

Elevate Your Business Performance: Unveiling the 4X Growth Formula

Establish that holistic perspective and transform



*“Out of your
vulnerabilities
will come your
strength.”*

— Sigmund Freud



The Journey begins:

Elevating your business performance...

Let's cut right to it. What exactly do we mean by “**Elevate Your Business Performance?**”

For many leaders, it may be seen as a pipe dream and overly ambitious statement. It's no secret that our business world continues to transform in front of us. And there is a choir of experts singing from similar hymn sheets with respect to the need for future-forward strategies that take into account the impact from disruptive technologies.

Here are six leading global consulting firms known for their views on this subject.

McKinsey & Company often publishes insights on disruptive innovation, digital transformation, and future trends.

Boston Consulting Group is recognized for its strategic insights. They often produce reports on topics such as innovation, digital disruption, and the future of various industries.

Bain & Company has a focus on strategy and has produced research on topics such as digital disruption, customer experience, and innovation.

Deloitte covers a broad spectrum of topics related to business strategy, innovation, and disruptive technologies. They often release annual reports on emerging trends.

Pricewaterhouse Coopers is known for its industry reports and insights. They cover topics such as digital transformation, innovation, and disruption.

Accenture provides insights on digital disruption, technology trends, and innovation strategies.

So, what's our angle for “Elevating Your Business Performance?” We utilize a framework for guiding leaders through their strategic development and challenge them to explore their current thinking.

We'll be unpacking this framework in this eBook, and for now let's start by clarifying some commonly used terms that are associated with “**Future-Forward Thinking.**”

Associated terms used in conjunction with discussion on adopting a “Future-Forward” perspective

Businesses that operate with a “Future-Forward” perspective are forward-thinking organizations that proactively plan for and adapt to future trends, challenges, and opportunities.

This perspective involves a strategic mindset that goes beyond short-term goals and considers the long-term sustainability and success of the business. Here are nine key aspects of businesses with a Future-Forward perspective:

FORESIGHT AND ANTICIPATION

Future-Forward businesses actively seek to anticipate changes in the business environment, including shifts in technology, consumer preferences, market dynamics, and regulatory landscapes. They use tools like trend analysis, scenario planning, and market research to prepare for what lies ahead.

INNOVATION AND ADAPTABILITY

These businesses prioritize innovation and adaptability. They continuously invest in research and development, technology adoption, and creative problem-solving to stay ahead of the curve and respond to changing market demands.

SUSTAINABILITY AND RESPONSIBILITY

Future-Forward businesses recognize the importance of sustainability and corporate social responsibility. They incorporate environmentally and socially responsible practices into their operations, not just to meet current regulations but to prepare for a future where sustainability is non-negotiable.

DIGITAL TRANSFORMATION

Embracing digital technologies is a fundamental aspect of a Future-Forward perspective. These businesses leverage digital tools for efficiency, data-driven decision-making, and customer engagement. They recognize the transformative potential of technology in reshaping industries.

LONG-TERM VISION

Future-Forward businesses have a clear and compelling long-term vision. They set strategic goals that extend beyond immediate profits and consider how the business will evolve and thrive over the coming years and decades.

TALENT DEVELOPMENT

Future-Forward organizations invest in talent development and foster a culture of learning. They understand that a skilled and adaptable workforce is essential for future success. This often includes training, upskilling, and fostering a culture of innovation.

MARKET RESEARCH AND CUSTOMER INSIGHTS

They place a strong emphasis on understanding their customers. Through market research and customer insights, they aim to stay attuned to changing customer needs and preferences.

ECOSYSTEM ENGAGEMENT

These businesses actively engage with their ecosystems, collaborating with partners, suppliers, and other stakeholders. They recognize the value of these relationships in adapting to industry changes and capitalizing on opportunities.

CONTINUOUS IMPROVEMENT

A Future-Forward perspective involves a commitment to continuous improvement. These businesses regularly evaluate their strategies, operations, and performance to identify areas where they can do better and adjust accordingly.

In essence, businesses with a Future-Forward perspective are forward-looking, innovative, and resilient. They are well-prepared to navigate the challenges and opportunities of an ever-evolving business landscape and position themselves for long-term success.

“Becoming isn’t about arriving somewhere or achieving a certain aim. I see it instead as forward motion, a means of evolving, a way to reach continuously toward a better self. The journey doesn’t end.”

— Michelle Obama, *from Becoming*

Incorporating the Three Horizons Framework into the Future-Forward equation

The Three Horizons Theory, also known as the Three Horizons Framework, was developed by Bill Sharpe, Richard Roberts, and Paul S. Wilson. of International Futures Forum as part of work for the UK Foresight Program's Intelligent Infrastructures Project.

