

Tony Dovale – Bio

The Ultimate 21st Century Team Transformation & AQ Coaching

- Business Coaching
- Engagement & Inspiration
- Real Team Building
- Human Sigma

Corporate WoWShops

- TimeShift
- TeamShift
- SalesShift
- TrustShift
- ServiceShift
- SpeakerShift
- Leadership
- MindShift
- CoachShift
- StrategyShift
- EngagementShift

Personal WoWShops

- LifeShift
- HeartShift
- WealthShift
- The Phoenix Adventure
- Dragon Slayers
- The Alchemist

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professionalspeaker.za.net
Speakersmotivational.co.za

Tony Has committed the last 32+ years of his life's journey to exploring and discovering the most powerful Human Potential Development and Business Transformation technologies – enabling him to assist many people in becoming more of who we truly are capable of BEing.

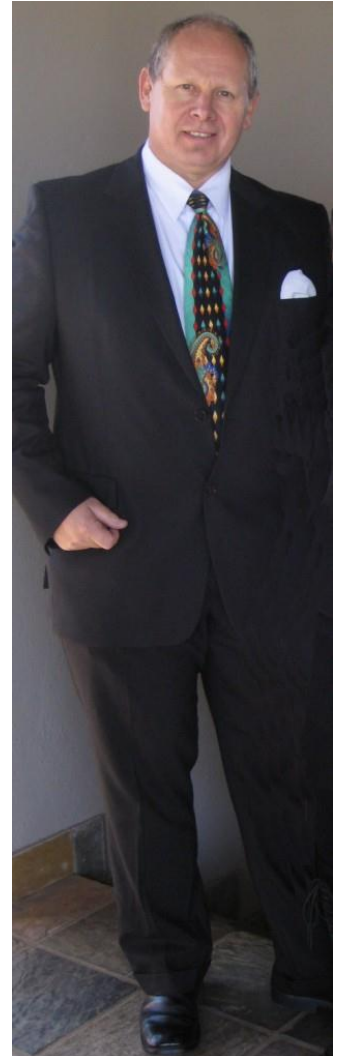
His focus is guiding people along the pathway to true authentic happiness and success. To turn our issues and stumbling-blocks into stepping-stones, where we make a positive difference in this world. His reward is coaching and enabling us to move towards discovering real meaning, value and personal worth in a world of constant upheaval, challenge and change.

Tony's experience covers a broad range of business and people development. These include Leadership, CultureShift, Sales and Marketing, Radio & TV, Entrepreneurial Development, Technology Developer, Inspirational & Transformational Coaching, Facilitating and Training, Radio Talk-Show presenter, Video Production, and an extensive range of experiences that one encounters in this adventure called Life.

Tony has typically been the initiator and managing force in all of his business endeavors from a very early age. In all of his companies, he has maintained a hands-on approach to every aspect of businesses. Tony is dedicated to developing and delivering leading-edge business development and personal transformation tools, strategies and experiences.

Tony's personal experience and focus, plus his ISPI (USA) – International Society for Performance Improvement resources, enables him to continue to research and develop tools and processes to support staff, management, productivity and enhance business performance. His passion and skills lie in the arena of facilitating, coaching and managing people to deliver exceptional results through applying the "best of the best"; coaching, training and business practices. We deliver potent personal and business development programs that can catapult your organization way ahead of your competition.

Tony is a born entrepreneur and has, since the start of his working career, been the initiator, driver, and creator of a number of successful entrepreneurial ventures. Tony continues to develop his knowledge and skills in a wide range of personal and business spheres, with a strong focus on high-level transformation, coaching, strategic business / leadership development, sales and marketing.



Namaste'

Tony Dovale' - Chief Results Coach & Appreciative Team Building Alchemist

❖ *After only 1 day of teambuilding, facilitated by Tony, I could see a marked improvement in the coherence of the 35 people in this TEAM. I'm writing this 3 months after the event, **and still this continues – a real lasting impact, Real value for our money.** I realize that real teambuilding means work, not merely group entertainment. The **stop-start-continue list** which we drafted in the session gave us concrete stuff to work on, and we keep reminding ourselves of this through regular stock-taking of where we are. I recommend Tony with no hesitation, both for the content of his program and his style. **E van Renen, Director: Intl Trade, National Dept Agriculture***

❖ *Our Sales have almost doubled in 4 months of your sales coaching. - Gina*

"Architects of Trust & Transformation"

Online Videos

Sasol Talk - <http://www.youtube.com/watch?v=oXcJ0yJ0E84>

Tony Dovale – Video Reel - <http://www.youtube.com/watch?v=ZzOx9faEKRC>

Research Profile/Assessments Explanation - <http://www.youtube.com/watch?v=jkbJOKCoLS0>

Case Study / Pre & Post Team Building Results - <http://www.youtube.com/watch?v=Zz4P9jOgtJE>

❖ **PLEASE NOTE:** No other team building company achieves the profound personal and team shifts that we facilitate, that impacts people in every area of their lives on a long-term basis.

