



News:

Financial Protection Specialists



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Welcome

Welcome to the latest edition of Integrated Financial News. In this edition we have included "The Multiplier Mindset" for you to consider and we look at what leadership really means.

Integrated News is provided as a service to our business alliance partners and we hope you find the articles featured in this newsletter to be interesting and informative. If you would like any clients or business associates to receive Integrated Financial News, please contact our office and we will happily send them a copy.

Kind Regards, **Peter Moyle**



The Multiplier Mindset

In this edition of the newsletter we have included a "Mindset" for you and members of your team to consider. As most of you would know Peter Moyle has attended the world renowned coaching program "Strategic Coach®". The creative ideas he receives from Strategic Coach he then adapts into Integrated Financial. We would like to share with you The Multiplier Mindset.

The Multiplier Mindset is a system of economic laws that enables individuals to get more skilled at achieving greater results with continually less time and effort, so that they achieve bigger rewards and reputations while heightening their enjoyment of what they are doing.

The economic law we are going to share with you in this edition is Pareto's

Law which I'm sure many of you have heard of. Vilfredo Pareto is well known for the observation that 20% of the population owned 80% of Italy's wealth, which was later generalised into the Pareto principle.

The statement we would like you to consider is:

Increased productivity comes from continually identifying areas where you can achieve 80% of your results from 20% of your efforts.

Questions:

- As an individual, what are the areas of focus where 20% of your efforts can result in 80% of your results right now?

- As a company, where can you continually achieve 80/20 results right now?
- Who are the 20% of your clientele right now who will provide you with 80% of your income and future opportunities?

Just focusing on these questions can present a complete strategic thinking exercise. Participants with this mindset become more innovative, creative and strategically focused.

We found it a good exercise to do as a team, with many different idea's being discussed.

Source: Strategic Coach

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What does leadership really mean?

There has been a lot written in the press lately about leadership. Christine Nixon, for example, has come under fire for a perceived lack of leadership, with one person saying that her leadership is too “transactional” and not “inspirational” enough.

But while there may be different types of leadership, what do we really mean by the word “leadership”? What do leaders DO?

A definition that is useful is this one: the best leaders find the best way, not just their way. In other words, the best leaders are collaborative. They work WITH their team to get them to the place they need to be.

So what skills do you need to do this?

There are 5 things you can do to be a more collaborative leader, and more effectively help your team to get to where they need to go:

Picture the future — people first need a clear picture of what the place looks like that you are suggesting they go to. What will happen there? How will it look and feel? How will they benefit from going there? If people don't have a clear picture, each person will substitute their own — and the team will end up going in all directions.

Build trust — to encourage people to make the journey, collaborative leaders build trust by talking to people to find out what their needs, wants and concerns are. It is difficult for people to trust you and follow you if they don't feel that you understand them and can help them with the challenges they face along the way.

Remember: Team members are happy to take the journey — as long as they clearly know where they are going and how they are going to get there. Give them this and they will think you are the best leader they have ever had!

Provide focus — many things can happen along the way to your destination. There are lots of distractions and side issues that can make people lose sight of the goal. The collaborative leader reminds people of what is important and what they should spend their time focussing on.

Challenge and support — for the team to get to the destination, each person needs to contribute to the best of their ability. Collaborative leaders motivate people by challenging them to go further and do better than they thought possible, while at the same time providing them with the assistance, encouragement and praise they need to step up to the challenge. One without the other is de-motivating. Put them together and people are motivated to take even long and difficult journeys.

Add value — the role of the collaborative leader is not just to inspire and enable others to take the journey, but to add whatever he or she can to help people to get there. Resources they may not have thought they could get. Links with other teams that have made it. Lessons from your own experience. Fun and celebration to make the journey enjoyable. All of these things help people not only to SEE the destination but to FEEL that they can get there.

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