It provides a strategic framework for understanding and managing innovation and change within organizations. The theory divides an organization's activities and focus into three distinct horizons:



Horizon 1 (H1): This represents the core of the business, where organizations manage and optimize their existing products, services, and processes. H1 is focused on current operations and generating immediate revenue.



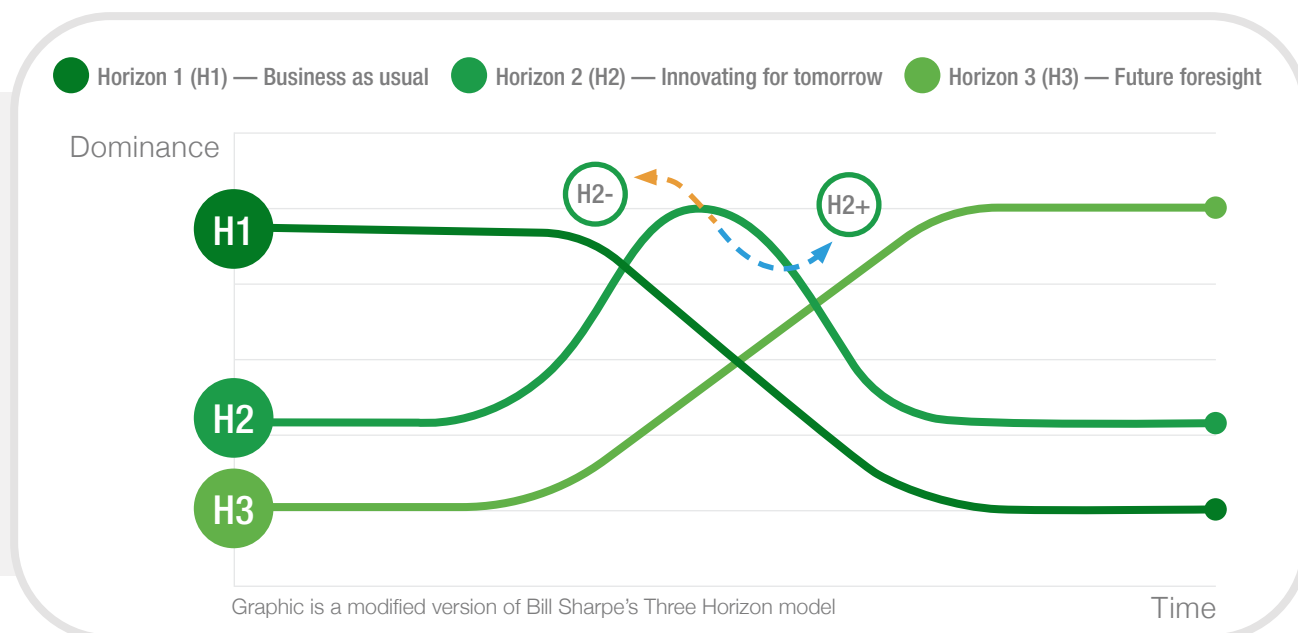
Horizon 2 (H2): H2 involves activities that extend or build upon the core business. It typically includes innovations and new initiatives that are expected to yield results in the medium term. This horizon focuses on growth and expansion into new markets or products.



Horizon 3 (H3): H3 is where organizations explore disruptive innovations and new opportunities that will shape the future of the business. These initiatives are often high-risk, with long-term potential, and may require significant investment. H3 focuses on creating the next generation of products or services.

The Three Horizons Theory is a valuable tool for organizations to balance their short-term and long-term goals. It encourages a structured approach to innovation and helps businesses manage their existing operations while simultaneously exploring new opportunities and preparing for future challenges.

By considering all three horizons, organizations can achieve sustainable growth and adapt to changing market conditions.



One more piece to the Future-Forward puzzle: The Systemic Business Ecosystem

A Systemic Business Ecosystem, often referred to as a corporate ecosystem or business network, is a dynamic and interconnected network of organizations, individuals, technologies, and resources that collaborate and interact within a specific business environment.

This ecosystem is characterized by a complex web of relationships and interdependencies among various stakeholders.

Here's an overview of how a Systemic Business Ecosystem functions:

DIVERSE STAKEHOLDERS

A Systemic Business Ecosystem includes a diverse range of stakeholders, such as businesses, customers, suppliers, competitors, government entities, non-profit organizations, investors, and other relevant actors. Each stakeholder plays a unique role in the ecosystem.

INTERCONNECTED RELATIONSHIPS

Organizations within the ecosystem often have interconnected relationships. These relationships may involve partnerships, collaborations, alliances, mergers and acquisitions, joint ventures, and more. These interactions help businesses achieve their strategic goals and serve their customers better.