❖ Companies and Associations Tony has founded:-

- ❖ Duff Estates - Property Development/Estate Agency
- ❖ Microness Rissik Computers – PC, Networking Sales & Service
- ❖ Network Interface Consultants (Pty) Ltd – IBM system Center Dealer – IT
- ❖ EASY PC Computers - Voice Processing, Networking & Internet Technologies
- ❖ EASY Beat Music – Mobile Entertainment
- ❖ Integrity Training International – Founder Partner –Leadership Development
- ❖ CANI 98.7FM Community Radio – Radio in Sandton – Founding member
- ❖ Life Masters International (Pty) Ltd – Coaching, Culture & Leadership Development
- ❖ Win Media Group (Pty) Ltd - TV /Radio Marketing, Sales and Consultancy
- ❖ Win Broadcasting (Pty) Ltd – Recording Studios & Radio Station Development
- ❖ WinSat (Pty) Ltd – Satellite Data Distribution & TV Broadcast
- ❖ RR2 (Pty) Ltd – Property Investment & Development
- ❖ AD Quest cc– Media Brokerage & Marketing
- ❖ The Human Element (Pty) Ltd – Corporate Leadership and Management Coaching
- ❖ CoachBiz - Division of Life Masters - Life and Business Coaching
- ❖ The Human Element (Pty) Ltd
- ❖ Teambuilding1 – REAL Team building

❖ Founding member of...

- ❖ Coachville - USA
- ❖ Alpha Mind Power Forum – Personal Development
- ❖ The Human Element
- ❖ Life Masters

❖ Memberships, Achievements & Associates

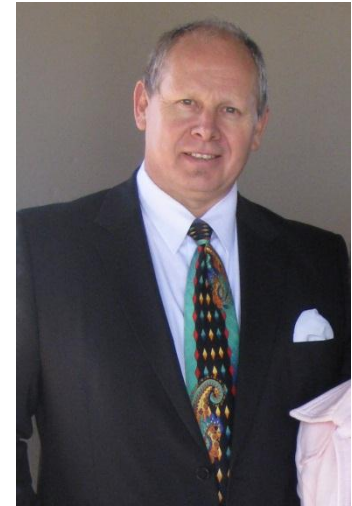
- ❖ Chief Scout @ 16 years of age
- ❖ Came second in my South African Naval intake (1970's)
- ❖ Patrol and Troop Leader - 1st Berario Boy Scouts
- ❖ Flew light plane Solo @ 5,5 Hrs (National average is 21+ hrs).
- ❖ Member Computer Society - Computer Systems Analysis
- ❖ Provincial Hockey – Southern Tvl, Western Province & SADF (Country Districts & Junior Board)
- ❖ Member of The Institute of Estate Agents of South Africa
- ❖ Toast Masters International - CTM – Competent Toast Master
- ❖ Vice President (Membership)– Toast Masters Sandton
- ❖ Wanderers Club & Inanda Club – (past)
- ❖ Contributing Member of “It’s so simple” Entrepreneurial development programme
- ❖ Technology contributor to British Airways In-flight Magazine - Airtales
- ❖ ISPI - International Society for Performance Improvement – (past)
- ❖ IFPCM -International Federation of Professional Coaches and Mentors



- ❖ Inner Circle – Business Development Forum
- ❖ Accredited Traditional Healer (Complimentary Health)
- ❖ Professional Speaker Association of South Africa (PSASA)

Sports:

- ❖ Paragliding
- ❖ Hockey (Provincial - Competitive)
- ❖ Snow Skiing & Water Skiing
- ❖ Squash & Tennis
- ❖ Fishing (Competitive Deep Sea Angling)



Through Life Masters International (LMI), Tony's work in human potential and High-Voltage Leadership development is coming to the fore, as the importance of addressing the Spiritual/Emo-Energetic/Resiliency aspects of people in business is being realised.

His concept of "Emotionetics" in life and business is gaining popularity among companies such as ESKOM, Sasol, Hardware Distributors, Semble-it, SABC, Lafarge Cement, Siemens, Rennies Travel and Impala Platinum Mines, Office of the Public Protector, Department of Agriculture and Department of Water Affairs and Coca-Cola South Africa 2010 Management Team.

With his business & coaching experience, and extensive hands-on know-how, Tony is able to relate to people with empathy, insight and understanding. He has a wealth of personal experiences and tools that enable people to discover and release their limiting beliefs, perceptions and stumbling blocks, and be able to adopt new perspectives, beliefs and principles.

A large part of Tony's current work is in the field of AQ (Adversity Intelligence) / EQ (Emotional Intelligence) Real Team/Trust Building and New Economy Leadership Coaching. This includes Consciousness, Awareness and Higher Ground Leadership Development, Action Learning, Experiential Encounters. Through his Transformational and Resilience Coaching he is able to assist and guide existing business owners, entrepreneurs, leaders/managers and team along a more rewarding path of adding value and success to businesses, society and the world.

Although many people can measure some aspect of IQ, EQ, SQ, or AQ, very few people have the tools, strategies and technologies to dramatically, and effectively, enhance and develop your results, sustainably, over the longer term. This is Tony's / Life Masters Unique advantage and focus with Appreciative Inquiry as the foundation for the process.

