



Mkhokheli

LEADERSHIP CENTRE



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UNLEASHING YOUR POTENTIAL

COACH BUSANI NGWENYA

B.Com (Hons), ACII, FCIM, MBA

Managing Executive:

Absa African Regional Operations - Insurance
John C. Maxwell Certified Coach, Trainer & Speaker

"I am here to make a positive difference"

3 KEYS TO CHANGE YOUR WORLD



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③

How will you motivate and enable change?

②

What few behaviors will lead to the greatest amount of change?

①

What do you want to achieve?

KEY 1: FOCUS & MEASURE







You will always have
the time for the
things you choose to
put first in your life.
Brad Turnbull - Author



Things which matter most must
never be at the mercy of things
which matter least.

~ Johann Wolfgang von Goethe

LAW #17: THE LAW OF PRIORITIES

Understand That Activity

Is Not Necessarily Accomplishment



**NEVER MISTAKE ACTIVITY
FOR ACHIEVEMENT**

GOAL SETTING



Ch





Anything that you desire to experience, create, get, do or become.

5 Key Components of Real Goals

1. **Wish/dream - aspirational part “new year resolutions style”**
2. **Defining Variables - “from *x* to *y* by *z*”**
3. **Actions – what do I need to do to achieve it “lead measures/vital behaviours”**
4. **Motivation– am I willing to do these actions?**
5. **Ability – am I able to do these actions?**

