

DEVELOPING THE POTENTIAL OF HIGH PERFORMERS BY FINDING AND RESOLVING BLIND SPOTS

Case Studies

1

SITUATION:

A CEO of a national logistics company hired Divine Potential to coach him to be a superior leader and achieve his EBITA objective.

ACTIONS/BLIND SPOT:

We uncovered the CEO's unconscious thinking that he couldn't challenge associates and ask them for higher level achievements. He always stopped at what he thought was their ceiling because he was worried about losing them. Through business psychology coaching techniques used during 13 months, we cleared the unconscious blind spot so he became open to seeing the possibility of achieving higher level results from his team. We systematically applied leadership techniques to align associate personal goals with company goals. We engaged the associates in the process and encouraged them to present solutions. The CEO realized that his solutions were limited to his thinking and experiences. When his associates were free to think for themselves, they developed better solutions and had more expansive thinking.

RESULT:

The CEO realized he doesn't have to do everyone's thinking for them. He is now free to work on his priorities and potential, including thinking strategically about the company's future. After clearing up his blind spot, he is empowering his associates to address challenges. Now his associates identify challenges, present them to the team, and develop possible solutions without his over-involvement. They are not only performing higher than ever before, but they are satisfied. EBITA is now trending 50% above last year, when he believed that was the max they would ever achieve.

2

SITUATION:

A VP in a Fortune 500 Financial Services Corporation experienced an unexpected emotional reaction about having a conversation with a peer he doesn't interact with often.

ACTIONS/BLIND SPOT:

Through coaching by Divine Potential, we uncovered the blind spot of what "fierce conversations" mean to this manager. They

have a negative connotation that something is wrong with him or he will be blamed for something going wrong. In turn, the manager always avoids them. When he felt forced to do it, he reacted emotionally.

RESULT:

This rising star is now realizing his potential, on track to lead a company division. Divine Potential used five business psychology coaching techniques over the course of six months to create a new meaning in the unconscious mind regarding working with others using direct conversations.

3

SITUATION:

A highly successful client in business came to us wondering about the longevity of her marriage, thinking she and her husband had grown apart and were no longer well-suited for one another.

ACTIONS/BLIND SPOT:

Divine Potential uncovered emotional baggage she had been carrying around for 20 years — the tragic loss of a baby. Grief colored her thoughts about her marital relationship, but also caused identity issues at work and in life, and was impacting her relationship with her other children.

RESULT:

After using 20 business psychology techniques, we helped our coaching client release the baggage that was creating her blind spots in her personal and professional life. This was intensive work, but she was so sick and tired of feeling sick and tired that she gladly took it on. After our coaching, she experienced a physical change. She felt lighter, had clear thinking for the first time and saw her true reality. Her previous reality was her perception; the lens she saw everything through was negative and loss-based. She realized the issue wasn't with her spouse or marriage; it was inside her. She learned she was projecting onto others what was going on inside of her. She is now realizing her potential, making empowered decisions and taking action.