Tony has been the initiator of setting up of training divisions in various companies. He has used "Accelerated Learning" techniques - NLP, Emotionetics, music, visualisation and the CALM Modular system - to provide technical training on Novell, IBM, Microsoft products, Networking, Lans & Wans etc. Companies such as De Beers, Adcock Ingram, Investec Bank, Liberty Life, Boart, MLCL, Sandoz, Radio 702 and numerous other large organizations have made use of his services, which have proven to be extremely successful and rewarding in assisting companies to achieving their goals.

Tony has also developed team and trust building interventions where the full effects have lasted over 2 years and impacted throughout the organization.

Following is a summarised list of advanced training courses, studies, reading and research that Tony has concluded:



Technical Training

- ❖ Cobol Computer programming -Van Zyl & Pritchard
- ❖ RPG Computer Programming - NEG Insurance Company
- ❖ Computer Society of South Africa (N.I.P.R.)
- ❖ LANS & Connectivity -IBM
- ❖ Novell Basics, Advanced & Tech support - N.I.C "System Center" Education
- ❖ All Microsoft Computer Products - N.I.C
- ❖ Computer Training – Nikuv Computers
- ❖ Advanced Networking strategies – Lattice Technologies
- ❖ Networking / Connectivity / IT Systems - ISM/IBM Education South Africa
- ❖ Voice Processing Technologies – USA
- ❖ All PC and PC to Mini/Mainframe technologies – IBM South Africa
- ❖ PC Operating systems / complete technical services – IBM Education South Africa
- ❖ Telecomm & Voice Processing Strategies – USA
- ❖ Photography / Film Production – Kodak South Africa
- ❖ Photography/Video - SA Defence Force (3 years)
- ❖ Continuing Microsoft Education – All Microsoft products
- ❖ Microsoft OEM Dealer accreditation
- ❖ Marketing Foundation- ISM/IBM
- ❖ TQM - Quality Management Systems – SANS 9001:2000
- ❖ Open Space Technologies & Future Focus
- ❖ Search Engine Optimisation Strategies

Leadership, Management, Marketing and Sales

- ❖ Blue Eyes – Diversity Sensitivity Training
- ❖ Appreciative Inquiry for Leaders of Change – Cooperrider, Whitney, Stavros
- ❖ Professional Selling Skills I & II - Sales/Marketing - Volkswagen South Africa
- ❖ Product Evaluation Clinic – VW SA
- ❖ Sales Training - Tom Hopkins programme
- ❖ Small Business Management – Small Business Development Corporation
- ❖ Property Development Consultant - Seeff Property Training
- ❖ Enneagram Insights – Various resources
- ❖ Marketing Dip. - PE Consulting
- ❖ Customer Service Strategies – Art of winning and keeping customers – Prime

Learning

- ❖ Business Management Dip. -Executive Education
- ❖ Organisational & Executive Trends - IBM (USA)
- ❖ Strategic Interventions with the Balanced Scorecard & Total Performance Scorecards
- ❖ Strategy Implementation – TIES process / Future Focus
- ❖ Board Exams Estate Agent - Institute of Estate Agents
- ❖ Business Management - Institute for Business Analysis
- ❖ Management, Diversity & Conflict resolution - Lead the Field (Pty) Ltd
- ❖ Business/Customer Development in the 90's Programme - Wendy Evans

- ❖ Integrated Management – Effective Executives
- ❖ Communication & Leadership – TM International
- ❖ Mega Marketing strategies – Jay Abraham
- ❖ Appreciative Inquiry – Various Resources
- ❖ Organisational Behavior – M Feldberg
- ❖ Balanced Score Cards, Strategy Maps & Total Performance Scorecards
- ❖ Diversity Leadership – Mankind Project
- ❖ Communication & Accelerated Learning Methods – Lead the Field (Pty) Ltd
- ❖ Communications and Body Language – Alan Pease
- ❖ Customer Management – Prime Learning International
- ❖ Behavior And Management Styles – Der Post
- ❖ Communications Excellence – Human Resource Development
- ❖ Time Management & Goal and Vision Setting Life Skills – Own Programme Research
- ❖ From Leader to Trainer – TMI
- ❖ Goal Setting – SMI programme
- ❖ Dynamics of Personal Leadership – SMI programme
- ❖ Personal Power Program I & II – Tony Robbins programme
- ❖ Personal Transformation – Wayne Dyer programme
- ❖ MLM for Success – Darren Fox
- ❖ Coaching University USA - Practical Coaching for Personal Development
- ❖ Investment in Excellence - Louis Tice programme
- ❖ Alpha Mind Development - Peter Heibloom
- ❖ NLP - Business Strategies and Ethics - Genie Laborde (USA)
- ❖ NLP Communication Excellence - PE - HRD
- ❖ NLP for Effective Executive Management - IMS (SA)
- ❖ Human Sigma – Gallup Research
- ❖ NLP - Practical Application - Claude Van Wyk
- ❖ NLP & Time Line – Tad James programme
- ❖ Professional Life & Business Coaching – IFPCM
- ❖ NLP Coach – Ian Mc Dermot
- ❖ Corporate Coach – B Miller & P Brown
- ❖ Adversity Intelligence @Work / Personal – Dr Paul Stoltz
- ❖ New Leadership Strategies – Mankind Project
- ❖ Founder Member Coachville – USA
- ❖ Organisational Development – Wiley
- ❖ Staff Engagement – Gallup Research
- ❖ Basics of Appreciative Inquiry
- ❖ Power Vs Force, Eye of the I, I.. – Studies in Consciousness – David Hawkins
- ❖ Higher Ground Leadership and Inspiration – L Secretan
- ❖ Appreciative Inquiry for Teams
- ❖ Neuro Marketing