KEY 1(a): FOCUS

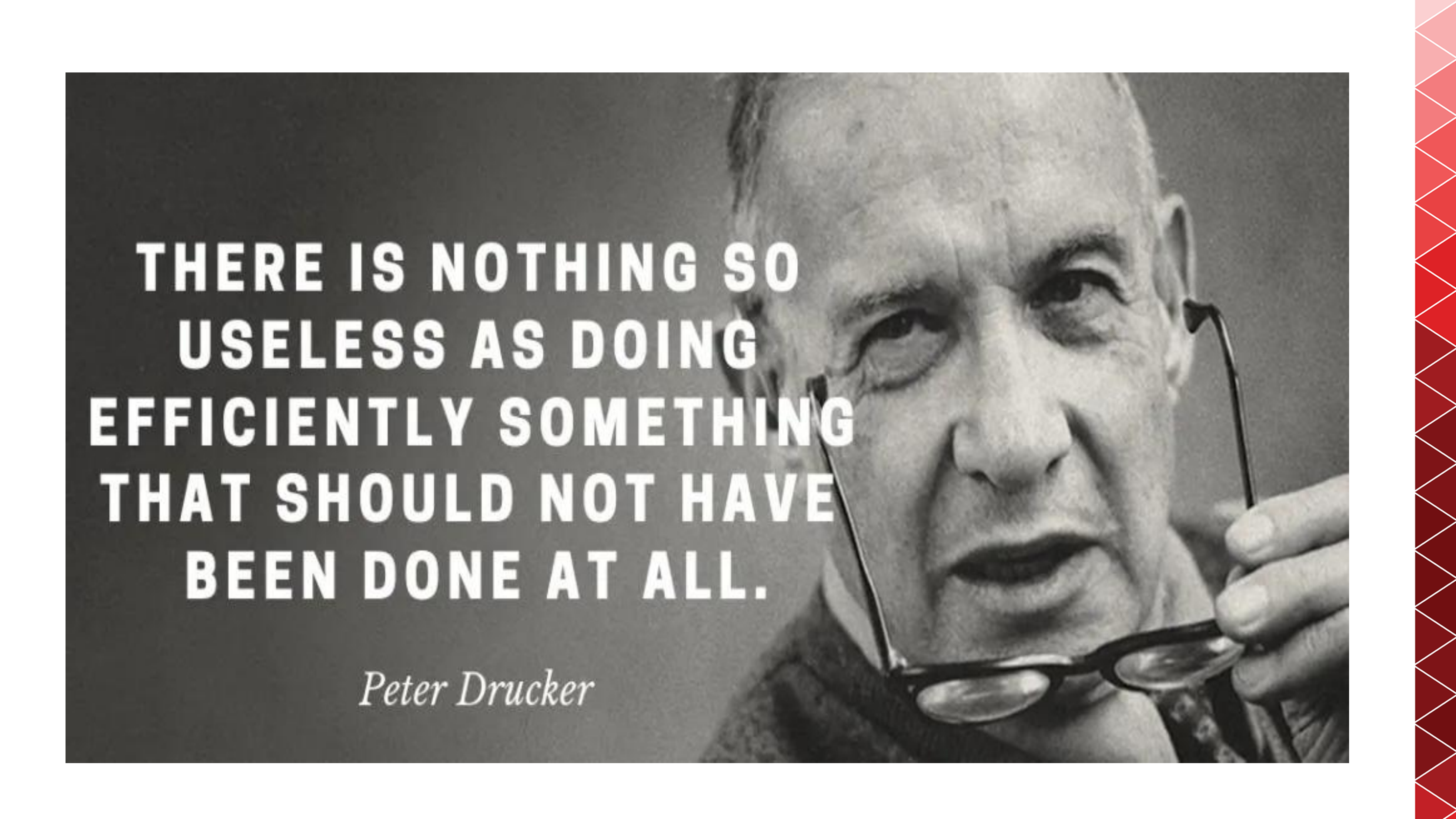
- Define Wildly Important Goal



James Clear

The most invisible form of wasted time is doing a good job on an unimportant task

