

BEHAVIOURAL EVOLUTION . . .

WHAT DENISE OFFERS

- Leadership Forum For Business Executives
- Professional Development Programs For All Levels Of The Organisation
- Coaching - Work Performance; Anger Management; Executive Presentation Skills
- Conference Keynote Presentations and Workshops
- 360 Degree Feedback; D.I.S.C. Profiles
- Nationally Recognised Training Programs

TRENDS >>>>	SOCIAL / SCIENTIFIC	ENVIRONMENTAL	PERSONAL GROWTH & HUMAN DEVELOPMENT	CORPORATE INITIATIVES: EMPLOYEE BENEFITS, WORKPLACE BEHAVIOUR	LEADERSHIP STYLES. DEALING WITH DIFFERENT GENERATIONS OF EMPLOYEES AND MANAGERS	MAJOR ISSUES IN THE WORKPLACE
DECADES >>>						
1980-1989 'TRADITIONAL DECADE' (Last of the old school/traditional business and management)	Public health concerns including AIDS/HIV. Robust economy. Personal Computer wars between Microsoft and Apple. Fax machines saturate the marketplace. Private sector introduced to internet. First online chat session relay developed by Jarkko Oikarinen USA.	Widespread pollution. Bhopal Disaster, 1984 (India – Chemical Gas Leak) 10,000 dead. Chernobyl Reactor Explode, 1986 (Ukraine). NASA reports ozone layer eroding. Exxon Valdes Oil Spill, 1989 Prince Williams Sound, Alaska – tanker spill 11 million gallons of crude oil into the Atlantic.	Fitness revolution “No pain no gain”. Increase in Women re-entering Workforce. Skills Gap – The inability for employers to field a fully qualified workforce. Training Employees - Employers invest in management seminars, computer courses and out-of-town conferences.	Anti discrimination explosion re age, race, gender, religion. Sexual harassment cases to courts goals and reward programs. Gymnasiums in Corporate Offices and Health Club Memberships included in benefit packages for prospective employees.	New moral standards for leaders. Decentralized management. Post War Leadership. Workplace Diversity – Recognition of the need for training. Emphasis on Total Quality Management. “Customer Defined Value” – identifies customer complaints as an opportunity to better products and people. Use of Benchmarking – consistently measuring products, practices and services against industry competitors.	Anger /conflict. Communication. Power and greed. Fat corporations with many entrenched managers. Merger mania. Testing – Companies increase IQ, employment and behavioural testing. Economic Recession. Reorganization. Layoffs – Fear. Confined Workspaces. Introduction of Flex Hours, non-standard work schedule. Casual Day. Operational Efficiency.
1990-1999 'KNOWLEDGE DECADE' (Internet and computer technology heralds globalisation)	Internet - hosts quickly grow from 1,000 to 100,000 & beyond. Genetics and cloning (Dolly, 1997). E-commerce. Online communication explodes with the virtual office, email, mobile phones. Fall of Berlin Wall. Global capitalization. European Union.	Continued emphasis on recycling and re-using. Increased emphasis on environmental awareness on a global scale. 1992 Earth Summit. 1997 Kyoto Protocol to cut emissions of greenhouse gases.	Increase in women back in the workforce at management level. Corporate loyalty waning. Training - Companies invest in team-building sessions, outward bound adventures, and executive retreats.	Creche and kindergartens in corporate office suites, or funding for child minding in employment packages. Family friendly work environments and practices for men and women.	Emotional Intelligence – EQ. Generation X enters workforce. Baby Boomer Leadership - some aging and retiring. Corporate Diversity Training becomes standard. Identification of Stakeholders – idea of motivating employees and constituents to share in the success in the business.	Communication. Gender Balance. Management hierarchies flattened further with more decisions made on the front line. Continued mergers. Anti-trust issues. Workplace violence. Job-sharing.
2000-2009 'CONCERN DECADE' (Continued globalisation with concerns about security)	Biotechnology. Greatly increased interest in quantum physics and brain research in the general public sector. Wireless technology. Stem cell & cloning. Globalisation. Pharmaceuticals and medical technology advances – the Human Genome Map. Wireless mobility. EURO 2002.	Environmental protection effectively and efficiently on global level. Sustainable tourism boosts economies in developing nations. Leaded fuel a health hazard, 2000. World Meteorological Organization, 2001 is 2nd warmest year on record. Rapid climate change in Arctic – 300 scientists verify the polar cap is 10% smaller than 30 years earlier.	