Personal Management – concept in term of management paradigm shift to principal leadership

Outline

1. What does management paradigm shift to principal leadership mean?

2. Two concepts of PM (bring back to memory)

3. Some bases of principal leadership concept to PM

4. Case studies supporting acquirement of 7 habits of effective people

5. Tasks and questions for self-study

It's typical for old management paradigm:
- A lot of phrases and nice words – but a few of real acts

Consequences: No-confidence, abundance of cynicism among people, but actually within them!

Principal leadership model:
To help people to find a sense of their existence by their understanding that a impact of the laws of nature and the metal principles is the most important for their successful lives!

Some characteristics of principal leadership relating to organizations:

- Human resource development has based on common sharing values

- Organizational culture has based on "high confidence"

- Complaying with principles so called "compass course" (S. Covey) - (for instance honesty, frankness, integrity)

Two views supporting of management paradigm shift to principial leadership:

- It will be a only way, how to achieve a long-term success within a global knowledge society!

- Organizational culture founded on a high confidence providing "immunity reaction", if a stress or even so a crisis situation occurs!

1. Traditional concept of PM

- Specific focus

- Priority for science & management practice of 21st century

- KLW's efficiency factors

- Content of PM

2. Principal leadership concept of PM

- Universal purpose

- Human being is part of nature (universe)

- Request to respect on nature laws and metal principles

- „Personality ethics" a „character ethics"

- „Maturity continuum", „private" a „public" victories

- Importance of seven habits' acquirement

Laws of nature

- The law of unconditional love

- The law of constant improvement

- The law of tendency to balance

- The law of predetermined mission

The mental principles

- Principle of integrity

- Princip of honesty

- Princip of tolerance

- Princip of patience

- Princip of fairness

- Princip of courage and bravery

- Princip inside outedness

„Personality ethics" a „character ethics"

„Personality ethics" – A life success can be achieved through outward impression, attitudes, a person's conduct.

„Character ethics" - A life success can be achieved for a longer period when our consistent character gets familiar with the laws of nature and the mental principles.

Character – A moral psychological human quality which is expressed by own habits.

„Maturity continuum" – „private" and „public" victories

MUTUAL DEPENDENCE

**PUBLIC
VICTORY**

INDIVIDUAL INDEPENDENCE

**PRIVATE
VICTORY**

INDIVIDUAL DEPENDENCE

Forming of a habit on the base of a intersection of the three components: knowledge, proficiency and will

Knowledge
What to do and way

HABIT

Proficiency
How to do it

Will
To want to do it
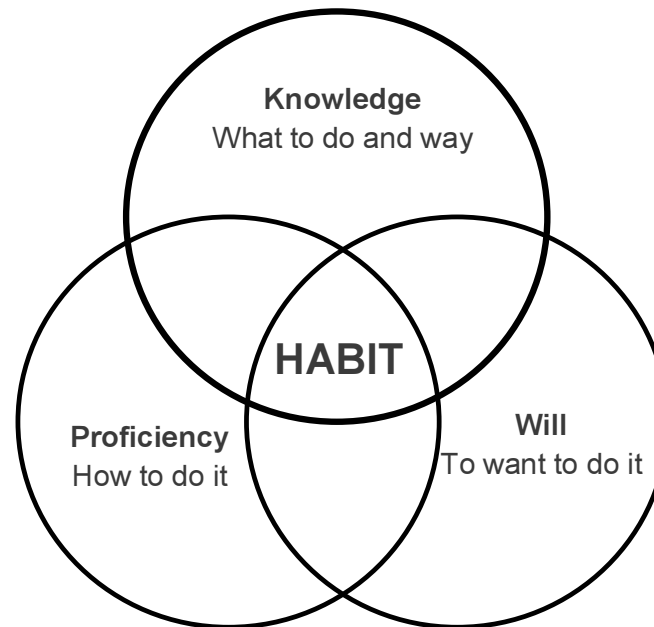
7 habits of efective people

- Be proactive

- Begin with the end in mind

Private victory

- Put first things first

- Think „Win–Win"