RESOURCE SHARING

Resources are shared among ecosystem members. This can include the sharing of knowledge, data, technology, and even physical resources like infrastructure and facilities. Such resource-sharing arrangements help optimize efficiency and reduce costs.

INNOVATION AND CO-CREATION

Ecosystems foster innovation and co-creation. Organizations work together to develop new products, services, and solutions that address evolving market demands. Open innovation practices are common within these ecosystems.

VALUE CHAIN INTEGRATION

Value chains are often integrated within the ecosystem. This involves the coordination of various stages in the production, distribution, and delivery of products and services to maximize value creation and streamline operations.

MARKET DYNAMICS

The ecosystem is influenced by market dynamics, including customer preferences, industry trends, and competitive forces. Businesses must adapt and respond to changes in the external environment to remain competitive.

DIGITAL TRANSFORMATION

Technology plays a pivotal role in modern Systemic Business Ecosystems. Digital platforms, data analytics, cloud computing, and other technologies facilitate efficient communication and data exchange among ecosystem members.

REGULATORY AND LEGAL FRAMEWORKS

Compliance with regulations and adherence to legal frameworks is essential within the ecosystem. Government entities often define rules and standards that govern business conduct.

SUSTAINABILITY AND RESPONSIBILITY

Sustainability and corporate social responsibility are integral to many Systemic Business Ecosystems. Businesses are increasingly held accountable for their environmental and social impacts.

MARKET EXPANSION

Ecosystems can facilitate market expansion. A business can leverage the network to access new markets, reach a wider customer base, and explore international opportunities.

COMPETITIVE ADVANTAGE

Success within a Systemic Business Ecosystem can provide organizations with a competitive advantage. Access to critical resources, expertise, and customer relationships can differentiate businesses from their competitors.

“A business ecosystem is just like the natural ecosystem; first, needs to be understood, then, needs to be well planned, and also needs to be thoughtfully renewed as well.”