Transformation, Personal Development, Counseling and Healing

- ❖ Transformational Training – (24 Months) Why, Paradox, Mastery - ITI (Cohen)
- ❖ Process Oriented Shadow Work (3 days) – Facilitator Certification – Third Nature Dimitre Bilgere (USA)
- ❖ NLP Training – Professor I Katsef and Dr A Lecore
- ❖ The Next Evolutionary Step – (3 days) Natasha Lakaeve MS (Australia)
- ❖ Transformational Facilitator Programme (6 months)– Flemming Funch (USA)
- ❖ Human Development for the 90's – Academy of Learning
- ❖ Healing with Sound – (3 days) Simon Heather (USA)
- ❖ Healing with Holographic Repatterning (6 days) - Clowey Wordsworth MA (USA)
- ❖ Facilitator & Trainer training (18 months) – Integrity Training International (Cohen)
- ❖ Body Alignment Therapy & Healing Level 1 & 2 (6 Days) – Jeff Levine (USA)

- ❖ Jin ShinJitsu Healing Level 1 & 2 (4 days) - Dermot Milligan
- ❖ Time-Line Therapy Programme – Tad James (USA)
- ❖ Flower of Life – (7 Days) Drunvalo Melchizedek / Ron Holt
- ❖ NLP Fundamentals Essentials (2 Days)– Claudius Van Wyk
- ❖ The Art of being Human (3 Days)– Bev & Fran Newington
- ❖ Calm – (2 days) Accelerated Learning and Self Healing - Lead the Field
- ❖ Emotion Development & Management (Ongoing Research)– P Henderson – Scientific Research
- ❖ Freedom Through Releasing – Facilitation Dr EE Lindwall (1+2+2+1+1+2+2 days)
- ❖ Facilitator Training - Freedom Through Releasing – Dr EE Lindwall (7 day + 2 day)
- ❖ Emotionetics Facilitator Development & Training – LMI Research
- ❖ Life Line Counselor training (8 weeks)– Life Line Johannesburg
- ❖ Hospice Councilor Training – (12 Weeks) Hospice.
- ❖ Spiritual Growth & Healing (3 days)– Lesley Templton Thurston (USA)
- ❖ Conflict Resolution - Lead the Field (Pty) Ltd (Frikkie Van Krayenberg)
- ❖ Integrated Management – Effective Executives
- ❖ Communication & Leadership – TM International
- ❖ Life Style & Goal Setting - ACA
- ❖ Personal Communications and Body Language – Alan Pease
- ❖ Human Behavior And Management – Ven Der Post programme
- ❖ Communications Excellence – Human Resource Development
- ❖ Time Management & Goal and Vision Setting Life Skills – OPR
- ❖ The Marriage of Spirit – L Temple-Thurston
- ❖ From Leader to Trainer – TMI
- ❖ Dynamics of Personal Leadership – SMI programme
- ❖ Personal Power Programme/Lessons in Mastery – Tony Robbins
- ❖ Personal Transformation – Wayne Dyer programme
- ❖ Coaching University USA - Practical Coaching for Personal Development programme
- ❖ Investment in Excellence - Louis Tice Self Development programme
- ❖ ALPHA Mind Power & Development - Peter Heibloom (Australia)
- ❖ NLP - Business Strategies and Ethics - Genie Laborde (USA)
- ❖ Hypnosis for Healing – Life Works
- ❖ NLP Communication Excellence - PE - HRD
- ❖ NLP for Effective Executive Management - IMS (SA)
- ❖ Transformational Life & Business Coaching – IFPCM
- ❖ Life Coaching - Founder Member Coachville – (USA)
- ❖ Marknosis Hypnosis – Mark Cunningham programme (USA)
- ❖ EMF – Emotional Freedom Technique – Energy Therapy Gary Craig (USA)
- ❖ BSFF – Be Set Free Fast programme – Dr. Larry Nimms (USA) Energy Therapy
- ❖ Business Psychology & Human Behavior – UNISA (Center for Industrial & Orgl Psychology)
- ❖ EMF Balancing Technique - Sue Maclean-Arnot
- ❖ Touch For Health 1, 2, 3, 4 - Kinesiology Practitioner– (8 days) Cally Carty
- ❖ Quantum Consciousness (3 day) – Jenny Des Fontain / Quantum Coaching
- ❖ Coaching for Results – (5 Day)Jenny Des Fontain / Quantum Coaching

As a Life-Line and Hospice qualified counselor, accredited Traditional Healer, and the developer of eMotionetics and other human performance enhancement technologies, Tony continues to research, develop and deliver new and improved processes, tools and strategies for enhancing performance, productivity, profits and passion.

