

Team Sky

Victor Kunovski



Practical guide to performance
and leadership management

A Practical guide for vision, leadership, performance coaching and achieving fulfilling personal goals. For students, entrepreneurs, managers, leaders and sportiest.



Victor Kunovski

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He provides coaching services that help businesses to improve their performances in variety of business areas.

He also provides organisational development, vision and strategy development and change management services to clients.

Further more to this, he trains, entrepreneurs, teams and business leaders in developing coaching and leadership skills, and use coaching as management style.

Viktor has extensively written on coaching and leadership management.

Team Sky is his first eBook on the subject of coaching and leadership management.

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Dear friends and colleagues. This practical leadership, management and coaching guide come to life as result of my professional involvement as business and organizational development coach.

The inspiration was fuelled by to 2 very special groups of people I had honour and pleasure to work with in the past 6 months.

First was the group of teenagers, and the second a group of young entrepreneurs starting their own business.

I dedicated this guide to the young readers. This is why I was simple and brief in writing.

I described very plainly and easy some of the tools and models inside.

Still the guide is for all people who are willing to learn and grow.

Good luck in using it.

As, this is the first draft of it, your feedback is mostly needed and welcome.

Viktor Kunovski

1. The Potential is unlimited

In order for you to realise the vastness of your own personal, or your business potential, have a look outside of your window towards the first park or tree.

It is really mind blowing, to realise that a 20 meters high oak, 5 times older than me (I am 36 as I write this) is making a shadow under the sun big as half tennis court. This, and most of the other trees on the planet, has grown from a single seed that could sit in the middle of my palm.

We, the people are like this seed.

A merger of two microscopic cells, the spermatozoid and the egg cell create us all. And what we are today?

The potential that we have for growth as human is simple unlimited. We could grow spiritually, financially and in any way we choose or desire.

Yet there is one problem to our unlimited growth. That is our miraculous ability, (or I should say inability) not to be aware and not to use our full potential.

Most of people and businesses use an average part of their energy, skills, resources time etc. Their life performances are at the lower level of the scale.

Imagine for one second what is at your disposal, and what are you loosing if you only use 20 or 50% of your potential in something?

To illustrate you this, I will invite you to do one very nice and funny **exercise:**

Stand up in front of a white board turned with your back. Make sure you are on an arm distance from the board. Take a white board marker in your writing hand. Than without moving your legs, rotate your body so you face the board, and mark with the pen a line or a dot.

Now, close your eyes for a moment and imagine in your mind how you are turning and marking much more than your first initial mark. When you are ready turn and mark again.

I am certain that almost all the people that have done this exercise are experiencing the same. The first rotation is lower than the second. I call the first result average performance, and the second the improved one.

After the rotation exercise in my workshops with students or managers, I ask them:

Where in your life do you want to be?

At what level would you like to perform?

How much do you want to use and live your life, at 20, 30, 50 or 100%?

In our lives most of the people and businesses are average performers, using just a fraction of the potential that they have.

Mostly this low performance has nothing to do with how well we are educated, or know about a particular subject. I have seen highly educated and trained teams. I have seen teams with MBA's and PHD's who are performing lower than a high school team. In many occasions I have been a part of a highly educated teams that are delivering ridiculous results.

So what stops people and teams to perform at their best?

The answers on this question are many. From people being lazy, depressed, afraid of success, to having no meaning, vision and focus in life.

My intention with this guide is not to write about why people perform badly. It is to assist you in actually improving whatever you do in life right now and prepare and take you to a place where you will be able to say to your self:

This is it, I am living my dream

Let me just say, that unless you are prepared to take concrete and continuous action in your every day life towards reaching your goals and towards the moment of living your dream, you should put this guide on the side and never ever open it again.

2. Vision

I will begin this journey from a place of your highest potential. The magnificent place of the grown up oak tree. This is what you and all of us could become.

We could shine like stars for the rest of our lives.

First and very important is to discover where that place is for us. Cause this place is different for different people and businesses.

So...

What is a vision?

Vision is the biggest and the highest goal in a life of a person or an organization.

The vision is an ideal model of how could we be, and a motivational and guiding star in our lives.

It contains the maximum potential that we can reach in our lives.

Why do we need vision in our lives?

The vision is the anchor of the focus in our lives. Like a boat without an anchor, people and businesses without vision are getting lost.