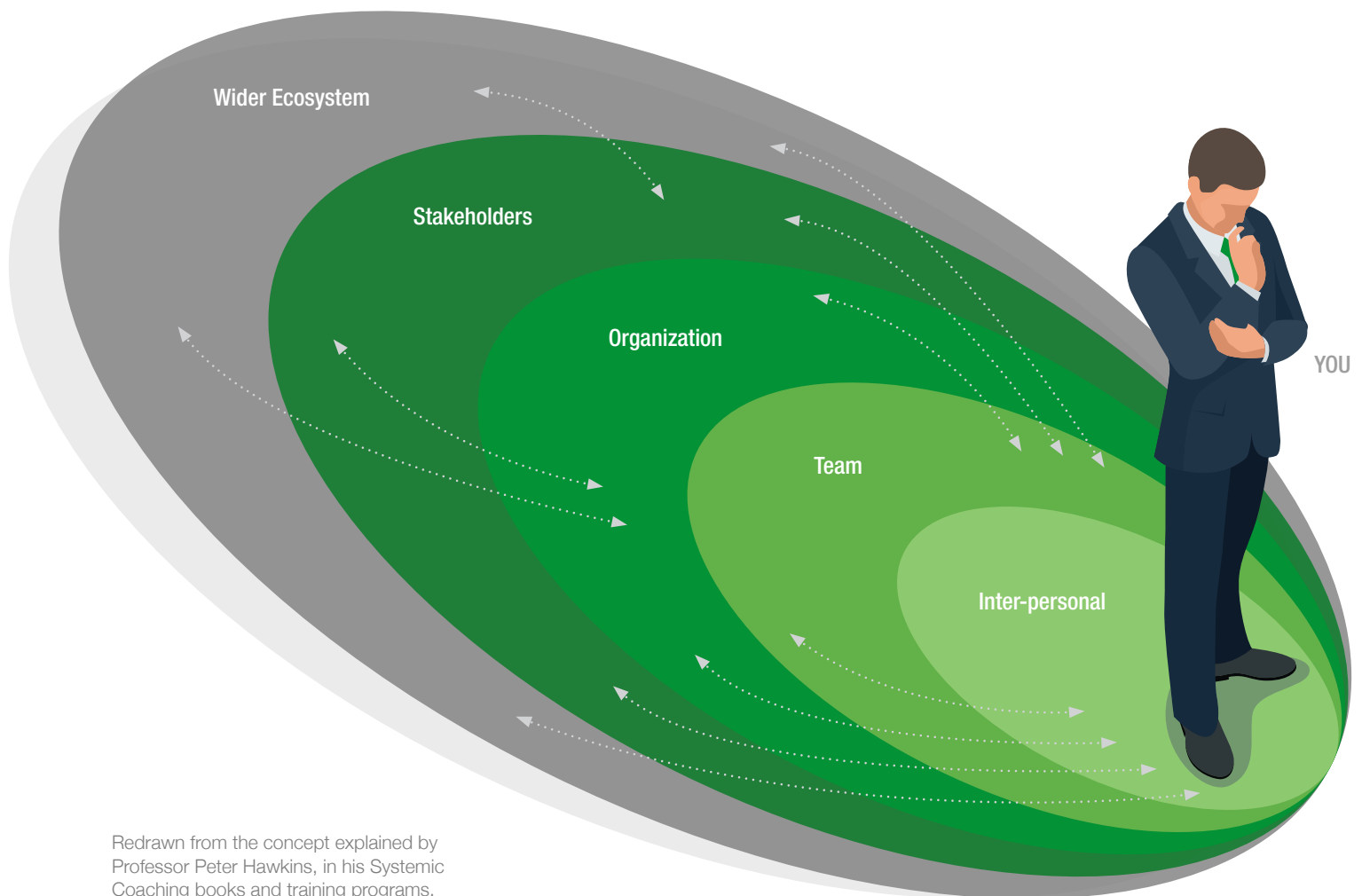
— Pearl Zhu

ADAPTABILITY

The ecosystem is dynamic and constantly evolving. Businesses must be adaptable and responsive to changes, as well as proactive in seeking opportunities for growth and innovation.

In summary, a Systemic Business Ecosystem is a complex and dynamic network of organizations and stakeholders that collaborate, compete, and interact to create value, foster innovation, and navigate a rapidly changing business landscape.

Understanding and actively participating in these ecosystems can be essential for a company's growth and long-term success in the modern business world.



Summarizing the entry points for utilizing Our 4X Growth Formula

As leaders of enterprise, we need to embody the following three concepts if electing to drive our business forward and to new heights.

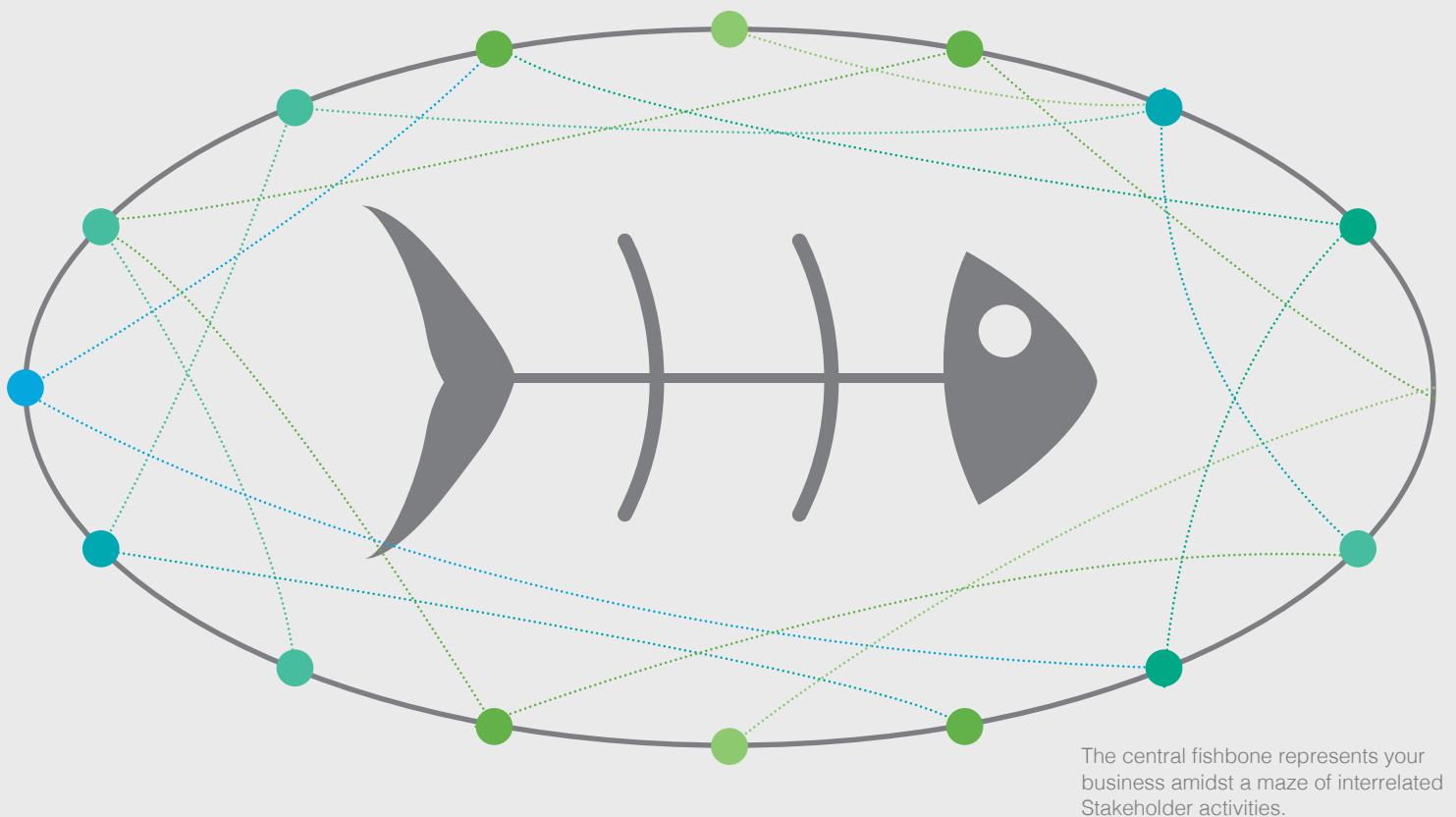
1. Garner a future-forward mindset and be open to new perspectives
2. Leverage the three horizons framework and in particular Horizon 3
3. Zoom out to see the big picture of your stakeholders ecosystem and the systemic inter-play occurring internally and externally.

