



News:

Financial Protection Specialists



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Welcome

Welcome to the latest edition of Integrated Financial News. In a previous edition we looked at "The Multiplier Mindset" and have included in this edition a further "mindset" for you and members of your team to consider. We also feature an article on managing change.

We will soon be enjoying the festive season and on behalf of all of us at Integrated Financial, we would like to wish you and your family a very Merry Christmas and a Prosperous and Happy New Year.

We would also like to thank you for your support and introductions throughout the year.

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 our newsletter, please contact our office and we will happily send them a copy.

Kind Regards, **Peter Moyle**



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. It is basically an exercise that makes you think...

The economic law we are going to share with you in this edition is Gödel's Law of Perspective. Kurt Gödel was an Austrian/American logician, mathematician and philosopher.

The statement we would like you to consider is:

To understand the system you are in, you have to get outside of it.

Questions

In what area do you most need to see your personal performance from an outside viewpoint?

What's the one area of your company's performance and results that most needs to be evaluated and improved by outside expertise?

What is the single most valuable perspective that your company provides to your clientele that no one else can?

We have been using the Multiplier Mindsets in our team meetings and have found they generate a lot of discussion.

Source: Strategic Coach

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Managing Change

Essential Questions for your Team

How change has changed

Change has always been around, but how we talk about dealing with it has changed! Early “change management” workshops were called “Coping with Change”. Then they became “Dealing with Change” and “Managing Change” and now are often called “Leading Change” — on the basis that if it’s not broken, break it!

But whatever the title, how we deal with the outcome of changes to departmental structures and work-roles is critical to team performance.

People don’t fear change, they fear loss

If I told you that your house had just burnt down, you’d be unhappy. But if I told you that you had won \$2m on X-Lotto, you’d be happy. They’re both changes — so why do we react differently to them?

The difference lies in the fact that one of these changes involves a loss while the other one involves a gain. So when we talk about change, we need to realise that people don’t fear change, they fear the loss that change might bring.

If we want to improve our team’s performance and plan for the future during a time of change, we need to begin by finding out what losses our team members fear.

Essential questions for your team

Start by asking your team members how strongly they feel, on a scale of 1–10, about these 5 possible types of loss as a result of the changes:

Security — do they feel as though they are no longer in control, or don’t know where they stand in the organisation?

Competence — do they feel like they no longer know what to do or what value they bring?

Relationships — do they feel that contact with familiar people is vanishing, or that they no longer have a sense of belonging?

Sense of direction — do they feel as though they don’t know where they are going, or why they are doing their work?

Territory — do they feel that they no longer own the work or the physical or psychological space that once belonged to them?

Once you know the answers to these questions, and have discussed why they feel that way, you are able to plan what can be done to address those feelings and maintain productivity during the transition and beyond.

Remember: find out what people think they are losing and why, and change can be turned from a negative into a positive.

*Source: Gary Edwards – “Business Communication Expert”
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