

## CASE STUDY OF STAN'S IT COMPANY

### Aim of company Power Intelligence Success Profile (PISP)

This is an example of how the Power Intelligence Success Profile (PISP) can be used as an indicator/guide and/or discussion document to identify, address, solve and realign strategic issues concerning team, group or organizational dynamics. The information can be used in a decision making processes on the path of unleashing personal, team, department and company potential, building human capital and business wealth and creating, wellness, resilience, success and prosperity for all.

The PI profile can be used as a discussion, management or coaching document for:

1. Organizational monitoring, management and development or strategic planning
2. An organizational dashboard assessment tool.
3. Synergy between two or more groups, teams or departments
4. Maximising team/organizational relationships between leader, manager or colleagues
5. Creating new levels of health, wellness, success and prosperity

### Developing the IT company's New Success DNA

This case study is used as an example as it covers all the above mentioned issues and is a true example taken from our files. Here we find the PISP of a medium size IT company, during the time of the global recession.

### Background information

This is a case study of a medium sized IT company with 2 473 workers of which 52 % are male and 48% female. The senior management comprises of 64% male and 36% female representatives. They are not only going through a difficult time because the IT honeymoon that has long passed, the recession is causing a serious threat and many jobs are on the line. They have decided to restructure and diversify their business model to meet the changing needs of the time. These changes and the global economy are causing an underlying current of fear, anxiety, conflict and dissatisfaction that are making the process more difficult. A new CEO, Stan, who has been headhunted to turn the company around and keep it financially viable, has been appointed.

Names and places have for obvious reasons been changed.

## INFORMATION FROM THE PISP

### POWER DRIVERS

**The Power Driver indicates the underlying forces that are relevant in the organization at that moment. It refers to the quality of energy available at the time of the PISP**

The IT company as a whole is PI negative: by -3.8%

You are Power Intelligent negative. This means that at the moment, your power drivers are coming from a negative part of you. No person, team or organization can indefinitely be driven by fears, frustrations or any other negativity without heading for a burnout. The reason: 'When your output exceeds your input, you are on the 'down put' 'You need to consciously make a choice to let go of negativity, change and make a breakthrough. If you do accept the challenge and responsibility to develop new potentials - success will be inevitable

<b>PI Positive</b>	)	You are Power Intelligent - positive. This indicates that your power drivers come from a positive orientation, point of view and a positive part of you. This can take you to new levels of discovery - if you are prepared to overcome fears and break through barriers that are presently at work in your life as frustrations. By setting new goals, you can and will move forward. Do not hesitate to build on this positive orientation as this can lead you to new and higher levels of success.
<b>PI Negative</b>	), -3.8%	You are Power Intelligent negative. This means that at the moment, your power drivers are coming from a negative part of you. No person, team or organization can indefinitely be driven by fears, frustrations or any other negativity without heading for a burnout. The reason: 'When your output exceeds your input, you are on the 'down put' 'You need to consciously make a choice to let go of negativity, change and make a breakthrough. If you do accept the challenge and responsibility to develop new potentials - success will be inevitable!

### Plan of action to change underlying dynamics

The table below gives guidelines how the negative underlying negative dynamics can be changed by just changing a few small details. Negativity always needs to be voiced. However, this could cause more problems as the negativity could escalate out of hand if not managed correctly. The challenge is to change the focus.

Your current energy is ....		... use this energy to:
<b>mostly focused on:</b>	Fears	... to work through old hurts - if you exclude yourself from pain, you exclude yourself from pleasure as well - take the chance to be more open - identify the need of others and be of service - learn to love what you are doing - love nature and other people and yourself !
<b>then on:</b>	Strengths	... Ask the question: Why? Find the answer in understanding deeper truths. Identify and understand your soul purpose within the larger purpose of life - learn new things- find and communicate deeper truths about all aspects of life - identify your personal plan of action - use your positive will power to get you there - value honesty and integrity
<b>then on:</b>	Frustration	... ask yourself why you allow negativity to get to you, why you expose yourself to it - see these issues as opportunities to learn, grow and move towards new success - turn the negativity around, you are not a victim - get out into nature- understand your needs and the needs of others - change your focus, let go and move on
<b>and least on:</b>	Priorities	... move on -find and communicate deeper truths - live your own truth - understand your personal and soul purpose - learn to be flexible - develop your inner strength and will power to be where you want to be

All the employees, with Stan at the helm, needed to accept responsibility to turn the organization around. A plan of action to meet underlying destructive organizational forces was developed and put into action. These details were identified and developed from the PISP detail profiles.