Through the meshing of these three concepts, we can begin to build such a powerful model. At Coaching 4 Companies we demonstrate this through the tried and tested fishbone tool, to help visualize the 4XGrowth formula.

The C4C 4-stage 4X process that will set your company on the road to an Xceptional future. This eBook is the companion guide to accompany you on your journey of discovery. It's a strategic blueprint that could just be the solution you have been searching for.

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Systemic Business Ecosystem



Stage 1: HEAD addresses the FIRST segment of our 3-segment Fishbone – Head, Tail and Body

As Future-Forward thinkers, we start with the head – or as we refer to it in Stage 1 **4X Horizon-3**. This is where we Xplore!

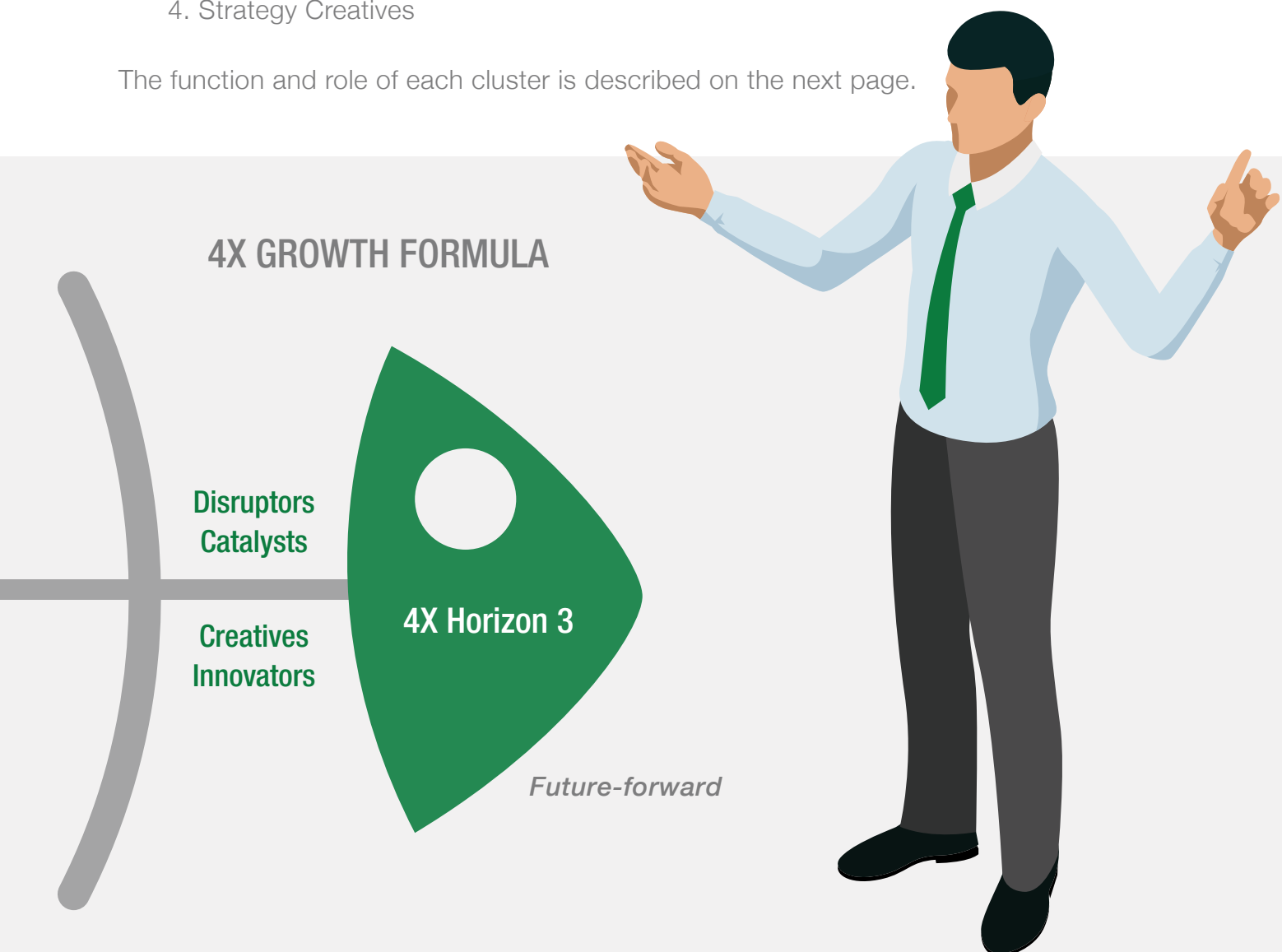
It is in this stage that we take that big picture perspective of the entire systemic ecosystem, to appreciate the complexity and embrace its dynamic nature as it presents now and may present in the future.

