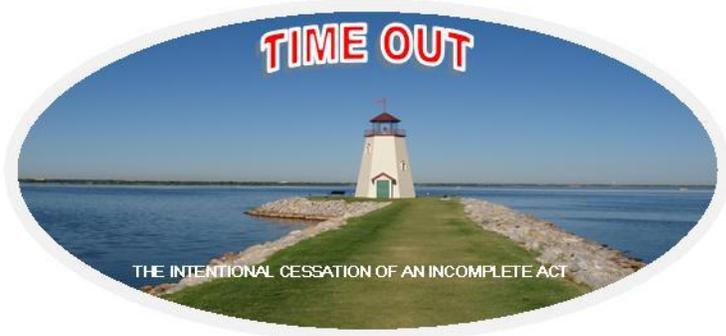




TIME OUT CORPORATE AND PERSONAL INTERVENTIONS

"transitioning Knowing to Being and Doing"

internal



Meredith

Developed by Judy Joseph Mc Sween
December 2015



OUR TARGET

Time Out is specifically designed for client organisations who appreciate the criticality of their human resource capital and are confronted with one or a combination of the following dilemmas:

1. Staff are technically competent and performance, productivity and profitability are hampered by unsatisfactory intra and interpersonal relationships
2. Organisational values are not being lived
3. There is need for culture change
4. Understanding and appreciation of personal accountability and responsibility for organisation change
5. Understanding and appreciation of individual and collective roles in staff engagement
6. Emotional intelligence, self awareness and the impact of self on others
7. Recurrent issues that can be resolved through reframed/expansive thinking
8. The need for a different result

OUR APPROACH

Our approach and methodology is highly introspective, combining:

- theoretical concepts and practical experience
- mindfulness and action
- intuition and logic

As we challenge individuals to expand their thinking and surface answers from within.

OUR RESULTS

Participants emerge with action steps that facilitate effective performance management, increased productivity and profitability through:

1. The ability of individuals to hold previously perceived “difficult conversations” with each other, thereby facilitating
2. Increased openness among team members and formation of new relationships
3. Recognition of personal accountability and willingness to act on it and support team members in their individual efforts
4. Renewed organisation climate
5. Lived organisation values
6. Removal of masks and increased authenticity
7. Improved relationship with self, team, family and community

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OUR SIGNATURE PROGRAMMES

We take "Time Out" not because we have time to spare, but because we realise that it is critical for performing at our fullest potential ...

Our Time Out Approach is integrated into all standard organisation development interventions (Strategic Planning, Teambuilding, Leadership Development, Change Management) and are customised to meet the specific needs of our client's culture. Our signature programmes are as follows.

1. LIVING ORGANISATIONAL VALUES

A highly introspective workshop in which we transition participants from an intellectual understanding of personal and organisational values to a personal and experiential awareness of the dichotomy that exists between what they know and say and who they are and what they do. We facilitate individuals in surfacing the personal reasons for this dissonance and in generating individual and collective solutions for creating the whole person, where knowing, being and doing are aligned.

2. SELF AWARENESS - *the missing dimension*

"Emotional intelligence begins with self-awareness—getting in touch with your inner voice. **Leaders who heed their inner voices can draw on more resources to make better decisions and connect with their authentic selves.**" We facilitate you in your journey to Emotional Intelligence, through Self Awareness, Being and Doing, as you travel the path of

- **Introspection**, an inward journey that allows the individual to uncover his/her untapped potential and impeding attitudes and behaviours, authentic self
- **Insight**, self discovery through reflection on past experiences
- **Intuition**, being willing to accept that there is knowledge that emerges through no obvious analysis and logic; distinguishing between genuine inspiration and impulses
- **Integrity**, an openness and willingness to explore and confront the insights and intuitive knowledge received
- **Internal Transformation**, embracing the learnings received, generating new solutions through Expansive Thinking

3. UNLEASH YOUR POWER

This one day experience promises to be powerful and insightful for individuals and teams, providing the ideal opportunity for you to access higher levels of self awareness that allow you to better re-evaluate personal and corporate goals and discover new strengths to accomplish and perhaps exceed your targets. You will leave

- with insights that emerge from heeding your inner voice
- with clarity on an expanded base of personal strengths and possible impediments
- renewed vision and purpose, feeling fully energized, recharged,

thereby enhancing your possibility for greater impact and success.