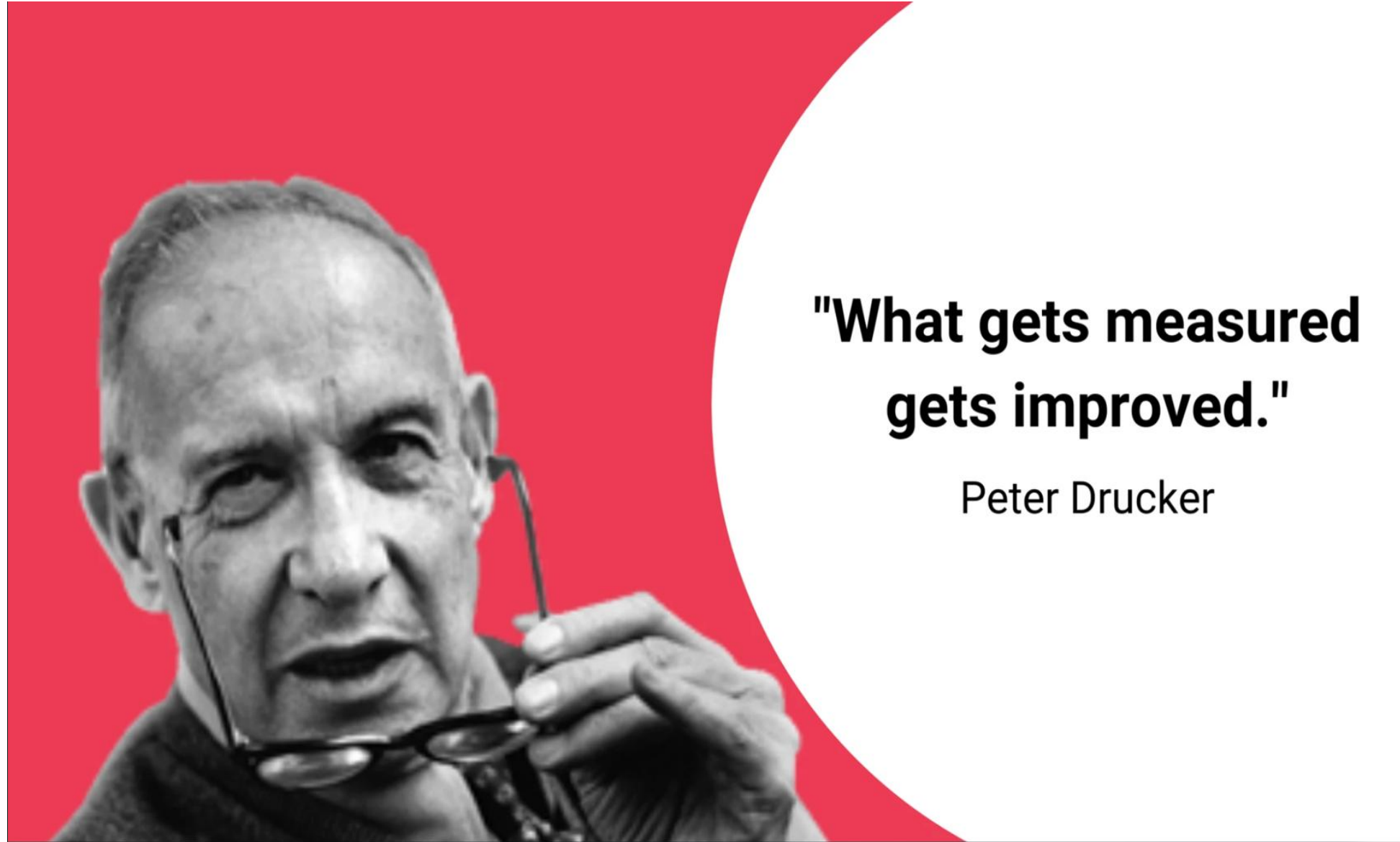


A black and white close-up portrait of Peter Drucker. He is looking slightly to the right of the camera with a thoughtful expression. He is holding a pair of dark-rimmed glasses in his right hand, with the frames resting near his chin. The background is a plain, light color.

**THERE IS NOTHING SO
USELESS AS DOING
EFFICIENTLY SOMETHING
THAT SHOULD NOT HAVE
BEEN DONE AT ALL.**

Peter Drucker

KEY 1(b): MEASURE



KEY 1(b): MEASURE

- Measure WIG and Vital Behaviour
- A measure tells you if you have achieved your goal
 - Performance gap: from X to Y.
 - Gap-closure timeframe: by When.
- Measurements
 - Don't have far off measurements
 - Don't have infrequent measurements

KEY 2: FIND VITAL BEHAVIOURS



The Big Idea

Even with complex and long-standing problems, just a few vital behaviours can lead to enormous change.

Find the vital behaviours, and find a powerful leverage point for change.