As a senior leadership collective, you must examine your team and group them into one of four clusters, striving for a degree of balance between each.

4X Horizon-3 cluster titles:

1. Horizon disruptors
2. Change Catalysts
3. Team of Innovators
4. Strategy Creatives

The function and role of each cluster is described on the next page.



The Function and Roles of the Stage 1 4X Horizon-3 clusters

In Horizon 3 of the Three Horizons Theory, where the focus is on disruptive innovation and future-forward thinking, specific roles play crucial functions in shaping and implementing transformative strategies.

Here we provide a detailed exploration of the roles of the “Horizon Disruptor,” the “Change Catalyst,” the “Team of Innovators,” and the “Strategy Creatives”:

HORIZON DISRUPTOR

- **Function:** The Horizon Disruptor is a visionary individual or entity whose primary function is to identify emerging trends, technologies, and market shifts that have the potential to disrupt the existing business landscape.
- **Role:** This role involves envisioning radical changes and proposing innovative ideas that challenge traditional norms. The Horizon Disruptor brings a forward-looking perspective, inspiring the organization to explore unconventional paths and capitalize on emerging opportunities that align with a future-forward mindset.

CHANGE CATALYST

- **Function:** The Change Catalyst serves as the driving force behind the implementation of disruptive ideas and innovations identified by the Horizon Disruptor.
- **Role:** This role involves orchestrating the cultural and operational shifts necessary to embrace change. The Change Catalyst works to align organizational structures, processes, and mindsets with the vision set by the Horizon Disruptor, fostering an environment that embraces and executes disruptive strategies.

TEAM OF INNOVATORS

- **Function:** Comprising cross-functional experts, the Team of Innovators is tasked with bringing the disruptive ideas to fruition through experimentation, prototyping, and iterative development.
- **Role:** This team collaborates to transform concepts into tangible solutions. They experiment with new technologies, business models, and processes, adapting and iterating to find the most effective and innovative solutions. Their role is pivotal in bridging the gap between visionary ideas and practical implementation.