It focuses towards where are we going in our lives. The vision paves the path, which we are about to follow, educate our selves, work and create.

We need vision in order to concentrate our creative energy towards fulfilling our goals in life.

The vision brings meaning and colour in our lives.

We need vision in order to live fully, not just part time.

The vision has the quality of a GOAL. When we don't have a purpose in life it's normal to feel lost, un-focused and to throw the energy on many sides without concrete aim. Without a vision in life, we could not be fulfilled in long terms. Without it we also achieve minimised personal and professional results.

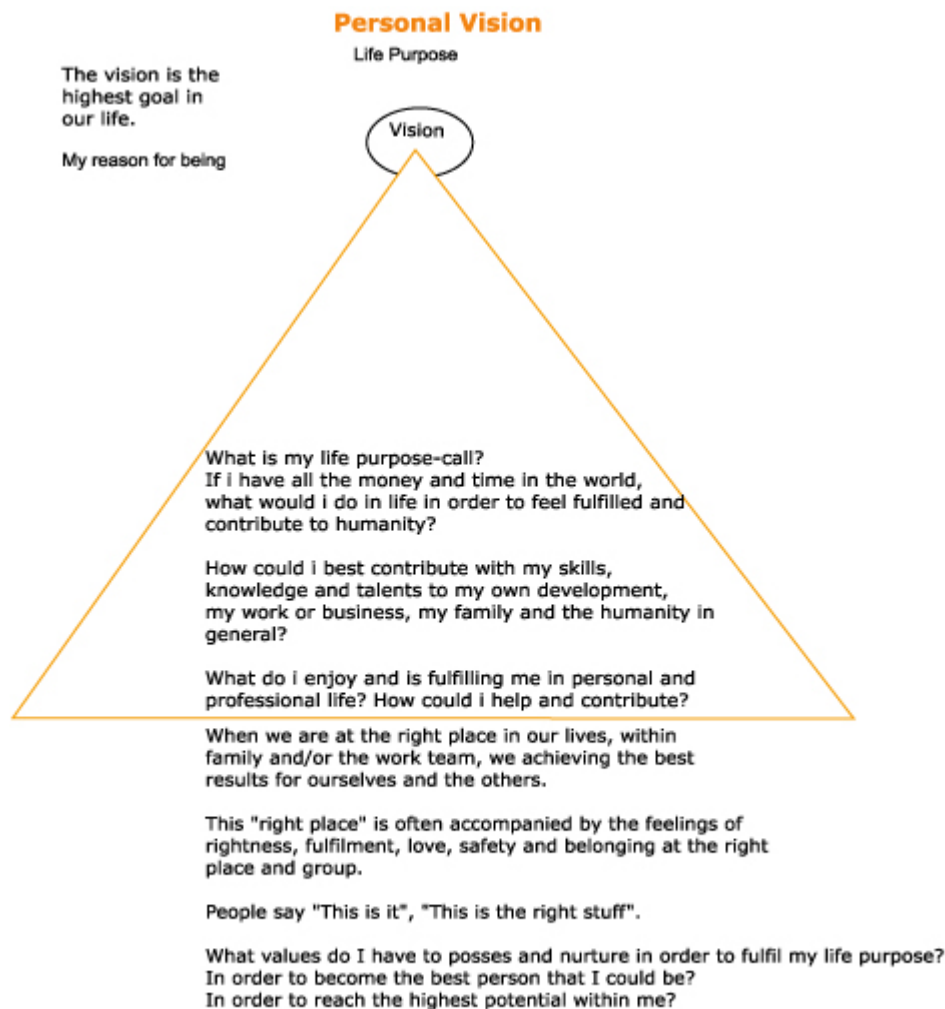
Most people and new businesses fail as a lack of vision. They concentrate on quick gains and on short-term goals. This instant philosophy is not fulfilling and sustainable on long way.

