



CATALYST

December 2007 Issue

CONTENTS

Introduction to The Pacific Institute
From the Desk of Lou Tice
Introducing PX2
The Power of Affirmation
What Our Customers Have to Say
A Strategic Partnership
The Desire to Excel - An Ongoing Case
TPI a Top 14 Consultant

December, 2007

Introduction to The Pacific Institute –

Since 1971, The Pacific Institute has been an acknowledged leader in the field of performance enhancement, with a process, supported by scientifically-validated and internationally-proven programs, that address the very foundation of all human action—human thought.

Quality improvement processes are only as good as the foundations upon which they are laid. If the foundation is flawed, then the process becomes ineffective, and a waste of valuable time and limited resources. By driving down to the root cause issues that prevent organizational improvement, and providing solutions to those issues, The Pacific Institute assists individuals and organizations to reach consistently high levels of performance that are maintained and regularly surpassed.

Education offered by The Pacific Institute's program deliveries are based on research, from the fields of cognitive psychology and social learning theory, conducted by such respected luminaries as Dr. Albert Bandura of Stanford University, and Dr. Martin Seligman of the University of Pennsylvania. By coordinating our consulting, survey and facilitation services with specific programs and support products, we partner with our clients to achieve the targets and goals vital to their continued success—targets and goals determined by the organization itself.

Whether your organization is large or small, The Pacific Institute has a variety of options available to you, all aimed at optimum achievement. Smaller groups may option for specialists of The Pacific Institute to facilitate the training, while larger groups have the option of being trained to implement the programs to themselves thereby saving valuable time and resources.

This integrated root-cause approach, which provides the necessary tools for all management, organizational and business performance improvement solutions, is your best advantage to meet the challenge of improving the way you do business.

"As a leader inside the U. S. Government, being able to bring these concepts to others is the best thing I've ever been involved with. If I had the power, I would cause every new leader who comes into the government to have The Pacific Institute's training."

—General Patrick M. Hughes, USA (Ret.), Former Director Defense Intelligence Agency

December, 2007

From the Desk of Lou Tice – Chairman, The Pacific Institute, Inc.

Namaste

What does getting what you want in life have to do with values? Often, we are tempted to think of those people who go after what they want as being selfish and occasionally without values. It is easy to think of them as only concerned with the “want” and not the effect that getting the “want” has on others in their way. So, let’s take a minute to consider personal values.

You can’t get what you want in life until you know what it is you want. And, you’ll have a hard time knowing what you want, if you are not clear about what your values are. You see, if I were to ask you what you really want, what I’m actually asking is, “What do you value?” Your values drive you to the things you want.

Values are guides for daily living that influence your thoughts, feelings, words and deeds. They shape your personality and give direction to what would otherwise be an aimless, purposeless life. Your values are reflected in your goals, hopes, dreams, attitudes, interests, opinions, convictions, and behavior as well as in your problems and worries.

Values are choices you make from the available alternatives. Therefore, well-chosen values require an open mind, because you can’t choose freely if you don’t know what your options and consequences are. Values are cherished and we fight to keep them because they mean so much to us.

Finally, to be truly significant, values must move from fantasy into reality and be acted upon. They cause us to do something, so that we can get and keep what we prize so highly.

What do you value in life? Have you spent much time thinking about it? If not, I strongly suggest that you take time to do so. Start today. Sit down and make a list of all your values. Then make a list of all your life goals. Do they coincide? If they do not, maybe you should re-define your goals to match your values.

When your personal values line up with your life goals, it is more likely that you will get what you want in life. And, you are much more likely to find your true purpose.

Lou Tice
Chairman, The Pacific Institute, Inc.

December, 2007

Introducing PX2

“Why didn’t I receive this information 20 years ago?” – is the most common refrain we hear after participants go through The Pacific Institute’s flagship curriculum, Investment in Excellence®. In India, as part of CGN’s Human Capital Management programs, we have run TPI’s programs for corporates, government organizations, PSUs, non-profits, and individuals – and the reception has been overwhelmingly positive. While participants get a structured process for change at the individual level, organizations benefit from our robust and step-by-step Cultural Alignment & Organizational Transformation (CA/OT®) process. Our CA/OT® process tackles the root issues of culture & performance head-on, and builds a measured path for engagement and excellence – at the individual, team, and organizational levels.

But the question still keeps cropping up in various venues and sessions – “why wasn’t I exposed to this information when I was a teen?” Many participants, especially parents of teenagers, feel that the fundamental concepts of the TPI curriculum (based on deep research in the cognitive sciences) would be tremendously effective if presented in an exciting format to teens & youth, especially in the age group 13-23.