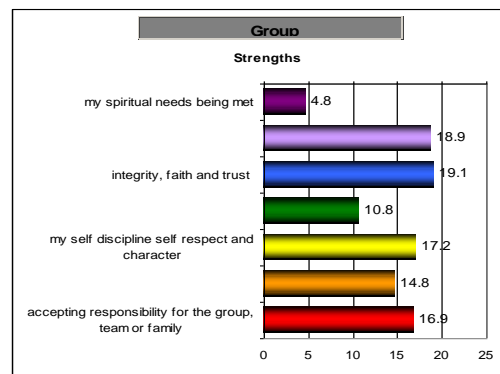
## DETAIL PROFILE OF OUR IT ORGANIZATION

### 1. Strengths

By closer scrutinizing the results it is found that organization's strengths at the moment are:

1. Vision
2. Integrity and trust
3. Self discipline, self respect and character
4. Accepting responsibility for the group

Individuals and teams committed themselves to maintain their strengths while developing an attitude of service to each other, their clients and the organization as a whole. The heavy cloud of negativity started to lift and the atmosphere became more relaxed.

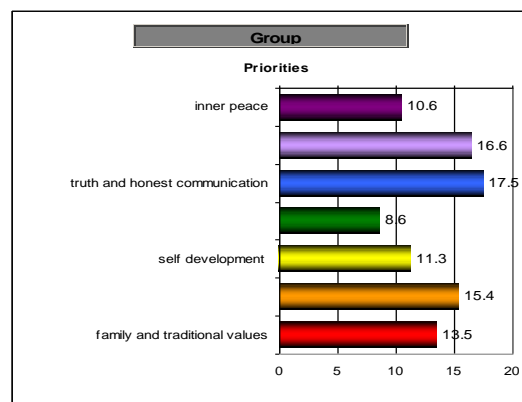


### Plan of action to enhance new strengths

During workshops participants had the opportunity to identify new personal and organizational strengths and develop a plan of action for implementation. Further negativity was stopped and the dynamics turned from negativity and growing into positivity. A follow up will soon be posted.

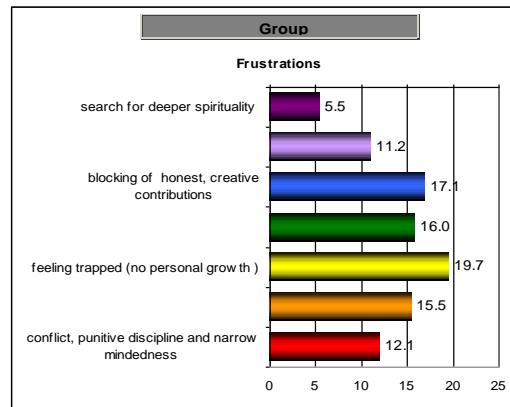
### 2. Priorities

Employees committed themselves to attend personal development programs, as this was not one of their priorities. The Power Intelligence Triple P- workshop series was implemented. Staff members starting taking control of the situation and turned many of their fears and frustrations in to opportunities



### 3. Frustrations

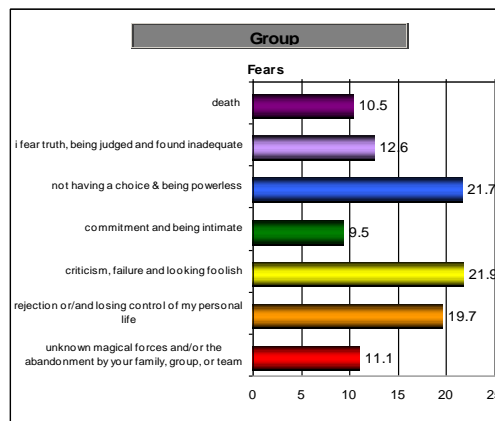
Once staff members became conscious of the fact that they felt trapped with no personal growth, they were committed to personal development and to overcome their negative attitudes in order to move forward personally and collectively.



### 4. Fears

Fears that were draining the energy out of the organization manifested in the form of:

1. The fear of not having a choice and being powerless
2. Criticism, failure and rejection and looking foolish.
3. Losing control of personal life



## Plan of action to manage fears

Consultants specializing in financial management were contracted to develop the personal financial management skills of the personnel. Team and group coaching sessions included developing communication, self-image and team building.

The process is still in progress. The next Success DNA Profile will be done in six months time. The goal is to turn the organization in to a PI positive, innovative, internationally recognized, successful new generation IT Company - A company with New Success DNA and new Leadership DNA.