- Seek first to understand, then to be understand

Public victory

- Synergize

- Restore your own potential

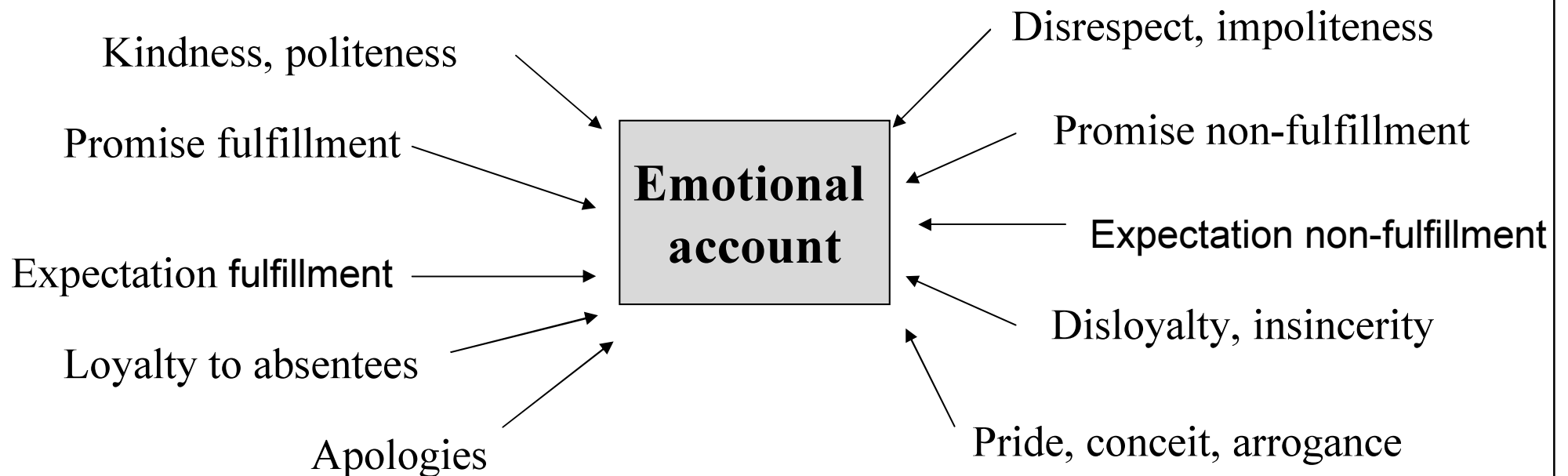# Balance of P/PA: Principle of actual efficiency

The actual efficiency requests for a balance of two factors:

- **Production (P) –** Accomplishment of desired results

- **Production ability (PA) –** Resource care, protection and expansion making possible to accomplish of desired results
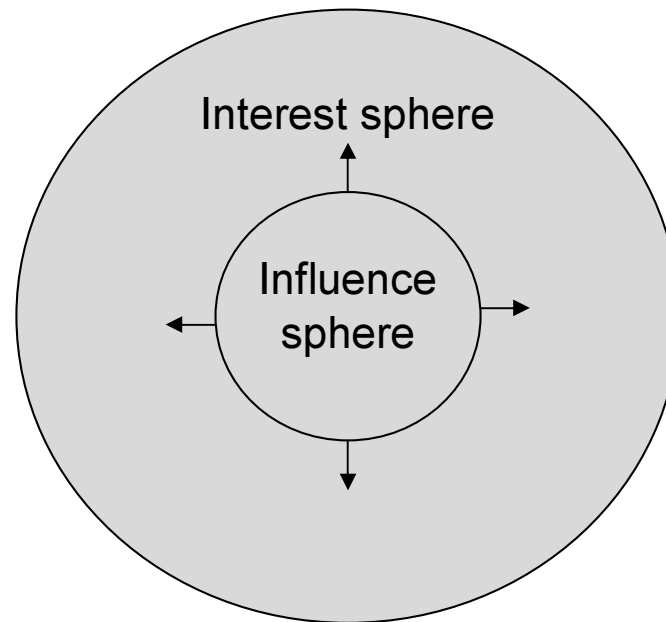
„Emotional account"

The metapfor for the extent of a mutual confidence within human relationships: It's possible to look on each contact with other person as a picking up from the emotional account or a inserting to the emotional account!

