

TPI NEWS
Volume Two 2008
The Pacific Institute (TPI)
Australia

from potential to performance



The Pacific Institute is a private sector organisation that has been working in the field of personal, organisational and leadership development for over 30 years. With offices in Perth, London, Seattle, Tokyo, Shanghai and Johannesburg it has capacity to deliver high quality leadership consultancy services globally.

Lou Tice & Pete Carroll meet with U. S. Olympic Swim Team

Topping off a full day in the San Francisco Bay area, Pacific Institute Chairman, Lou Tice, and USC Head Football Coach, Pete Carroll, spent over an hour with the United States' Olympic Swim Team, at the invitation of U.S. Olympic Swim Team Head Coach, Mark Schubert.



In attendance at the event was the entire U.S. Olympic swim team, ranging in age from 15 to 41, several of whom set world records at the Olympic Trials in Omaha, Nebraska this last week.

Spending half an hour reminding the athletes of the mental aspects of competition, Tice touched on several topics designed to give the swimmers another edge over the competition they will meet at the Olympics in Beijing, China next month.

Self-talk, comfort zones and the freedom of want-to over have-to all have direct effects over performance, while competing without fear liberates the mind and body and propels high performance.

As a final word, Tice encouraged each of them to goal-set beyond just getting to the Olympics, but through each race and on to the medal podium.

A long-time competitor himself, Coach Carroll slipped into coach mode as he spoke on the "art of competition." Speaking on the same topics that he presents to his championship winning college football teams, Coach Carroll also talked about what it means to be a team, and how important it will be for them to support each other at the upcoming Olympics, because they are now "America's Team."



Encouraging them to stay focused, Carroll also encouraged them to not be distracted by what is in the media – reminding them that they are all champions, and America is proud of them.

In a follow-up email, Coach Schubert wrote, "Thank you so much for giving our new Olympians an exceptional presentation last night. I had so many positive comments from athletes and coaches alike!" Continuing, Schubert wrote, "At this evening's practice...Michael Phelps and Ryan Lochte were battling each other for the entire two hours. When Michael got out of the pool, he said it was the most fun he had ever had in a workout. I knew Pete Carroll would be smiling! Thanks again for all you do to positively affect the lives of everyone you touch."

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Leading Self and Others (LSO)

Courses Perth and Melbourne

September-November 2008

The LSO is an acclaimed and self-contained, hands-on two and half-day leadership development program incorporating TPI's world-famous and tested **Investment in Excellence (IIE)** program with Australian case studies in leadership, cultural measurement and interventions.

These programs establish the relationship between leadership, culture and performance and have participants 'change ready' with the skills and thinking styles needed to drive more effective leadership and culture through their organisations.

Targeted audience

Senior and middle management private sector companies and government agencies

Perth

9-11 September 2008 (2.5 days)

4-6 November 2008 (2.5 days)

Melbourne

10-12 September 2008 (2.5 days)

Registration Forms

Visit www.pacificinstitute.com.au follow Courses link and download registration pdf document.

To discuss details please contact either **Mr Gary Hodge Director Advanced Leadership Program** or **Mr Brian Cook Director Professional Services** on **08 9327 6000**

Winners Circle

The Winner's Circle is a quick and easy way to reinforce key principles and teachings of TPI. To subscribe or view past Winner's Circle messages, go to web site

<http://mailman.wolfe.net/mailman/listinfo/wcn>
For any problems, please email rschau@pac-inst.com

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Step Up to Safety: Developing a Safety Culture

On the 1 July 2008 at the Royal Perth Yacht Club, TPI partnered with legal firm Deacons (Perth office) to host a free breakfast seminar on developing a safety culture.

The seminar focused on the strong correlation between the culture of an organisation and safety.

Around 150 participants from the private, government and community sectors attended and which featured:

- ▶ completion by participants on arrival of a self-scoring Organisational Cultural Inventory (OCI)(Human Synergistics International);
- ▶ welcome, a definition of a safety culture and an overview of the maturity of organisational behaviours in a safety culture by **Ms Maria Saraceni, Partner Deacons;**
- ▶ presentation from **Mr Brian Cook Director Professional Services The Pacific Institute** on organisational cultural styles and the evidence of the perceived employee links between culture and safety;
- ▶ participant round-table workshop on the outcomes of the OCI exercise; and
- ▶ expert panel giving their perspectives on safety in the workplace comprising (**Ms Nina Lyhne Commissioner WorkSafe, Mr Stan Sexton Corporate Manager - Safety, Public Transport Authority, Ms Maria Saraceni and Mr Brian Cook**).

Questions directed to the panel were fielded from the floor.

Copies of Brian Cook's presentation are available on request by emailing tpaust@pacificinstitute.com.au
Organisations wanting a complimentary briefing for their senior management teams on the contents of Brian's paper can speak directly to Brian on 08 9327 6000.

Winner's Circle Network with Lou Tice (WCN) is a registered trademark.
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