



So the cabin supervisor works her way through the pre-flight safety protocols. People are reading newspapers, listening to iPods, flirting with the person in the next seat whom they're about to sleep with (literally) and generally ho-humming the most important thing in their immediate futures. Why? It's routine. They've heard it all before. The mindset that it creates makes them complacent and the body language it creates makes them ignorant. 40 minutes later the turbulence is massive. Guess who the ignoramuses are looking to now for comfort? M-hmm. You guessed it.

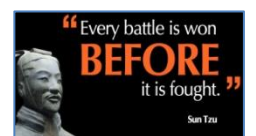
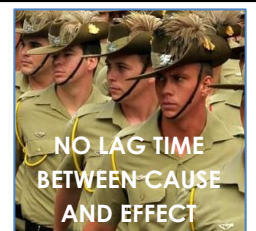


These images all depict mindsets that are due or overdue for the wakeup call I wrote about last month. I'm all for prevention as you may recall, so in the space remaining, let's explore some thoughts, ideas and general stuff that might contribute to prevention, or at least minimising harm.

Consider the **"if an oxygen mask like this appears.."** part of the pre-flight safety message. The important bit is **"be sure to affix it to yourself first before trying to assist others."** The message here is basic and vital. If you become a casualty, you can't help anyone. The sense in this should resonate in life too. Stay strong. People rely on you. Think of yourself as a CEO regardless of your job. You're the CEO of **"YOU INCORPORATED."** The role of a CEO is simple. Ensure the shareholders get a dividend. The shareholders in "You Inc" are anyone in your circle of influence who prospers or suffers based on the decisions you make. **Are yours getting their best from you?**



The mindsets above don't 'set' overnight. Cultures don't either. They are insidious. They creep up on us as our self awareness diminishes. Ironically, nothing makes that happen faster than success. A tendency (**toehold**) becomes a trend (**foothold**). Without awareness it becomes a habit (**stronghold**) and eventually a mindset or lifestyle (**stranglehold**). If the last ditch intervention fails, all is lost. So how can personal vigilance play a part? As in the military, you need to stand guard. Stand guard at the doorway to your mind and **be very choosy** about what you let in. In the military, where failure often means death, they make you drill - endlessly. Spit polish your shoes and punish you if you don't. The reason? They know that how **someone does anything becomes how they do everything!** No toeholds are allowed. Take a look at **your** results. For better or worse, they didn't happen overnight. They are the result of what the leader chooses to tolerate. No wonder "The Art of War" is the backbone of many top companies' business plans. **What is the culture of your team?**



**OK PEOPLE - LET'S GET BACK TO BASICS!** Oh Brother!? When a computer crashes, it defaults to factory settings; so at least it survives - right? But all the input since the factory is lost! If "let's get back to basics" is your battle cry, **you can expect the same situation.** You have no new ideas either so your credibility as a leader will be questioned. Basics got you to where you are. They should **never** be abandoned but they can't be relied upon for growth. **ONLY FOR SURVIVAL!** Being competitive, innovative, or having USP's relies on personal morale (happiness) & group morale (Esprit De Corps). A good example would be the reason NSW struggles to beat Queensland in the annual State of Origin series. two players, despite being elite athletes & vital to NSW, decided to be somewhere other than with their teammates three days before a decider. Don't be too hard on them. Their behaviour was exemplary apparently. It was **their decision** that sucks and the message it sent and the culture tolerated by the coach. Exit the coach for '18, back to basics and hope for the best. **Hm**



**WHEN YOU MAKE EXCEPTIONS TO RULES - EXCEPTIONS BECOME THE RULE. TOEHOOLD TO STANGLEHOLD**

Jim Rohn said that **"discipline was the bridge between goals and accomplishment"**. In the presence of discipline, growth is **consistent** rather than **intensive** because part of that discipline is insight. **Insight** keeps you present in the moment and people who are, seldom need excuses. The reason? Their mindset is; "I've got this." Those around them know it and trust that whatever needs doing gets done.



**My heart bleeds for our American mates in the wake of another schoolyard massacre. Serious issues need to be addressed at a cultural level. It seems there's no easy answers so our thoughts are with you.**

**THANKS THIS MONTH TO ASHLEY GEORGE, DAWN FRENCH, JOHN JONES & NICK SCUDDS**