Spirituality in the Workplace. Meditation. Health. Interest in the Human Energy Field, Brain Research, and the Body/Brain connection. Thoughts and emotions at work. Sandwich generation – caring for children and ageing parents. People living longer, larger populations. More meaningful travel in shorter doses. Preventative medicine. Obesity. Higher education leads to 'smarter' workforce.	‘Quiet’ rooms in corporate offices. Games rooms. Naps – scientific evidence of body cycles and sleep. Community involvement and volunteerism. Increased spending on retirement benefits. Increased health care spending. Benefits for partners. Spirituality in the workplace – meditation, record number of people join corporate Yoga and Pilates Classes. Executive Leadership Retreats.	Generation X as leaders. Spiritual Intelligence. ‘People First’ then systems. Personal life of leaders is fair game. Jack Welch – How to be a good leader “Winning”, Jacks 8 rules to good leadership. Peter Drucker – “Management Challenges for the 21st Century”, a discussion of the New Information Revolution. ‘Enlightened Leaders’ look deeper into the organization to include people alongside systems and procedures.	Employee Disengagement – statistics show alarming levels. Anger Management. Bullying. Communication. Capturing the entrepreneurial spirit by men, women and minorities in the workplace. Increased outsourcing – human and online, creates fear based workforce. Developing creativity and innovation to keep ahead of the competition. Management distrust. Minimalist attitude work performance. Work / Life balance. Victim mentality. Division in the workplace. ‘Intangibles’ decreasing profits, productivity, sales and performance.
2010 AND BEYOND 'AWARENESS DECADE' (Continued globalisation closing the “digital divide”)	Nanotechnology. Nuclear Fusion. Wireless technology. Telecommuting. Globalisation. Medical advances beyond our imagination. Industry based on products and exchange of information and ideas rather than manufactured goods or other products (knowledge works). “If you can imagine it, chances are someone else is creating it”.	More efficient operations by polluting less and seeking out environmentally friendly methods. Energy transfer. New energy sources and methods harnessed.	Meditation for personal and work focus. Alternative practices for health and prosperity. Sandwich generation increases, and more people seek stress management. Preventative medicine. Obesity and eating disorders in younger age groups. What quantum physics, and the human energy field, have to offer us and our workplace. Greater focus on ‘energy’ for health, wealth and play.	Adult day care for ageing parents. Increased spending on retirement benefits. Priority focus on the intangibles affecting workplace behaviour and productivity etc. Energy centres of the organisation. Targeted stress and pressure related programs to cope with ‘instant info’ age. Individual coaching. Family and partner programs.	Generation Y leaders. Energy Intelligence in the workplace. Health assessment for corporate leaders. First work generation without racial, gender, age, other prejudices (Gen. X and Y grew up without these barriers). Greater human behaviour focus for leaders. Leadership forums to keep connections with all levels of the organisation. Assessing organisational energy.	Globalisation of work will bring about telecommunication and telecommuting en masse. Bringing together disjointed teams. Increased communication challenges resulting in heightened workplace conflict and anger. Re-connecting the workplace. Exploring many levels of communication. Security issues. Pressure and stress management – ‘fast culture’. The ‘human and personal’ replaced by the ‘technological’.
GENERAL TREND	Continued push toward mobility. Clean fuel transportation devices. Bio-medical innovations.	Recognition of global warning signs will continue to encourage governmental “green minded” consensus. Terrorism and ramifications still loom. Positive results from recycling and re-using.	Continued levelling of the hiring field between genders. Baby Boomer retirement fore casted to increase funds to: tourism, fitness, health, spiritual, and medical and alternative healing industries.	Continued movement toward a healthy work force. Specialist consultancy, strategists and analysts. Focus on people and the internal as a high priority.	Gathering and distributing information effectively. Managing the mobile and/or virtual team. Communication skills a must. Tolerance and acceptance across cultures and styles.	Distinctive generational traits. Generation Y is here (born between 1979-1994). Globalisation, virtual workplace, mobility and technology. Information society. “A competitor can copy your products, your services, your technology and your prices. But they cannot replicate your people” Denise Quinn