Brainstorm

creativity

sketch

A/a

Design

HARE

& Focus on

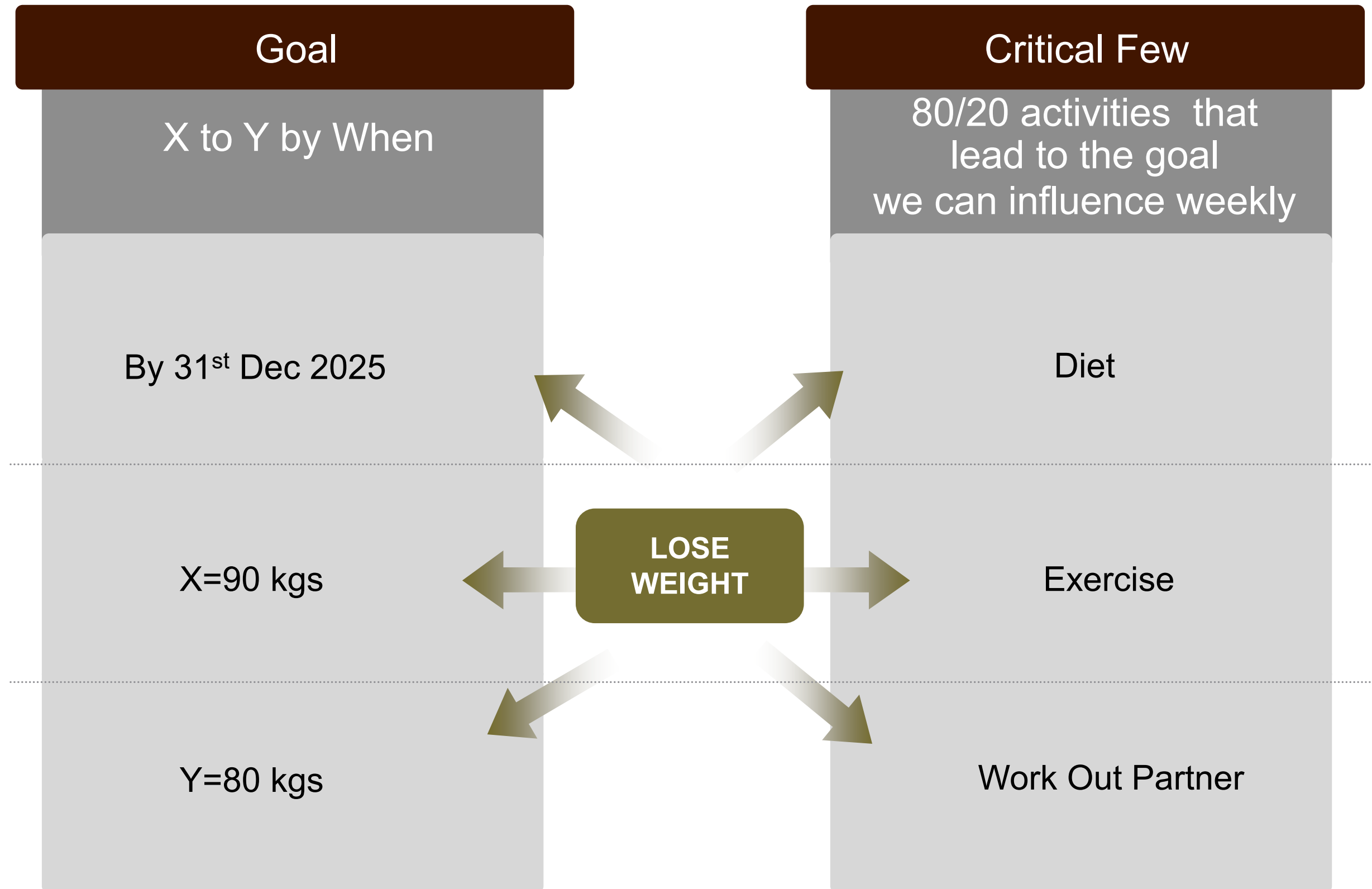
Ask these Critical Questions

- What could I do that I have never done before?
- What strength can I use as leverage on the WIGs?
- What do the best do differently?
- What weakness might keep me from achieving the WIG?
- What could I do more consistently?

VITAL BEHAVIOURS CHARACTERISTICS

- Predictive battles
- Influenceable
- Ongoing

Act on the Critical Few



KEY 3: ENGAGE ALL SIX SOURCES OF INFLUENCE



WHY DO PEOPLE DO WHAT THEY DO?



WHY DO I DO WHAT I DO?



WHY DO I DO WHAT I DO?



Motivation



Ability

KEY 3: ENGAGE ALL SIX SOURCES OF INFLUENCE

	Motivation	Ability
Personal	1 Make the Undesirable Desirable	2 Surpass Your Limits
Social	3 Harness Peer Pressure	4 Find Strength in Numbers
Structural	5 Design Rewards and Demand Accountability	6 Change the Environment

Source 1: Personal Motivation

The influence of the pleasure or pain of the behaviour itself.

	Motivation	Ability
Personal	1 Make the Undesirable Desirable	2 Surpass Your Limits
Social	3 Harness Peer Pressure	4 Find Strength in Numbers
Structural	5 Design Rewards and Demand Accountability	6 Change the Environment