Tony's core focus at this point is in executive management, leadership, sales and AQ coaching. With his broad range of experience, unique perspective and advanced tools, He is particularly suited to bring influential new insights and inspiring possibilities to the coaching process and your workplace. This, in turn, is directed to impact positively and profitably on your Triple-Bottom-

Tony Douale

Line.

Other Studies and ongoing research: Emotionetics, Personal Energy Management, Higher Ground Leadership, Emotional Intelligence (EQ), Adversity Quotient (AQ), AQ Coaching, Psychosynthesis, Consciousness, ESP's - Staff Well Being programmes, Action Learning & Experiential encounters, BSC & TIES, Corporate "Healing", e-Motional Empowerment in Business and Transformational Facilitation as well as the Human aspect of CRM – (Customer Relationship Development and Management), Diversity Trust building and true team developments, staff interactions and incentive systems that really matter and make the real difference.

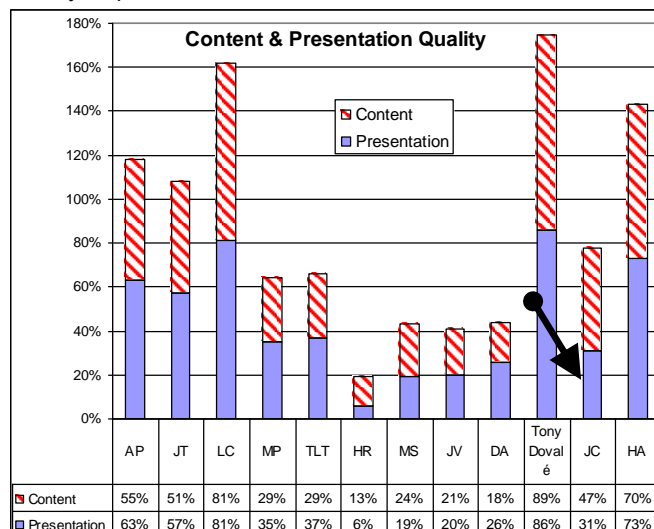
Some Companies/Professionals Tony has worked with:

- ❖ Sasol – Technical Service – Staff Engagement & Leadership
- ❖ Escom Conference Services – Service / Team building
- ❖ Rennies - head Office - Glynn Van Rensburg
- ❖ Semble-it - Brian Eastes (MD) – Team Building / Service
- ❖ Polyfin - John Gillmore (HR)
- ❖ Hi-Tech PC Distributors - David Kid (Mkt Dir) – Killer Company/Team Building
- ❖ Barlows Hardware Distributors - Bruce Cooper (MD) – Team building/Killer Company
- ❖ Mac Med - Trevor Lauf / Rob McGuire (MD) – Team Building
- ❖ Rennies Travel - Midrand – Customer Service
- ❖ Megro Management Education - Phillip Carlisle (MD)
- ❖ Smile Education - Bernise (MD) -Sales focus
- ❖ Grow SmartCard - Llewellyn Burchell (MD) - Sales & Customer Focus
- ❖ Times Media Limited - Sales Department
- ❖ Sasol Technologies (HR Department)
- ❖ Growth Holdings - Trevor Nel (MD)
- ❖ Green & Gold Sports Management - Dianne Esterhuizen
- ❖ Tianshi South Africa – (Training and Coaching)
- ❖ Eskom Electrical Department - Peter Griffiths
- ❖ Marcus Evans Seminars – Service Focus
- ❖ PSA – Beyond Motivation
- ❖ World Huna Convention – Energy & Consciousness - Lake Tahoe –USA
- ❖ Hollard Direct/Sowetan Money Club
- ❖ Lafarge Call Center – Stress Management / Team-building
- ❖ It's So Simple – (MLM Presenting, coaching and Training)
- ❖ Lafarge Key Accounts – Team Building/Conflict Resolution
- ❖ Sportron – Energy Management / Personal Motivation presentation
- ❖ Juvio – (MLM Presenter/ Training and Coaching)
- ❖ OPP – Office of the Public Protector
- ❖ Department of Water Affairs
- ❖ Department of Agriculture
- ❖ Coca Cola South Africa 2010 Management Team
- ❖ Ceed Leadership
- ❖ Business Connexion
- ❖ SAMA
- ❖ Nestle Purina
- ❖ Repssi
- ❖ Oxfam UK
- ❖ SAMA

Presentations and Speeches

- ❖ AQ – Your True Success Predictor
- ❖ Ho-Voltage Leaders - Architects of Trust
- ❖ Prisoners in Paradise - Awareness
- ❖ Soul Setting & Goal Getting
- ❖ 21st Century Dragon Slayers
- ❖ Who is driving Your Bus?

