

EXECUTIVE MANDALA'S UNIQUE APPROACH TO LEADERSHIP DEVELOPMENT

In-demand consultancy helping organisations achieve stronger results.



BARBARA JONES RECALLS

coaching an executive who was a perfectionist with career-limiting controlling tendencies.

The company asked Jones, a top leadership consultant, to work with the executive. Over eight months, he developed skills to understand and regulate his behaviour. He was promoted, and the company's leadership ranks were strengthened.

'We helped him slow down and experience the moment,' says Jones. 'He was able to step back, recognise his behaviour and adapt. He became calmer and more productive. It was a great result for him and the firm.'

Jones has spent most of her professional life helping leaders develop. Her firm, Executive Mandala, works with some of the Asia Pacific's largest commercial and not-for-profit organisations, and has an outstanding reputation.

Executive Mandala has three key traits. First, it addresses the

outer and inner needs of leaders. Jones, a registered psychotherapist, incorporates neuroscience research, leadership theory, development philosophy and Eastern psychology into her work.

'Sustainable human change only occurs when leaders shift their consciousness,' says Jones. 'Our profession has given executives many leadership tools but hasn't done enough to help them understand themselves and their interactions.'

Executive Mandala's field research underpins its Executive Mind Centre. Here, the firm's consultants work with executives to strengthen their cognitive capacity and emotional intelligence.

'A characteristic of successful leaders is their ability to step back and respond, rather than react, to situations,' says Jones. 'It's a powerful advantage for leaders to be able to think calmly and clearly in a fast-moving business landscape.'

Executive Mandala's second trait is its ability to align leadership development with commercial goals. In an overseas engagement, Jones worked with an executive responsible for divesting an operation with 6000 staff.

'We ensured that he understood how his leadership style might help or hinder the project. We mapped the divestment and identified points that could trigger leadership challenges. The executive's skills were enhanced, and the divestment went smoothly.'

A proactive approach is Executive Mandala's third trait. Jones and her team help companies to plan the development needs of emerging and strategic leaders through its Leadership Development Consulting service. She ensures that clients have a leadership framework, understand their capability and have a strategy to address gaps.

'Executive Mandala has a forward-looking approach,' says Jones.

'We work with motivated people who want to become better leaders through heightened self-awareness. And clients that understand that authentic, effective leadership comes from within. Our techniques help leaders professionally and personally throughout their life.'

Jones notices rapid change in people and organisations that engage Executive Mandala. 'Leaders tell us they feel calmer, happier and more productive. Their confidence and resilience improves because they are better equipped to handle stress and uncertainty,' says Jones.

'Clients say their organisation culture strengthens when leaders undertake our training. The workplace becomes more harmonious, and less confrontational, and human capital management is better aligned with organisation strategy.'

Sometimes, the work is about helping executives develop a harder edge. Jones coached a talented executive who was sometimes too passive and pleasing. 'She developed

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skills to dial down these tendencies when she needed to be more direct. Her career scaled to new heights.'

Jones also helped a vice-president who had introversion tendencies and appeared non-communicative. 'He understood his personality traits, and developed confidence to speak out and take more risks. He became energised in his role.'

These and other assignments reinforce the value of proactive leadership development, says Jones. 'Organisations engage Executive Mandala to address the development needs of leaders well before they become an issue. They recognise the high return on investment from our work.'

Having spent almost two decades in executive coaching, Jones says it's rewarding to see executives become more effective, and clients achieve higher results through enhanced leadership.

Jones has seen benefits of this approach firsthand. She had perfectionist tendencies early in her career and became frustrated working in a large organisation. 'I learnt the value of being conscious in the moment, regulating my emotions and addressing my inner demands. I practise that every day and apply those learnings through Executive Mandala to help others.'

To learn more about Executive Mandala, visit www.executivemandala.com.au.



WE HELP YOU BUILD EXCEPTIONAL LEADERS...

by developing their mental and emotional strength and resilience: fundamental to the achievement of cost-effective, sustainable leadership capability overall.

Leadership Development Consulting

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Leadership Coaching

Master leadership competencies critical to individual and business effectiveness - then nominate business initiatives to which coaching goals are aligned, to link behaviour change goals to business outcomes.

Executive Mind Centre

Strengthen both cognitive capacity as well as emotional intelligence - to enable sustainability of physical, mental and emotional energy, leading to high levels of performance and productivity.

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