the pyramid”. The servant-leader shares power, puts the needs of others first and helps people develop and perform as highly as possible.

Remember

You cannot be a **LEADER** unless you are a **SERVANT**

You cannot be a **SERVANT** unless you are **HUMBLE**

You cannot be **HUMBLE** unless you learn how to **LOVE** Peop

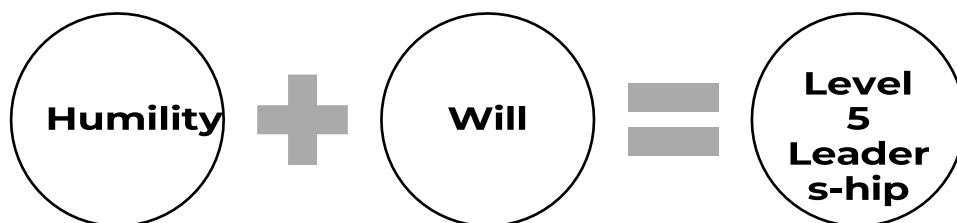
Jim Collins: Good to Great

The original question in this book was “can a good company become a great one, and, if so, how?”



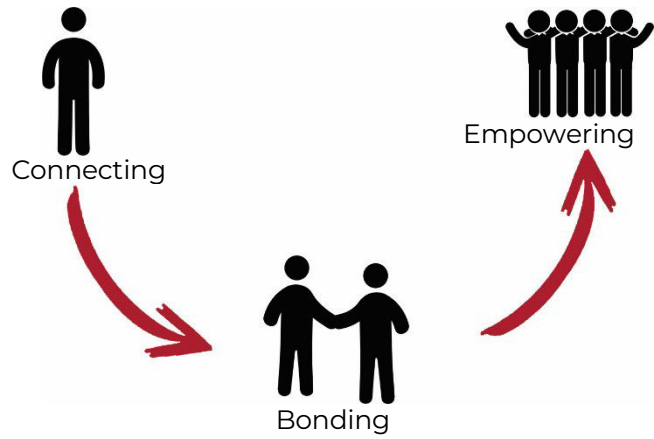
- Jim Collins (The Author) gave the research teams explicit instructions to downplay the role of top executives in their analyses of this question so we wouldn't slip into the simplistic "credit the leader" or "blame the leader" thinking that is so common today.
- Level 5 refers to the highest level in a hierarchy of executive capabilities that we identified during our research
- Leaders at the other four levels in the hierarchy can produce high degrees of success but not enough to elevate companies from mediocrity to sustained excellence
- Jim's discovery of Level 5 leadership is counterintuitive. Indeed, it is countercultural. People generally assume that transforming companies from good to great requires larger-than-life leaders -- big personalities like Iacocca, Dunlap, Welch, and Gault, who make headlines and become celebrities.

Level 5 Leadership is this equation



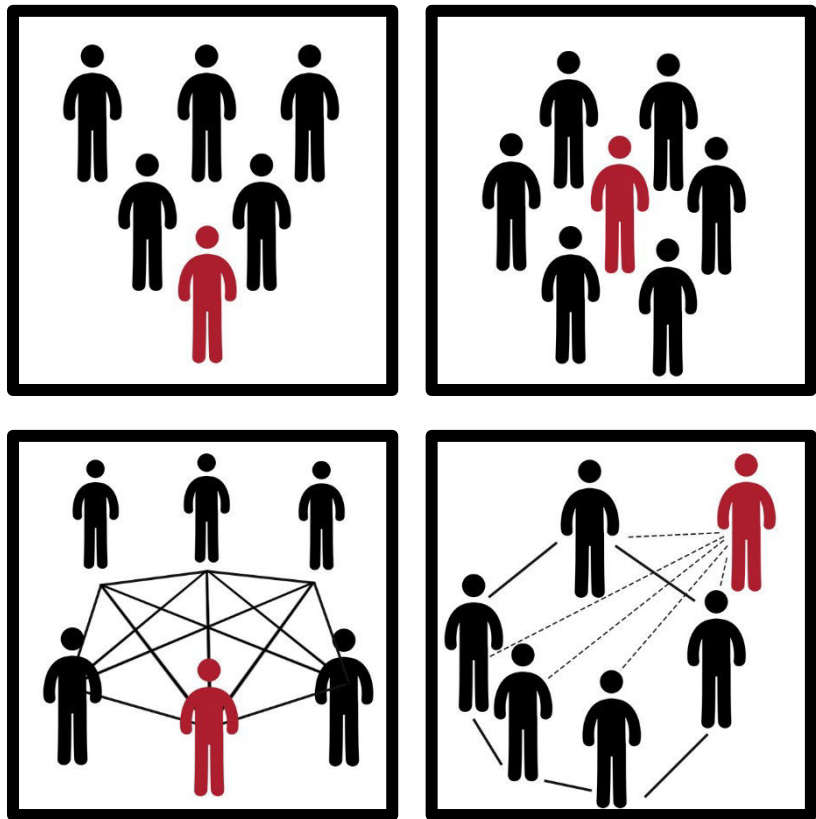
Leadership is Serving

A servant leader descends alone to create a meaningful bond that would push his/her followers and empower them



Leadership is the **attitude of service**, not your position in the organization.


You can be influential to people around you regardless of your position or your authority.



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