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4. KNOWING BEING AND DOING

"there can be no organisational transformation, without personal transformation", the Knowing Being and Doing Programme provides the opportunity for executives and teams in all sectors of society to join the unique cadre of leaders that are equipped with a sound theoretical knowledge of leadership principles and have inculcated this KNOWledge into who they are - their BEING and what they DO. Through this alignment and *their willingness to embrace personal change as an ethos*, they have developed the *ability to influence team, organisational and societal transformation*.

5. THE TIME OUT 90 minute, half day and 24 hour INDIVIDUAL REJUVENATORS – Turn Off the Cell Phones and iPads and Tune Into SELF

- Are you at a crossroad in your personal or professional life?
- Do you keep finding yourself in similar situations and you would rather not?
- Is there a fear you need to overcome?
- Is there a need to reframe your perspectives on life?
- Are you seeking clarity in direction?

Through facilitated reflection and introspection you emerge with clarity of direction and a drive to do what it takes to make the difference. Choose from one of our available options (i) 90 minute **ONLINE SKYPE** or **DIRECT CONTACT Session** (ii) a relaxed 3 hour Saturday morning session. The atmosphere is warm and cosy, the group is small (restricted to four persons) and the session insightful (iii) or join us for a 24 hour retreat, an ideal transformational experience, in an environment that allows you to contemplatively commune with nature and with self, while engaging in a highly insightful and introspective process.

6. TIME OUT INDIVIDUAL BONUS PACKAGE - Five Coaching Sessions

Five (90 Minute) Coaching Sessions, includes Frameworks® Coaching Process, Extended DISC Behavioural Style Analysis and creating a Personal Strategic Plan.

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ABOUT THE FACILITATOR

Judy Joseph Mc Sween TRANSFORMATION COACH |SPEAKER| ORGANISATION DEVELOPMENT CONSULTANT|GROUP DYNAMICS FACILITATOR is the CEO of Meredith McSween International (MMI). She is a dynamic and accomplished Organisation Development Facilitator credited with her

- Full presence and exemplary role when working with client systems
- Intuition, Insight and situational sensitivity
- Expansive thinking - ability to facilitate clients in pulling together seemingly diverse dimensions of their personal and professional lives to surface unconscious strengths, become aware of impeding attitudes and behaviours and create new solutions
- Ability to skillfully take clients on an inward journey that facilitates their realization that they are change empowered and accountable
- Open environment sessions in which individuals and teams feel included and comfortable enough to be authentic

She holds:

- An MBA in Export Management and International Business from the City University Business School England (CASS)
- A BSc in Industrial Chemistry from the City University
- A Certificate in Organisation Development from NTL Institute for Applied Behavioural Science
- A Certificate in the Frameworks Coaching Process© (FCP) from InnerLinks Associates. She is **the only Certified Facilitator** in the English speaking Caribbean

Ms Mc Sween has over thirty years of corporate and consulting experience, having worked at executive level in the manufacturing and service sectors within the ANSA Mc Al Group and CGA Ltd. She led the consulting practice at Judy Joseph & Associates Ltd, which was the local representative for the Brussels based EU Initiative, Centre for the Development of Enterprise (CDE) and was the Strategic Planning Practice Lead at Odyssey Consulting facilitating **strategic planning, leadership development, change management and teambuilding interventions and stakeholder consultations.**

At MMI, Ms Mc Sween has developed the **Time Out Suite of Corporate Interventions and Personal Transformation Retreats.** These interventions focus on developing intra and interpersonal relationships, through emotional intelligence and initiating individual transformation, individual transformation being critical for successful organisational transformation.

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Her fervour for meaningful transformation is epitomised in her own life as she transitioned from Industrial Chemist to Organisation Development Consultant – a transition that recognised that sustained transformation requires the cultivation of *an ethos of internal transformation*. It requires technical knowledge, self knowledge and the development and use of insight and intuition. She brings to your Time Out Experience her unique combination of theoretical knowledge, skills and practice. She is associated with:

- NTL Institute for Applied Behavioural Science – Member, Trainer and Local Coordinator
- Organisation Development Network USA
- Association of Female Executives of Trinidad and Tobago – Past President
- Trinidad and Tobago Women's Hockey Association – Past Secretary and Public Relations Officer
- World Community for Christian Meditation – Member of International Faculty, Local Council and Local Group Leader

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