Tony's speaker scores from Marcus Evans seminar feedback



- ❖ Lifeshift – Zero 2 Hero
- ❖ Inner Journeys for Outer Peace
- ❖ AQ - Beyond Motivation
- ❖ Don't park in your "Comfort Zone"
- ❖ Getting out of "The Game"
- ❖ "Customers for Life" challenge
- ❖ Imagin-eering for Unlimited Beliefs
- ❖ Beyond Customer Service & Care
- ❖ Coaching to build real people and teams
- ❖ Upgrade Your Mental Firmware
- ❖ Recreating yourself for success – HPT
- ❖ E-motions in Business – The EQ/AQ Factor
- ❖ You want me to work where! - Toxic Workplace
- ❖ Real Corporate Transformation & Diversity– Trust is a must or bust!
- ❖ Why The New Entrepreneurs are succeeding – Network Marketing Trends - Relationships
- ❖ Corporate Soul Surgery – beyond BSC and Diversity– Coaching with Heart and Consciousness
- ❖ Planning for a Richer Future – Networking
- ❖ Leadership – Cream Always Rises to the Top
- ❖ Engagement from Effective Leadership
- ❖ Biology of Business
- ❖ SEO secrets to transform your sales

Tony will research and develop content that is specific to your problems, challenges or issues on request. As a qualified Toast Master, Transformational coach and facilitator, tony has great experience in researching, creating and delivering lively, controversial and transformative topics.

One of Tony's aims is through collaboration with Dr. Lance Secretan center (Higher Ground Leaders) to provide the leading-edge - powerful and effective service and resources (Warmware) for business and personal transformation.

A large part of Tony's time is now committed to Life / Business Performance / Sales and Leadership Coaching for people who have discovered that they want more from, and for, their lives... More than a J.O.B. ... more than a place to just earn an income.

Tony works with people who have a strong desire to accelerate their growth, and who wish to make a real difference in this world. He also works with people who fully comprehend and embrace the true concept and value of Human Capital and understand the shifts taking place in society and consciousness.



Community Activities

Tony was the founder of CANI Community Radio 98.7FM, where he broadcast a daily 60-minute personal/success development programme ("The Now Factor") for 18 months. Content included Coaching, Motivation and Inspiration, Transformation, Successful Achievement, Trust-building, Team-building, Life-Skills, Goal-Setting, Time-Management, Assertiveness, Stress-Management, Leadership and many other important areas of Life and Performance Improvement.

Tony also works with The Villa (Non Profit) that supports Abused women and Children in Douglasdale with Charmaine McGinley.

Tony Dovale

The Future

We are developing and delivering unique, potent, transformative workshops for companies who recognise and understand that their greatest assets are their diverse teams of people. This is done after extensive research within the company before we decide what will be best for your challenge. Whilst we apply some older methodologies like BSC from 1992, we've updated our approach to be inclusive of many of the newer approaches, Like Appreciative Inquiry that have been found to more effective in building engagement and participation. These workshops are action-learning, experiential, challenging, life-changing, paradigm-blowing and transformative.

We primarily work with companies who are serious about developing and coaching their people to greater heights. We enable these companies to design, develop and deliver the "unfair" advantage in a sustainable and measurable environment. We work with organizations to create a unified focus, supportive and adaptive platform for enabling teams to become fully engaged and to deliver exceptional results.

Currently Tony is continuing with research and refinement of his eMotionetics Energetic Management, Higher Ground Leadership, Appreciative Inquiry PLUS and Profit-Prophet. Tony consults, facilitates and coaches these technologies and techniques to leaders, therapists, healers, coaches, managers and other interested organizations and individuals. Tony will continue to develop and deliver advanced Business Building/Team-Building/Human-Building & Trust-building strategies, as well as Human Performance Technology/coaching services.

Over the last 10 years Tony has been refining a unique plan for a business enhancement service called "Profit-Prophet" based upon extensive research in the Services Sector combined with a cross pollination of his Human Performance Technologies (HPT) experiences and research.

Comments from workshop participants.

I walked out a completely changed person... I'm now happy Confident, and I've let go of all of my anger. I FEEL GOOD ABOUT MYSELF! For the first time in ages. – Christine

"Believe in the strength that is within each of us – the strength to choose to become victors."

I would like to make use of this opportunity to thank you, on behalf of the team, for an excellent motivational presentation. You truly touched our lives and changed it forever! On a personal note I would like to thank you for accomplishing what 7 years of psychological therapy could not do – Thank you! Z

One of the most thought provoking speakers I have ever encountered. – Clive stacey.

Our team will never be the same again. Tony has been life giving to our organisation - Zain

Websites : www.lifemasters.co.za, www.tony-dovale.com, www.professionalspeaker.za.net
www.teambuilding1.co.za, www.speakersmotivational.co.za

Email : tdovale@lifemasters.co.za

References:

Mr J Lalieu - Personal
 Dr Emmanuel Imbevore
 Mr S Fletcher
 Mr Owel Msomi
 Dr Tinus Schutte
 Mrs Marilyn Kamp

: Unixsys Systems – 083-656-3221
 : CEED Leadership & Coaching – 083-287-0969
 : High Access - 083-447-6301
 : GM - Coca Cola 2010 World Cup
 : Senior Controller – Office of the Public Protector
 : Professional Employee Benefits 082-702-2293

Profit - Prophet

Business is now too competitive to continue to use old paradigms for moving forward successfully and profitably.

We often discover leaders who are too long in the tooth to let go...of their old views of the way business used to be or should be. The old management styles are out-dated... outmoded and to be blunt...usually counter productive in today's times.

We need to adopt a new model of impacting performance. To increase performance, productivity and profits... we desperately need new ways to identify, view and enhance the areas of potential improvement.

From our experience the following layered model could be a replacement paradigm or perspective to adopt as the foundation for on-going continuous improvement (CANI).