Kindness, politeness

Disrespect, impoliteness

Promise fulfillment

Emotional account

Promise non-fulfillment

Expectation fulfillment

Expectation non-fulfillment

Loyalty to absentees

Disloyalty, insincerity

Apologies

Pride, conceit, arrogance

Case study no.1: To increase an influence sphere

Interest sphere

Influence sphere

1. Realize what is your sphere of interests and what is your sphere of influences!

2. Taking into consideration how you could increase your sphere of influences!

Case study no. 2: Living reference

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Role no.1 **Key person**	
Role no.2 **Key person**	
Role no.3 **Key person**	
Role no.4 **Key person**	
Role no.5 **Key person**	
Relationships	Thanksgiving

1. Choose 5 your roles!

2. Write your roles and name of key person into cell "relationships"!

3. Try to imagine your 80th birthday celebration. All key persons are present. Write into cell "thanksgiving", what would you wish each key person says way he/she appreciate you and what he/she thanks you for!

Case study no.3: How do I use a disposal time?

	Urgent	Unurgent
Important	I	II
Unimportant	III	IV
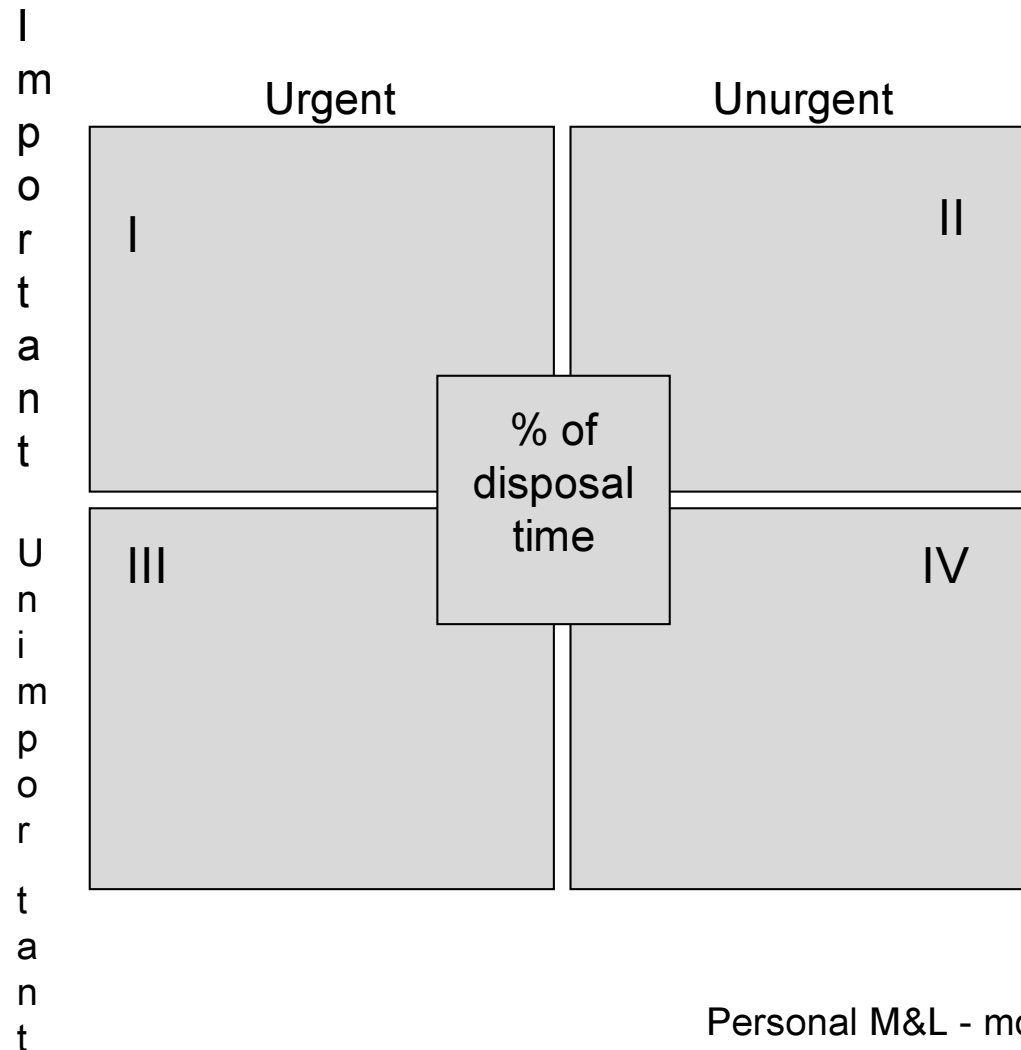
% of disposal time

