



THE CHAMPION SERIES

I will start this article by predicting that by 2030, scientists will prove a direct link between personality traits of great business leaders and athletes, alike. In fact, the numbers already support a deep bond between sports and business acumen.

Harvard Business review found that over half of US top female executives played a college sport. Fortune has spotlighted the high number of Fortune 500 CEOs who were college athletes.

We are a few short weeks away from the 2016 Olympics. Many athletes will see the culmination of years' worth of hard work, emotions and sacrifice. What makes the Olympics so special? It is an absolute celebration of human ability, dedication and discipline. We celebrate athletes because we deeply respect their commitment and focus. We admire the strength it takes to get there.

We looked into the life of an athlete and the kind of support they surround themselves with, whether they are competing as a team or as an individual. We found many things that contribute to ultimate success, but would like to highlight four:

1. Discipline

"If you want to win, do the ordinary things better than anyone else does them, day in and day out" - Chuck Noll. Discipline is about being responsible, allowing your coach to hold you accountable and take tough action when you step out of line. As a coach the challenge does not lie in identifying moments of lacklustre discipline, but in disciplining a star athlete in a way that motivates them.

2. Peak Performance

What is that thing that make you want to get up in the morning? Muhammad Ali said: "What keeps me going is goals." "I've exceeded a few of my goals. But I'm behind on a couple of others. No matter how good you get, you can always get better. That's the exciting part." Tiger Woods Athletes know that carefully planning and managing their performance to peak at just the right time is crucial for success.

3. The coach

In the words of Vince Lombardi: "Coaches will outline plays on a blackboard a dime a dozen. The ones who win get inside their players and motivate." The role of the coach is to create the right conditions for learning and performance to happen and to find ways to motivate the team. A good coach is one who can communicate effectively with his charges, motivate them, provide leadership, is ethical, has a deep understanding of good principles, constantly seeks to upgrade oneself, and has an aptitude for planning and organisation. Most importantly even though the coach understands the significance of their role, they know when to let the spotlight shine on the star.

4. Money

The amount of money available in professional sport today is astounding. Many athletes come from very humble beginnings. Learning how to handle money, invest well, spend safely and guard against being taken advantage of, is as crucial as practicing for the next game. There are countless examples of top athletes who were unable to cope with the fortunes that fame brought and their downward spiral is legendary. It is not

surprising to read research where many athletes who were once at the top of their game with vast fortunes end up being poorer than when they started.

The professionalisation of sport provides a window into human nature on a global scale, with many lessons for business. EOH is launching a series of workshops in honour of the Olympics and the many analogies and wisdom we have learned from athletes. The Champion Series will comprise four workshops:

1. Champions and Discipline

Every team has at least a couple of talented individuals who love to push the envelope when it comes to team rules. Some are notoriously late and others have not gotten down the whole concept of responsibility and accountability. Poor management of discipline, grievances and dismissal can be costly in time, money and damage to employee relations. A thorough understanding of the legal environment is essential for good management. *What makes this workshop different is that the focus will be wholly on practicing the **skills** required during a disciplinary or grievance procedure.*

2. Creating Champions

Key to sport is that the competition is fair. The Wall Street Journal reported during the 2012 Olympics that it is difficult to design a single judging system that prevents all forms of bad judging (or refereeing), be it corruption, intentional bias or unconscious bias. You would agree that it sounds eerily similar to conversations about performance management in the workplace. As many well respected companies publicly shun traditional performance management, the question arise: so what is next? This workshop will focus on how to increase productivity, employee engagement and motivation as well as what the next chapter is in managing performance.

3. Coaching Champions

The constantly changing and utterly unpredictable world we currently find ourselves in requires innovative and flexible solutions. The old rules of managing employees coined during the Industrial Revolution no longer apply. Coaching has proved to provide a host of benefits to organisations such as increased loyalty, connection and commitment. Coaching helps an employee feel comfortable with management and encourages open communication. The workshop will focus on the role of coaching and critical coaching skills every manager should have.

4. Money Matters

Two major economic down-turns in less than 10 years has left South Africans in a place where they seriously have to reconsider how they use their money. The number of garnishee orders are soaring. Companies can no longer say that personal finance, is well, personal. It is affecting employees' ability to get to work and to "be" at work. This workshop is aimed at teaching employees the fundamental skills required for managing personal finance in a fun and memorable way.

Workshop Schedule:

Cape Town	Johannesburg	Pretoria
Champions and Discipline - 25 July Coaching Champions- 26 July Creating Champions- 27 July Money Matters 28 July	Creating Champions- 20 July Money Matters- 26 July Champions and Discipline- 27 July Coaching Champions- 28 July	Coaching Champions- 19 July Creating Champions- 21 July Champions and Discipline- 26 July Money Matters- 28 July

Email: estea.rademeyer@eoh.co.za or liezl.botha@eoh.co.za

Contact us on: 012 940 6300

Visit our website for course details and booking forms at:

www.eohhcs.co.za