Source 1: Personal Motivation

Problem

Many Vital Behaviours are boring, frightening, uncomfortable or even painful

Many wrong behaviours feel pretty good

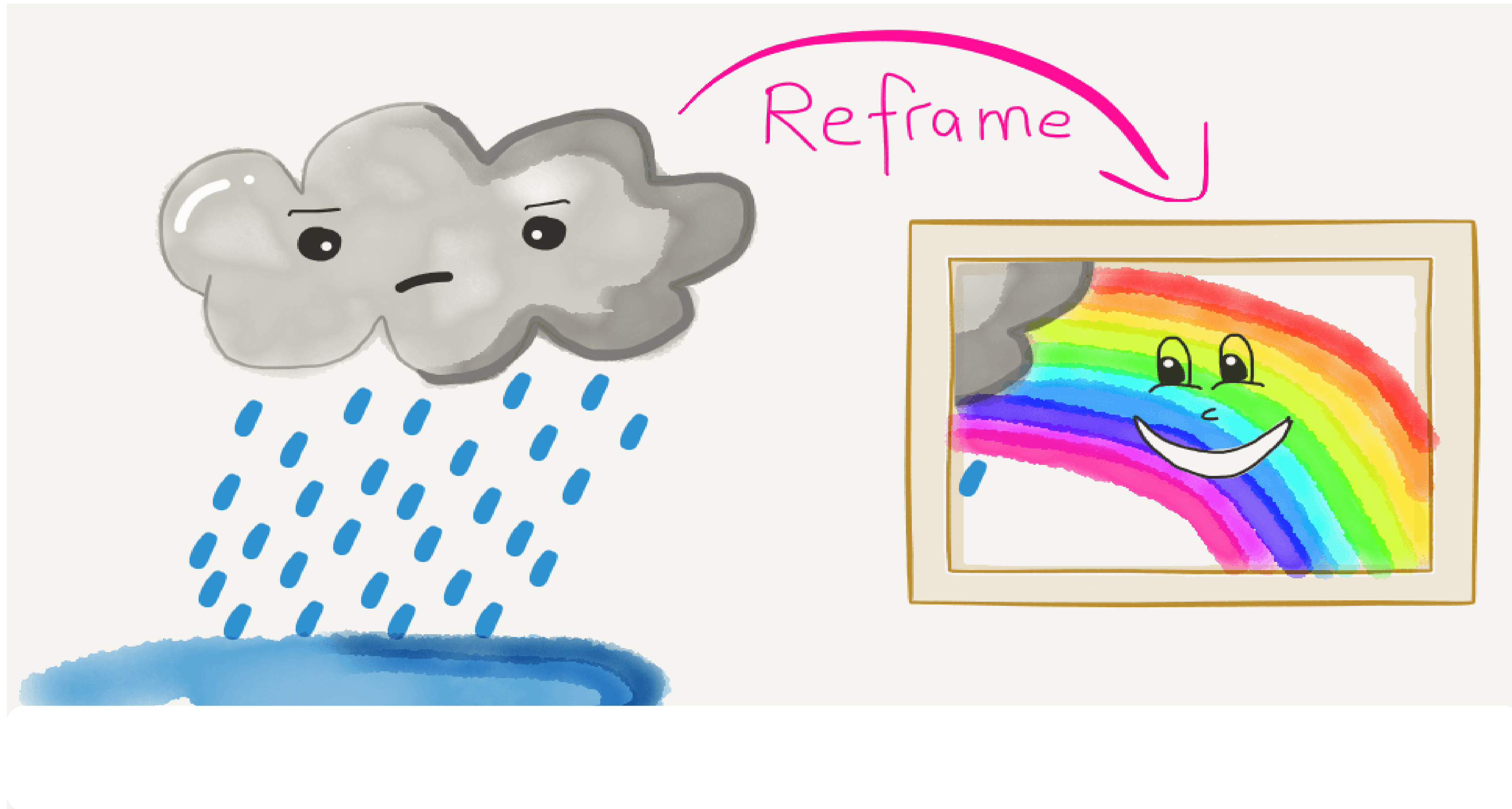








What to Do?



What to Do?

Connect with Human/Moral Connections

1. Frame choices by telling the whole story (default future)
2. Share meaningful stories of the impact of your work to humanity
3. Create direct experiences - exposure
4. Link Behaviour to Mission, Vision, Values, Beliefs, Goals, Identity
5. Allow for choice – ask questions?
6. Make it a game – keep score

Source 2: Personal Ability

	Motivation	Ability
Personal	1 Make the Undesirable Desirable	2 Surpass Your Limits
Social	3 Harness Peer Pressure	4 Find Strength in Numbers
Structural	5 Design Rewards and Demand Accountability	6 Change the Environment

The influence of skill.