Make a note of each last week activity into a certain quadrant of a table in order its position suited the best of its importance and urgency according to your view!

Estimate a portion of a disposal time (%), which you spent at each quadrant!

What does it obstruct you to be more time at quadrant no. II?

What should you do to be more time at quadrant no. II?

Case study no.4: I think and deal with way „Win-Win"?

The type of a „Win-Win" person has 3 typical personalities: **integrity** *(i.e. he/she is true in his/her feelings, values and promises)*, **social maturity** *(he/she emits his/her ideas and feelings with bravely but also with respect to others people' ideas and feelings)*, **abundance mentality** *(he/she believes, there is a sufficiency of resources for all of us)*.

- Take into your consideration, what way of a thinking and a dealing with is typical for yourself!

- Do you hope that is it possible to use a way „Win-Win" in practice?

- If your previous answer is positive, take a think what does it inhibit you to apply a way "Win-Win" more then till now!

Case study no.5: Listening – attitudes and behavior

When the other person is saying something to us, we are listening on a one level of five: **ignoral listening** (no our effort to listen), **fictive listening** (our endeavour to pretend impression we are listening), **select listening** (our perception of parts of speech we consider them to be interest for us), **attentive listening** (our concentration on it and our comparison of it what other person telling us with our experiences), **empathy listening** (our listening a our replaying by heart and by mind as well with intent to understand words, feelings and ideas of a speaker).

How do you recognise on what level of five the other person is listening you? What listener's attitudes and behavior (inc. non-verbal communication) can you see?

Ignoral listening:

Fictive listening:

Select listening:

Attentive listening:

Empthy listening:

Case study no.6: Think highly of people diversity

Choose one of following situation a discuss it; what values do we gain if we think highly of a diversity of other people. Answer questions given below!

Situation A

Describe true such situation, when it was very useful to you that somebody was different from you. Explain to the other students, why you appreciated these his/her differences and how your understanding of his/her differences had a positive impact to your mutual relationships!

Situation B

Discuss a situation of your study life, when your collaboration with quite different colleagues caused to your better study results!

1. What differences were appreciated by you?

2. What did you come to conclusion from, that a particular person appreciated those differences?

3. What did you take into consideration due to these experiences?

4. How does it express yourself now that you appreciated those differences in past?

Case study no.7: Social-emotional restoration

Inserting to "emotional account" of other people develops your social-emotional dimension. You make yourself better in this dimension whenever you meet some new social or emotional impulse *(contacts with new people, making your human relations deeper).* This way you can be enriched by such social situations which you would consider unpleasant anyway.

Take into consideration one task and three questions given below. Write a solution and answers:

• Remember some important relationship which is still a challenge for you!

• What can you begin to do or what can you go on in to make this relationship better?

• What will you begin to do or what are you going to do to improve your social-emotional dimension? Can you see for example an occasion through: taking more care on family relationships, improving your social behavior *(politeness, listening with an effort to understand, fulfillment of promises),* making new friendships, engagement to a creative works and services for other people, appreciation of other people differences and synergy formation?

Questions:

1. Why should our personal management be founded on „character ethics", no on „personality ethics"?

2. What does a personal paradigm mean and what does a personal paradigm shift cause?

3. What does a maturity continuum express and how do a private and public victories relate to a maturity continuum?

4. Do our habits relate to our character?

Tasks:

1. Bring out examples of metal principles' breaking!

2. Carry out a self-evaluation of your position within a maturity continuum!

3. Think over what could you do to acquire habits of effective people!

4. Carry out those case studies, which haven't done during a classwork!