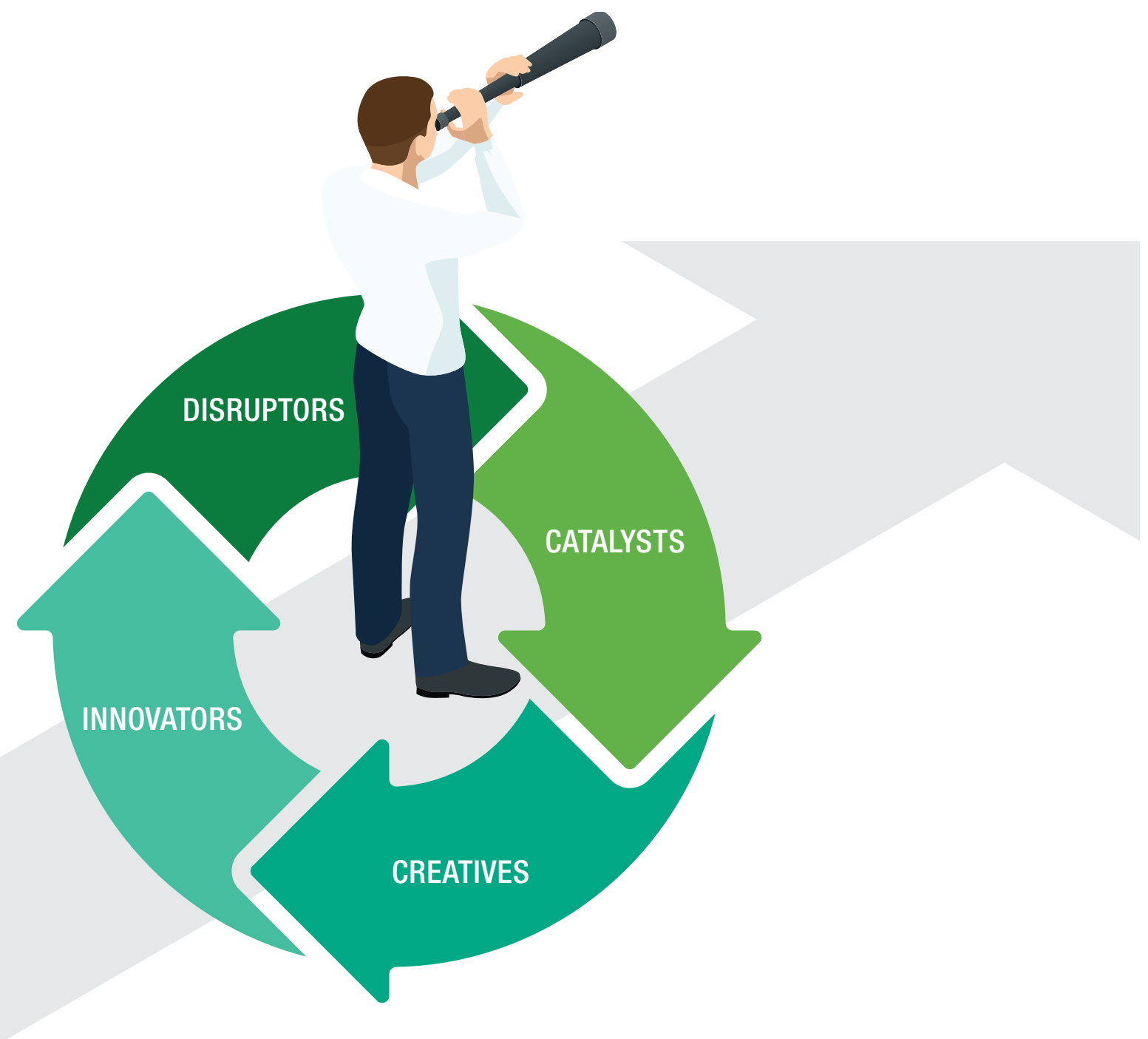
STRATEGY CREATIVES

- **Function:** Strategy Creatives are individuals with a unique skill set that combines creative thinking, strategic acumen, and the ability to develop comprehensive plans for implementing disruptive innovations.
- **Role:** Strategy Creatives bridge the gap between visionary ideas and strategic execution. They develop comprehensive roadmaps, business models, and execution plans that guide the organization in adopting and scaling disruptive innovations. These individuals consider market dynamics, competition, and regulatory aspects, ensuring a successful launch and sustainability of disruptive initiatives.

Together, these roles work collaboratively to drive disruptive innovation and position the organization for future success.

The Horizon Disruptor identifies opportunities, the Change Catalyst facilitates transformation, the Team of Innovators brings ideas to life, and the Strategy Creatives ensure a strategic and sustainable implementation.

This dynamic collaboration is essential for navigating the uncertainties of Horizon 3 and shaping a future-forward organization.



Stage 2: TAIL addresses the SECOND segment of our 3-segment Fishbone – Head, Tail and Body

At the other end of the fishbone is the tail. This is where we look at Future-Back perspectives. And we address these as Stage 2, immediately after concluding our Future-Forward Horizon 3 work.

We refer to Stage 2 as our **4X Reactives**. To continue with the metaphor, it is as if we have the anchor wrapped around the tail. It's holding us back from moving forward and therefore we need to uncouple that anchor as early as possible.

Once again, the senior leadership team is called upon and this time to identify the causes behind this anchoring. To make this process as fast and streamlined as possible we offer the following four clusters where they can begin their review.

4X Reactives cluster titles:

1. Outdated strategies
2. Leadership limiters
3. Restrictive policies
4. Legacy systems



Defining the Stage 2 4X Reactives cluster

This represents the business status quo. Addressing these 4 elements requires a willingness on the part of leaders to create a transparent landscape free of hidden agendas and internal politics.

OUTDATED STRATEGIES

Outdated strategies serve as a significant anchor in the Future-Back scenario by tethering the organization to approaches that worked in the past but may no longer be effective in the rapidly evolving business landscape. Clinging to outdated strategies hinders adaptability, stifles innovation, and prevents the organization from aligning with emerging trends and opportunities in Horizon 3.