TPI has had programs for CEOs & factory workers, kindergartners & teachers, prison inmates & retirees. But there really wasn’t a specific offering for the teenage segment. Until now.

Well, all that is about to change!

Presenting the same concepts that have made Investment in Excellence® celebrated around the world, Lou Tice teaches the core curriculum in 12 short segments, presented by a VJ (video DJ). Music, graphics, and video are used to make the concepts easy to understand and fun to learn. The program, titled PX2, is completely customizable to audiences from around the world, including the type of music, the variety of graphics, and the presentation format.

PX2 builds strength of character and strong self-belief, so that youth can stand up to negative influences and maintain confidence in their own decisions. It is designed to be a life-changing experience, not just for teens but for the entire family.

So, are you ready for the next level? **Welcome to PX2!!**

Kris Arvind
Managing Director, The Pacific Institute - India

January, 2007

The Power of Affirmation

"I don't know... somehow I just can't get up early in the morning. That's the way I am, and I can't change that..." This is something I used to hear from my sister for as long as I lived with her. And try what we may; she never would get up early enough to be on time to school. She preferred to go late, not complete her homework, or even run behind that school bus, with her shoes dangling from one hand and her unzipped school bag in another. Today, she is a manager and a mom, but I still hear the same old story from her husband. The only difference being that the school bag has been replaced by a laptop, and she still wears her shoes in the car.

How many of us have "die-hard" habits that we believe that we just "can't" change? Why is it that when we do try to change them, the success is only temporary? The answer to that lies in the question itself... it's because of our beliefs. They are so strong that we make decisions based on them. Many of us make this statement "I KNOW that I am not a good public speaker." And guess what... those of us who affirm to ourselves that we most certainly are not good speakers will not be good speakers. That's the power of our mind.

What's most interesting is that just like the case of my sister, many of our beliefs take root in us when we are children and last us for a lifetime. And they take root because of the way in which we speak to ourselves. When we say to ourselves that we "can't" do something, we will find ways to keep away from that specific action. I used to teach as a hobby, and one of the children I met used to keep telling us that he was afraid of math and could never learn it. And I found that he was brilliant otherwise, but could never pay attention in my math class. He used to barely pass math and could never understand why – until I asked him to do something different.

I asked him to tell himself that he is brilliant and therefore could conquer his enemy "math" with the power of his intelligence. After a few months, I started seeing a change. His participation in class increased and he seemed to grasp concepts better. How come?

It was his affirmation to himself that he was brilliant that was doing trick. And that's the same with all of us. Affirmations make all the difference. So what is an affirmation? Simply stated, it is a statement of fact. We can affirm positively, and we can affirm negatively. The only difference being that we move forward toward our potential when we affirm positively, and away from achieving our potential when we affirm negatively. Positive affirmations stress on what we can do. They stress on our strengths and make us look forward to every day. Simple statements like – "I am lucky" or "I know I can do this" go a long way in helping us achieve our potential. How is this possible? Well, that's what we call the power of the mind.

And this is one of the key topics of discussion that The Pacific Institute curriculum covers. Be it "Investment in Excellence" our flagship curriculum for adults, or "PX2" our curriculum for the youth, we delve at the root causes and help you get answers to many of the questions that were asked earlier in this article.

So the next time you tell yourself that you “can’t” do something, think again... because if you decide that you can’t, you most definitely won’t! Decide that you can and discover a world of possibilities that lie ahead of you. I do that everyday. I believe, therefore I am.

Anjali Pais
Manager, Marketing & Business Development

December, 2007

What Our Customers Have to Say

Chennai, October 2007

“Extremely an Eye Opener”
– Mala Mohan, Director, Military Engineer Service

“Your words reflect what you believe. What you think and talk most of the time will happen. Circumstances reveal who You Are”
– Edward Cletus, Training Director, NLP Master Trainer

“It re-in enforced the concepts which are already there but not organized and it helped to organize my ideas and strengthen my issues on the belief system and in the hidden potential in every individual”
– V. Balaram, Director, Ministry of Railways

“I was able to discover myself”
– Balchand Parayath

“Eye opener for us that our long held belief and habits could be challenged and changed for the better”
– Pradeep Kumar, Director, Ministry of Railways

“I came with lacking drive and joy at my workplace. Now going back with what I wanted and a vision of life”
- Praveen Anand, Executive Chef, ITC Hotel Park Sheraton & Towers

“Eye Opener ”
– Shiv Kumar, Director, Ministry of Railways

“See Dreams, dreams will be fulfilled. Belief in yourself. You can change the world around you.”
– Srikand K. Mishra, Director, Jagajivan Ram Ram RPF Academy

“The Programme needs some changes to make it more attractive. The films should be made using animation to make them effective. ”
– S P Khade, Director, Ministry of Railways

“If positive changes take place for every person, positive and potential changes are definite in all the places.”
– Ramesh, Coordinator, CGN IT Services Pvt Ltd.