The model below is aimed at offering a layered approach to addressing the challenges we typically face in business performance today.

Each level builds on, and supports, the development of the previous level below. Experience shows that a weakness in lower levels can be detrimental to the development and growth of each successive level above.

A weakness in the lower levels is carried all the way though to the higher levels as a flaw/weakness/leak, which can directly impact on performance and profitability.

Before we can fully maximise any level, the levels below must be addressed and bolstered first. To often leaders are looking to quickly enhance results by just turning up the "heat". This may work for a period of time... the only thing that you can be sure of is that this is not a sustainable process.

As an consequence, dangerously increased stress levels result, burn-out is inevitable, relationships (Home, work and client) begin to suffer, and eventually something has to snap. It does not help to throw money, time, focus or effort at a higher level, when issues on the lower levels are not correctly addressed and resolved.

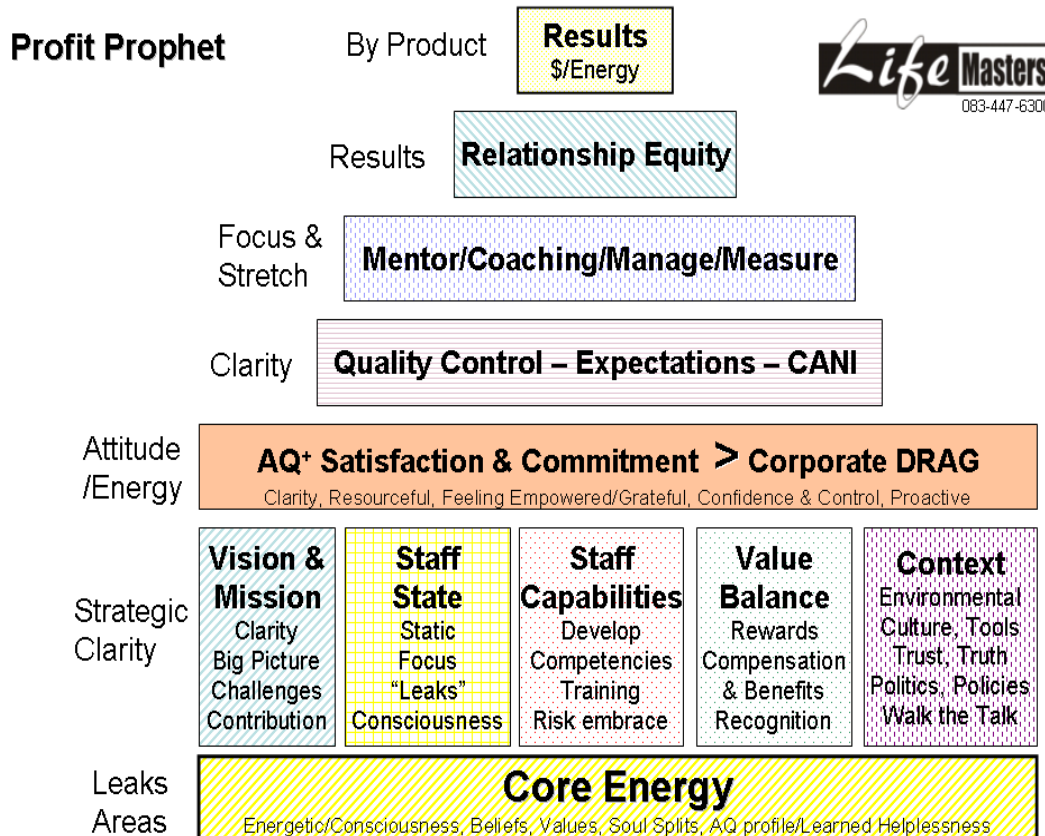
Unless this is resolved, medium to long-term damage to a whole host of important areas becomes evident. The real challenge to this whole picture is that many of the underlying issues are almost invisible.

And taking into account that *TRUST* is one of the major facilitators and catalysts of this multi-layered development,

Leaders must become cognizant of the fact that TRUST takes a lifetime to build and a second to break".

If leaders are to lead effectively, they need to become more aware of the impact of their decisions and actions on the workplace.

The leaders of tomorrow will be ENERGY directors and alchemists... Not command and conquer controllers. Leaders of tomorrow will create contexts where people can grow, perform and prosper.