Source 2: Personal Ability

Problem

Many Vital Behaviours are far more physically or emotionally challenging than we realize.

So we grossly under-invest in building skills.



What to Do?

Increasing Personal Ability

Training e.g., willpower, crucial conversations, habits management, handling irate clients, technical skills, how to ...

Practical training to practice these skills.

Small bites, with immediate feedback.

“You Can’t Change a Life Without Building Skills.”

J Grenny et al: Crucial Influence

Sources 3 & 4: Social Motivation and Ability

	Motivation	Ability
Personal	1 Make the Undesirable Desirable	2 Surpass Your Limits
Social	3 Harness Peer Pressure	4 Find Strength in Numbers
Structural	5 Design Rewards and Demand Accountability	6 Change the Environment

The influence of other people – through modeling, praise, helping and enabling

“Why don't I do what I want to do?”

- 1. Peer Pressure.** No one else does it.
- 2. Leadership Modeling.** My boss doesn't do it with her boss.
- 3. Social punishment.** When I try it, others become offended.
- 4. No accountability.** When I don't do it, no one bugs me about it.
- 5. No expectations.** When I started, no one told me it was expected.

The Promise

Small changes in your social system can lead to big changes in behavior

Add a friend, coach, mentor, cheerleaders

Throw in some affirmation/encouragement

Lead by example – walk the talk!

Build accountability, especially peer accountability

Engage formal and opinion leaders

Distance yourself from unwilling

... and change happens.

Source 5: Structural Motivation

The influence of costs, incentives, and accountability.

	Motivation	Ability
Personal	1 Make the Undesirable Desirable	2 Surpass Your Limits
Social	3 Harness Peer Pressure	4 Find Strength in Numbers
Structural	5 Design Rewards and Demand Accountability	6 Change the Environment

Source 5: Structural Motivation

Problem

Rewards, incentives, or costs might encourage the wrong behaviours or discourage the right ones.

- Use extrinsic rewards third
- Use incentives wisely
- Reward behaviour, not just rewards
- Discipline as a last resort
- Make it affordable

The Cardinal Rule of Behaviour Change

“What gets rewarded, gets repeated. What gets punished, gets avoided.”

James Clear: Atomic Habits

Source 6: Structural Ability

	Motivation	Ability
Personal	1 Make the Undesirable Desirable	2 Surpass Your Limits
Social	3 Harness Peer Pressure	4 Find Strength in Numbers
Structural	5 Design Rewards and Demand Accountability	6 Change the Environment

The influence of space, data, cues, tools, processes, and other environmental factors.

Source 6: Structural Ability

The Portion Size Illusion

Which plate contains the most food?



Think about it before looking at the answer below

Source 6: Structural Ability

Problem

We are blind to the incessant and powerful force the environment exerts on our own and others' behaviour.

“Environment is the invisible hand that shapes human behaviour.”