“An excellent Programme which makes a lot of change in one perception of people and situations. A must for every leader in today modern corporate world”
– Participant

“ We could move from a defensive culture organization to a constructive culture so as to achieve harmony in work and family life besides higher profitability and productivity in organizations. It is a self-actualization journey which will last a life time.”
– Participant

ITC, October 2007

“A unique process of looking inside to improve life outside.”

- *Arun Kumar Nair, Manager, ITC Ltd.*

“Brings to light that what we have missed so long in life and also shows ways to correct it.”

- *T N Sivananthan, Module Leader, ITC Ltd. SBU - PPB*

“Enjoyed the two days, Great experience and I take a lot of learning from this workshop to use in my personal and professional life and catch up with my desired goals.”

- *Sarabjeet, Branch Sales Manager, ITC Ltd.*

“The course provoked me to think about whether what I was thinking was correct. I hope that will help me looking at life more positively.”

- *Mouneesh Sinha, Head QA, ITC Ltd.*

“The worst thing about being negative is that it drags you further & further down into an abyss. The best thing about being positive is that it takes you higher and higher. This session sure will take me towards the upward journey.”

- *Yahs Mehndra, Assistant Manager, ITC PPD, TVT*

“It helps in self introspection and bring about clarity in thought. It helps clear doubts and prioritizes things in life ... to achieve them.”

- *Sarfras Rumane, Branch Sales Manager, ITC Ltd*

“Introspection is the key to growth and success. This [curriculum] differently gives you a taste of having accomplished in your life. Sky is the limit.”

- *Diviyot Chohan, Assistant Manager, ITC Ltd.*

“Innovative way of exploring a new falling thought ... breaking away from what you have always thought is true; worth a fair shot..”

- *Bikram Walia, Assistant Q A Manager, ITC Ltd.*

“Simply Superb exercises.”

- *Varuganti Rajesh, Manager (PIP), ITC Ltd.*

“To begin with us, rather I, was skeptical. But as we progressed it became clear that we were being guided by a Team of dedicated people, who believed and practiced what they taught us. Thanks Ashok, Anjali, & Kris.”

- *S. Sridhar, Assistant, Manager, Production, ITC Ltd*

December, 2007

A Strategic Partnership

Focus on experiential learning, dynamic industry interface & training

CGN & Associates, Inc. (CGN) and The Symbiosis Centre For Management And Human Resource Development (SCMHRD) announced a strategic partnership aligning CGN's expertise with special programs / courses in the likes of Supply Chain Management & Global Project Management at SCMHRD. In addition, through this partnership CGN would impart programs in Leadership Excellence from the world renowned TPI (The Pacific Institute), USA for which it owns exclusive rights in India.

About the partnership

This partnership was inaugurated with a talk by Mr. Merle Rocke, COO, CGN & Associates, USA on “Global Sourcing Excellence.” He addressed over 250 students and staff at SCMHRD, Pune and post his talk, announced that CGN & Associates will bring into this partnership their international experience and expertise in

Global Program/Project Management and Supply Performance Management to provide an experiential and case-based workshop with real-world application of relevant theory and concepts. This partnership will also enhance the opportunity for Indian industry to benefit from CGN's deep expertise in Supply Performance Management, High Performance Execution Management, Human Capital Management, Strategic Market Entry Management, and Lean Business & Office.

In addition, TPI-India conducted its flagship program *Investment in Excellence*® for 35 students and staff of SCMHRD. This was conducted for the students of the Human Resources stream. Subsequently, CGN also conducted a comprehensive workshop for over 50 students on “*Global Supply Performance Management*” as part of CGN's “Global Seminar Series”.