Logical Levels of Results

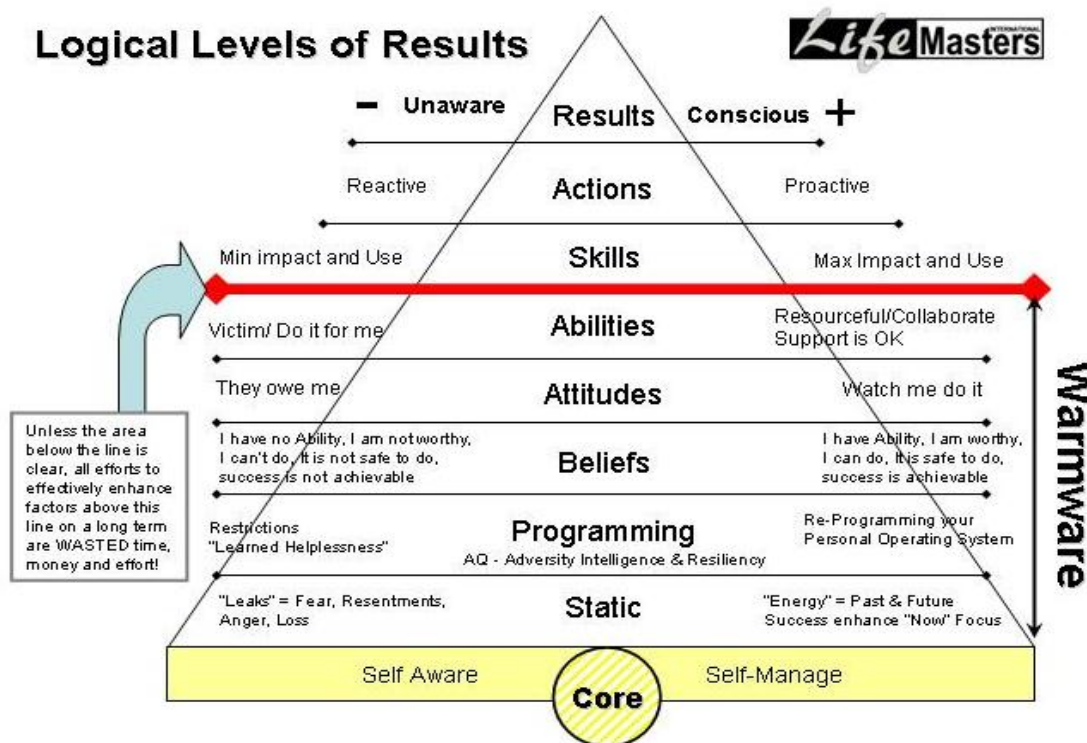
If you speak to employers about their staff's performance, you will typically hear comments about low skills, ineffective training, lack of ownership, responsibility or performance, and all the pressures around skills development legislation etc .

If we dig a little deeper into the real challenge that presents its self to us - that of reducing poverty by making our people more productive and competitive, we will quite often see that it's not only a skills issue that must be addressed, but primarily it's an attitudinal issue that is our biggest challenge.

Ask anyone what they experience as a quality of service in their day to day encounters. For the most part your feedback will be negative. Is this really because of a lack of skill, or is it a Personal Attitude/Personal Beliefs issue? With the right attitude you can achieve almost anything, with or without skills. But a person with skills, and a negative attitude and bad demeanor can scupper any organisation's intention to deliver efficiently and competitively.

The problem that I see with our great haste to train and skill everybody is that we are missing the fundamental issues that control results. Those issues of - Attitudes, Beliefs and Socio-experiential programming, like Learned Helplessness, Self Limiting Beliefs, and Adversity intelligence (AQ) - which all rest upon a delicate framework of Self-Awareness, Self-Management and Self-Motivation. (or Personal Energy Management.)

Research typically proves that less than 15% of training experienced is transferred back into the workplace. Add to this the fact that our memory of training materials etc deteriorates quite dramatically. People characteristically remember around 20% of the learnt material after a 30 day period. That's like wasting 80c in every rand of your training cost!



If we look at the **Logical Level Of Results** pic (in reverse order from the top down), we will see that every situation has, as output, a specific set of **desired results** or outcomes.

The Results level is dependant upon some previous Actions, which are dependant upon Skillful actions, which are dependent upon the person having

the Abilities to assimilate and apply the new skills learnt and remembered.

Most training focuses on the skills and action levels, without ever addressing the power of the levels below the Skills/ Abilities Level. Like an iceberg, they address the aspects that they can see, whilst missing the hidden fundamental issues that truly impact and control their success and results.

We have a massive challenge to rebuild our people's Adversity Intelligence and Resiliency (AQ) and overcome the Learned Helplessness and Self-Limiting Beliefs that pervade and infect our workplace. By addressing the issues below

the Skills/Abilities Level (Warmware levels), we begin to empower people to deliver authentically and effectively, with the right attitudes from the right points of view, with the right intentions and based upon a strong personal foundation.

In order to optimise our skills development budgets and efforts we must begin by addressing the “Warmware” or lowest levels of people’s attitude, beliefs, programming and “Static”.

We have to rebuild their resiliency and adversity handling abilities by upgrading their limiting mental programmes and past experiences. By measuring a person’s Adversity Intelligences and then addressing the issues or “Leaks” that negatively impact their personal state; we can achieve results, way in advance of head-based training.

Feedback from the Emotional Intelligence fundi’s reveal that we are 90% emo-energy based and 10% logically based. We need our people’s heads and hearts to be used in the workplace and in their dealings with each other. The power in our relationships is emo-energetic, and not logically based.

Through the process of Resilience Coaching and a range of experiential and specifically customised workshops, Life Masters upgrades people’s mental and heart based “Warmware” (software for humans), to assist them in optimising their attitudes and beliefs, and to begin to build life-long relationships with internal and external customers.

Only in this way can we build a strong, productive and self-motivated organisation that will deliver world-class results. This will in turn translate back to delivering on the intention of our Skills Development Strategy’s Vision.