There is a saying that "Without vision we'll perish"

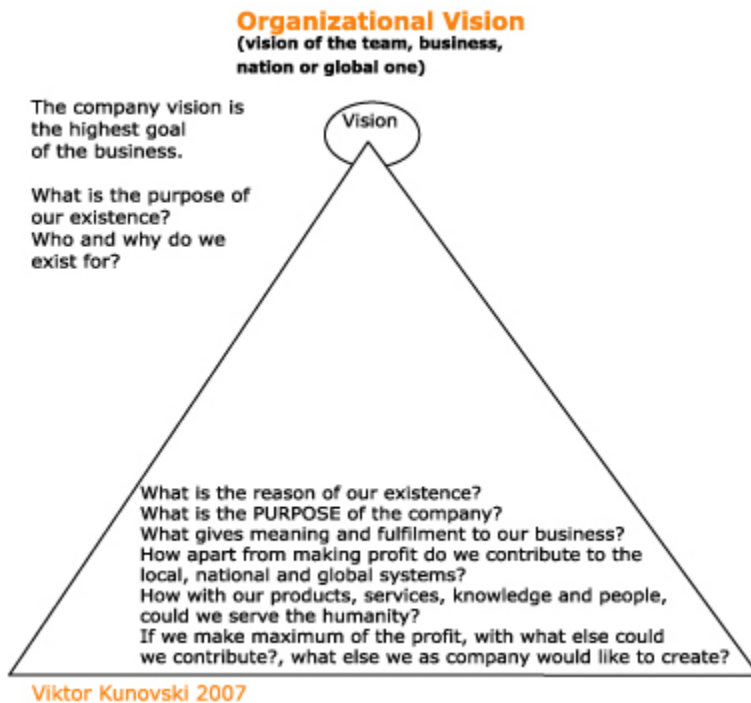
How to create your vision in life?

Step1

Ask your selves and answer the questions from the first triangle (life purpose).
For organizations (use the second triangle) this process is slightly longer as it involves both managerial and employee level participation. Companies should use organizational coach for this purpose.



Written by Viktor Kunovski 2007



Be aware, you have to feel your vision from within, with your hart. Your vision, if right, will have a quality of fulfilling and joys feeling.

When the vision is right for us, people say in moments like this: "This is it, this is for me/us". And you will know it without a doubt.

If fulfilment is not accompanying your vision perhaps you need to be more persistent and patient in the answer from your hart.

Your life vision is not a mental-intellectual process, and it should not come from your brain.

The feeling could not come from the head any way. In the process of discovering your vision, you need to learn to trust your emotional intelligence, or the "path with the hart".

The vision is like a call from the soul, from within. It will inspire you and fill you with energy and joy.

There is not a single person in the world that could not recognise this feeling. The only thing we have to do is to persistently ask our selves the vision questions and to listen for the answers within. The answers to these questions will inevitably come. For some of us it will take more, for others les time to get the answer. With time the vision will become clear and clear.

Once you get the feeling start working on fulfilling your vision.

Additional questions for creating the vision

In addition to the questions from the first triangle, you could ask your self this ones too:

Where do I want to be in 25 years?

What would I like to do then, that will fulfil me, engage my creativity and make me useful and contributing for the systems that surround me (family, friends, colleagues, the wider society, my country and the planet?)

How, with my unique talents could I contribute to richness in my personal and professional life, society and life on the planet?

Step2

What to do, action steps in order to reach the vision and the full potential of a person or organization?

To begin with, all you have to do is to focus your attention towards your hart and ask the questions.

The emotional intelligence of our hart has superior natural intelligence. Once you have the sign of your vision from your hart, start working on it. By working on your vision, you are working on the fulfilling of your potential and life purpose. There is no bigger enjoyment in life, but to work on what fulfils us the most.

Remember, if you are not fulfilled with what you are doing in life, perhaps you are not walking the path of your hart, no matter weather you are having excellent financial results.

Personal fulfilment is precondition to success.

Anthony Robins, one of the most commercial coaches in the world says:

"Success without fulfilment is failure".

Step 3

Action plan

Start your action plan that will take you towards your fulfilment and life purpose, by asking your self:

Where do I/we want to be in 25 years from now? Personally and professionally?

What would I be doing then, that will fulfil me?

How with my creativity I can contribute to the systems around me?

What lies at the hart of my being?

What lies at the hart of my/our work?

Take a pen and paper and start writing the answers on these questions as well.

What is most important to you? Is that your family, health, profession, friends etc?

Where do you want to be internally in your life?

What are the most important things for you in life?

No one could know the answers on these questions but you, no one.

Do not worry if you do not know in an instant where you would like to be in 25 years from now.

The whole process of visioning and achieving your life goals could be illustrated as below.

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