James Clear: Atomic Habits



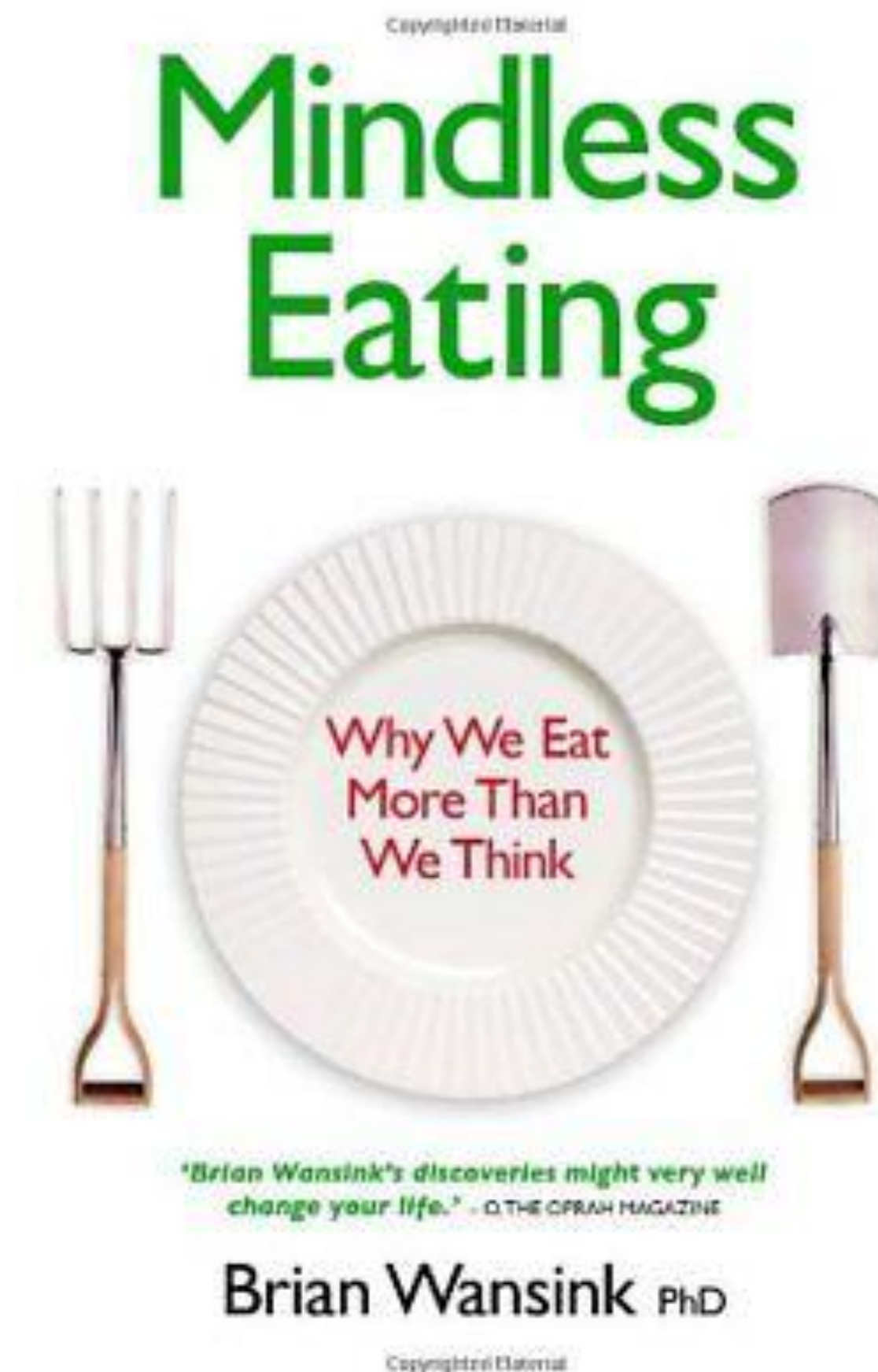
Until you make the
unconscious conscious,
it will direct your life
and you will call it **fate.**

~C.G. Jung

“THE KING MATTER!”



Environmental Factors



1. Change Physical Space
2. Use visual clues/cues/tips
3. Change data stream
4. Build fences
5. Manage distance/proximity
6. Engage autopilot – make it easy
7. Make it inevitable – change a process

STRUGGLING WITH THE FEAR FOR
CHANGE



ROLL THE DICE



Need Helping Hand?





Mkhokheli
LEADERSHIP CENTRE

Presents:



Leadership Training

For 8 Weeks

Sessions will run on **Tuesdays**
from **26th August 2025**
6:00pm to 7:30pm CAT

Investment: \$300
Payment deadline:
23rd August 2025.

TOPICS to be covered

1. Role of Purpose, Mission, Vision and Values in Leadership
2. Strategy Setting Principles
3. Strategy Execution Principles
4. Habits Management
5. Building Influence as a Leader
6. Effectively Tackling Crucial Conversations and Confrontations
7. Personal Mastery and Accountability
8. Servant Leadership & Legacy Building

Facilitated by
Coach Busani,
a John Maxwell Certified Coach



Sign up Today:   +263 777 616 356  Busani@mkhokheli.com



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Thank you!



+263 777 616 356



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