## THE QUADRANT PROFILE

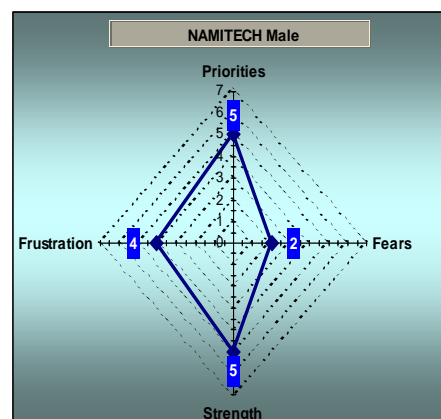
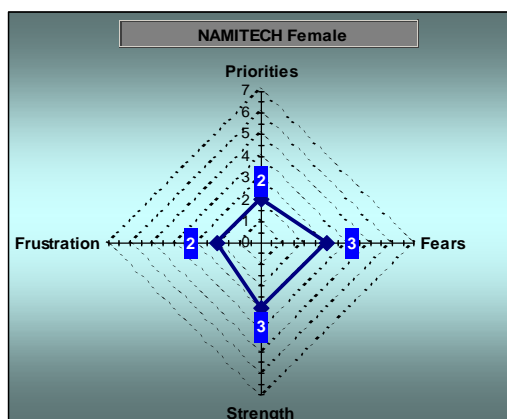
### Resonant and dissonant relationships and/or leadership

We can understand another person's window of perception by super imposing it on ours in order to understand the areas of resonance or dissonance:

Resonance refers to areas that are overlapping and are therefore on the same wavelength. This is the "glue" that keeps relationships, teams and organizations together. At the same time it could be comfort zones keeping the individuals from growth and development.

Dissonance; these are areas that do not overlap. This could indicate areas of personal interests and personal agendas and can cause conflict and disarray. At the same time it could indicate areas of growth, development and the ability to stretch beyond know boundaries. The choice on how this will be managed will depend on the level of understanding and maturity of the individuals involved. It was however found that most people could change their boundaries in order to move forward. Persons with high levels of fear were found to hamper progress and did make transition, development and change very difficult. They usually cause conflict, resistance and disintegration of the system if they cannot overcome their fears.

The quadrant profile revealed that the majority of the staff of this organization had a broader view than Stan's. At the same time the perceptions of men and women reflected different priorities, strengths, frustrations and fears. Stan was confronted with a difficult situation as the PIP further revealed that the age, cultural and gender differences and marriage/relationship status and differences al posed their own challenges. Stan was in for more than a challenge of changing the "financial bottom line".



## PISP PROFILE SUMMARY & WORKSHEET OF IT COMPANY

### Summary of organization's plan of action

<b>What do we want?</b>		<b>Why?</b>	<b>Why don't we have it now?</b>	
1.Successful business 2.Satisfied employees 3.Satisfied customers		1. Business purpose 2. More productive 3. More business	1.Changed IT environment 2.Chaos, uncertainty 3. Need new input/energy	
Current strengths.	Current priorities	Current fears	Current frustrations	
1. Honesty, truth faith & character 2. Seeing the 'Big picture/creativity 3. Self discipline, self-image	1.Honest/open communication 2. Being creative – 3.seeing the big picture	1.Having no choice - being powerless 2.Criticism, looking foolish 3.Rejection	1.Feeling trapped no personal growth 2.Blocking of open communication 3. Persistence of negativity	
New strengths.	New priorities	Managing fears	Managing frustrations	
1.Service to each other and clients 2. Manage personal lives & money. 3. Develop spiritual approach to business	1. Change negative Attitudes in org. 2.Self-development and management 3. Service to self & others. 4.Spiritual purpose of business 5. Implement org. development plan	1.Make conscious choices & accept outcome 2.Accept criticism as positive (not punitive) 3.learn to identify and manage fears	1.Implement personal management programs 2.Create open communication 3.Create new vision & challenges	
<b>SUMMARY OF PLAN OF ACTION</b>				
<b>Action plan</b>	<b>Time schedule</b>		<b>completion yes/no</b>	
1. Company /team meetings to get				
Individual opinions/communication	two weeks		yes	
2 Plan organizational development	after meetings		.....	
3. Identify training specialists to meet				
Organizational needs	3 weeks		.....	
4. Implement training programs	3-4 weeks		-----	
5. Manage neg. attitudes	immediately		yes	
6. Continue coaching & mentoring	immediately			