“We are very excited to venture into this partnership with CGN as this is will ensure a dynamic interface for the students with industrial experts. In addition, there has been a good response from our students for The Pacific Institute curriculum conducted by CGN at our campus”

- Mr. Waknis
Chief Learning Officer, SCMHRD

December, 2007

The Desire to Excel – An Ongoing Case

The Indian Institute of Public Administration's desire to excel led to their decision for a long-term relationship with CGN & The Pacific Institute

On 7th February 2007 several top ranking government officials and heads of public sector units attended a seminar by Mr. Lou Tice on “Building Constructive Leadership and Creating Cultures of Excellence” held at Hotel The Park, New Delhi. One of the imminent personalities who attended the seminar was none other than Dr. Kiran Bedi. During the first week of March 2007, TPI-India conducted the Investment In Excellence® workshop for a few of the top team members from the Planning Commission, NTPC Ltd. and Bharat Heavy Electricals Ltd. (BHEL). That was the beginning of ongoing partnership between The Pacific Institute and the Indian Institute of Public Administration.

Dr. Kiran Bedi has a vision of creating an Indian Harvard at IIPA in collaboration with The Pacific Institute Curriculum. She is particularly attached to the central theme of this program, about Building Constructive Leadership and Efficacy towards Vision Achievement, Organizational Alignment, and Creating Cultures of Excellence.

The program

The Pacific Institute-India organized an enhanced Investment In Excellence® program on the 6th, 7th and 8th of August 2007 at [IIPA] ‘Indian Institute of Public Administration’, a premium academic center for education in various aspects of public administration. This program was for the Senior IPS Officers of the country sponsored by [BPR&D] Bureau of Police R& D.

The 22 participants comprised of police officers of the rank of Inspector General and equivalent ranks from a diverse range of functions such as Rapid action force; VIP security, Information technology applications, Border security forces, besides local law and order control with service experiences ranging from 15 to 25 years drawn from different states within India.

The highlight of this special program was that the participants were able to directly converse with Mr. Lou Tice. All the participants greatly enjoyed this opportunity, as they were able to directly clarify queries with him and this greatly enhanced their learning experience.

Dr. Kiran Bedi along with her deputy director were present at the valedictory function. The new Director of IIPA (Indian Institute of Public Administration) Mr. B S Baswan was also present.

“ ... This course makes a difference!” Stated by Kiran Bedi in her address to the police officers at IIPA on August 8th 2007 after their first Investment In Excellence® Workshop.

The partnership

During the month of September 2007, an MOU was signed between The Pacific Institute-India and the Indian Institute of Public Administration. This partnership entails IIPA to offer the TPI curriculum to the various public sector units, government departments, and agencies.

The Indian Institute of Public Administration has decided to partner with CGN & The Pacific Institute to coach and mentor the Police Force.

December, 2007

TPI Listed a Top 14 Consultant

Find out more at http://www.tpi-india.com/pdf/leadership_development.pdf.

About CGN

www.cgn.net

CGN is a private, global business performance consulting firm with a presence in the USA, China, India, Netherlands, and United Kingdom. We are performance partners with some of the world's most admired corporations and work with their business leaders to help them compete in the global marketplace. We do this by creating adaptive business models—continually enabling them to respond, innovate, and lead through solutions derived from our non-traditional approaches to management consulting.

About The Pacific Institute and Lou Tice

Since 1971, The Pacific Institute (TPI), an acknowledged and world-renowned leader in the field of business performance enhancement, has been dedicated to teaching people the science of success. TPI has a worldwide reputation as a leader in highly effective leadership & self-development programs, supported by scientifically-validated research in cognitive psychology and human development. TPI's programs and curriculum have inspired and helped not only corporate leaders, heads of states, Nobel Prize winners, military commanders, and other influential individuals, but also millions of people desiring better personal, professional, and organizational lives. TPI has operations in 62 countries on 6 continents with programs translated into 16 different international languages.

Lou Tice's experience in working with Fortune 1000 companies spans over 35 years. When working with organizations, Lou translates his message into practical applications that impact corporate culture and group performance. He is a much sought after speaker because his practical approach and commitment to high performance. Some of Lou's recent presentations and speeches have been at: The Young President's Organization (YPO); Manchester Leadership Seminar; Ford Top Volume Dealer Meeting; Caterpillar IS World Managers Meeting; U.S. Attorney's Gang Initiative Summit; Guatemala Ministry of Education, among many others.

About The Pacific Institute | India

A CGN Group Initiative

www.tpi-india.com

Education offered by The Pacific Institute - India is based on research, from the fields of cognitive psychology and social learning theory, conducted by such reputed luminaries as Dr. Albert Bandura of Stanford University, and Dr. Martin Seligman of the University of Pennsylvania. By coordinating our consulting, survey, and facilitation services with specific programs and support products, we partner with our clients to achieve targets and goals vital to their continued success.

Our integrated root-cause approach, thus, provides the necessary tools for all management, organizational, and business performance improvement solutions, and is a definite advantage to meet the challenge of improving any business.