

# RESULTS-CENTRED LEADERSHIP™

Caroline Rowan & Frederick Clarke

## Results-Centred Leadership:

A leadership program that really makes a difference. RCL describes and demonstrates a new leadership style for the 21<sup>st</sup> Century. It is based upon bringing out the very best in people and coaching them to succeed in an environment of respect and trust.

**RCL enables the organization and everyone in it to achieve superb results.**

## The Breakthroughs:

RCL has produced these benefits for hundreds of people over more than 10 years. How does RCL produce results? Here are just a few of the techniques:

- Discover the benefits achieved by using mutual Win:Win agreements.
- Coach people to succeed rather than policing them for failure.
- Learn the power and effectiveness of regularly scheduled one-on-one coaching.
- Bring about specific changes in behaviours and attitudes to produce measurable results.
- Acquire the skills to dramatically enhance your own performance and enhance those skills in others.



“I found the course to be both insightful and immediately applicable to our business needs. We have been able to initiate and move forward on several complex projects that had always stalled after agreement on concept.”

*N.C. – Information consultants*



## **Caroline Rowan, Author of Results-Centred Leadership**

Caroline Rowan is a leadership coach. She is president of RCLD Learning Resources, a publishing company, and CVR Leadership, a company that specializes in providing Clear Verifiable Results through facilitating organizational development. The focus is on developing strong leaders who will in turn develop the rest of the people within the organization.

Caroline was born and educated in England, graduating with a Bachelor of Science Degree. Her business background, spanning over 30 years, includes working for such organizations as Unilever, Queen's University, Johnson and Johnson, and Warner Lambert.

### **Major Benefits to the Organization:**

- Improved productivity and **results**
- Improved customer/client service
- Enhanced teamwork and co-operation
- Motivated and dedicated people
- People embracing responsibility and being accountable “without prompting”
- Conflict resolution and consensus building

### **Major Benefits to the Individual:**

- Feeling more in control of time
- Reduced stress
- Improved goal-setting
- Enhanced self-image
- The confidence to lead people
- Improved listening skills

**Succeed in an environment of respect, trust and fun!**

### **The Format and Features**

- Provides step-by-step practice and exercises to reinforce key concepts.
- Written and recorded materials—for easier learning and retention.
- Based on practical experiences for today's business environment.
- Provides for both business and personal applications—providing the opportunity for a more balanced life.

**Presented Locally By:**



# THE RADAR PROCESS

Caroline Rowan

## The RADAR Process

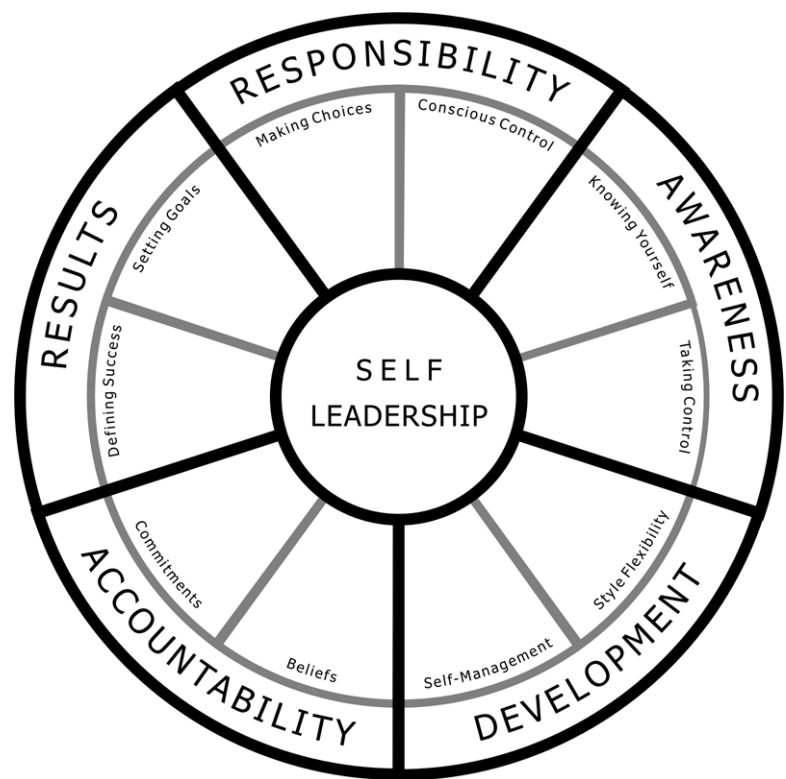
**The RADAR Process** is a journey of self-discovery and growth towards Self-leadership. It starts with understanding Responsibility: that each person is responsible for their own choices, their responses to them and their final destination. Becoming aware of the need to change is the next step: identifying the behaviours that are not producing results. Next, we develop the skills to support productive change and then advance to being accountable for the results. Finally, we harness the power of goal-setting and translate it into action to achieve the desired results.

**The RADAR Process enables organizations to experience improved and increased results.**

## The Breakthroughs

When transformed into Action, the ideas and learning contained in **The RADAR Process** have been proven to positively change people's behaviours and the results they generate. Here are just a few breakthrough techniques:

- Understanding the relationship between individual responsibility and the choices made and actions taken
- Appreciating that past programs of the subconscious mind determine current behaviour
- Identifying and changing current behaviours that are not working in order to get better results
- Developing mental and planning strategies to determine the action to take
- Being truly accountable for taking action and its impact
- Appreciating the connection between the importance of keeping commitments and the achievement of worthwhile results
- Developing results-driven plans and work habits
- Breaking free from negative influences and 'Victim' behaviour





## **Caroline Rowan, Author of The RADAR Process**

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### **Major Benefits to the Participant:**

**The RADAR Process** will help participants:

- ▶ Become Self-Leaders
- ▶ Take responsibility for their own actions
- ▶ Achieve greater results in every area of their life
- ▶ Build stronger relationships with team members
- ▶ Be happier and have more fun

### **Major Benefits to the Organization:**

**The RADAR Process** will help organizations achieve better bottom line results through:

- ▶ More motivated and productive staff
- ▶ Increased results and team effectiveness
- ▶ People are focused on the goals and not on other issues
- ▶ Increased retention

### **Format and Features**

- ▶ Written and recorded materials – for easier learning and retention.
- ▶ Provides for both business and personal applications – presents opportunities for a more balanced life.
- ▶ Exercises on each topic to ensure learning is translated into practical applications.

### **Audience**

- ▶ Any employer looking to grow and develop Self-Leaders, people who take responsibility for their actions and results
- ▶ Public Session for individuals who want to grow and achieve greater results
- ▶ Home based-business owners and network marketers
- ▶ Volunteer and Service organizations seeking more dedicated and active members