LEADERSHIP LIMITERS

Leadership limiters, including ingrained beliefs, biases, past experiences, and perceptions, act as impediments to forward movement. When leaders are bound by rigid mindsets or are resistant to embracing new perspectives, it creates a barrier to envisioning and implementing disruptive innovations. Overcoming these limiters is crucial for fostering a culture of adaptability, creativity, and openness to change.

RESTRICTIVE POLICIES AND PROCEDURES

In the Future-Back scenario, restrictive policies and procedures become anchors that impede progress by maintaining a status quo that may be incompatible with future-forward thinking. These bureaucratic obstacles stifle agility and hinder the ability to swiftly adapt to emerging opportunities, limiting the organization's capacity for innovation and transformative growth.

LEGACY SYSTEMS

Legacy systems represent a technological anchor that can impede the organization's ability to adopt modern technologies and agile methodologies. These outdated systems often lack the flexibility and capabilities required for Horizon 3 innovation. The reluctance to replace or upgrade legacy systems can result in operational inefficiencies, increased cybersecurity risks, and a failure to harness the full potential of technological advancements.

Addressing these anchors is essential for organizations aspiring to transition from a Horizon 1 to a Horizon 3 mindset.

Overcoming outdated strategies, leadership limiters, restrictive policies, and legacy systems requires a concerted effort to embrace change, foster innovation, and create an organizational culture that is agile, forward-thinking, and prepared for the challenges and opportunities of the future.

Stage 3: BODY addresses the THIRD segment of our 3-segment Fishbone – Head, Tail and Body

Already the business will have made significant progress to by identifying the systemic ecosystem they are operating with-in and the interrelated activities and influences (the interplay) between all stakeholders.

The business has also defined Future-Forward direction and outlined strategies to place it at the forefront of their industry and prepared it for those potential disruptions on the horizon. They have also looked to the past and the current (the status quo), questioning what might be holding them back from gaining more traction and building momentum. Deciding what ties to sever.

And now it's time to rebuild and grow. To transform and transition into that new organization they desire to be. And perhaps not surprisingly, we offer our Stage 3 – **4X Growth** framework to assist.

4X Growth cluster titles:

1. 4X clients (Customer Care)
2. 4X employees (Human Capabilities)
3. 4X technologies (Information and data)
4. 4X financials (Return On Investment)



A high-level overview of these 4X Growth Components

4X CLIENTS - CUSTOMER CARE PROGRAMS

The 4X clients enabler focuses on exponential growth through strategic customer care programs. By implementing initiatives that prioritize stakeholder value creation, customer journey optimization, education programs, and loyalty initiatives, businesses can cultivate strong and lasting relationships with their clients.

Satisfied and loyal customers not only drive repeat business but also become brand advocates, contributing to organic growth through positive word-of-mouth and referrals. The holistic approach to customer care ensures a sustainable customer base, fostering exponential growth through increased customer satisfaction and loyalty.

4X EMPLOYEES - HUMAN CAPABILITIES ENHANCERS

The 4X employees enabler centers on exponential growth by enhancing human capabilities within the organization. Through strategic planning workshops, executive development and wellness retreats, mentorship programs, and upskilling initiatives, businesses can cultivate a skilled, motivated, and adaptable workforce.

Empowered employees contribute to improved productivity, innovation, and overall organizational resilience. As the workforce becomes more capable and aligned with the company's strategic goals, the organization is better positioned to capitalize on opportunities and navigate challenges, fostering exponential growth in both productivity and innovation.





4X TECHNOLOGIES - INFORMATION AND CUTTING-EDGE DATA SYSTEMS

The 4X technologies enabler drives exponential growth by leveraging information and cutting-edge data systems. Integrated communications, business performance analytics, executive performance analytics, and succession planning contribute to a future-forward technological infrastructure.

This enables organizations to harness the power of data for informed decision-making, fostering a culture of innovation and adaptability. By staying at the forefront of technological advancements, businesses can streamline operations, improve efficiency, and capitalize on emerging opportunities, driving exponential growth through technological innovation and strategic data utilization.

4X FINANCIALS - BOTTOM LINE RESULTS AND HIGHER ROI

The 4X financials enabler focuses on creating exponential growth by optimizing bottom-line results and achieving higher return on investment (ROI). Through effective cash flow management, strategic operating budgets, growth and scalability strategies, and robust financial reporting and review processes, businesses can enhance financial health.

Proactive financial management not only ensures stability but also provides the resources needed for strategic investments and growth initiatives. By aligning financial strategies with long-term goals, organizations can achieve sustainable profitability and increased ROI, driving exponential growth in financial performance and overall business value.

Stage 4 sees the return to our big picture Systemic Ecosystem

We have now completed the rework! That hands-on element of reimagining and perhaps even rebuilding the business ready for exponential growth. However, like all effectively functioning systems there needs to be a closed loop.

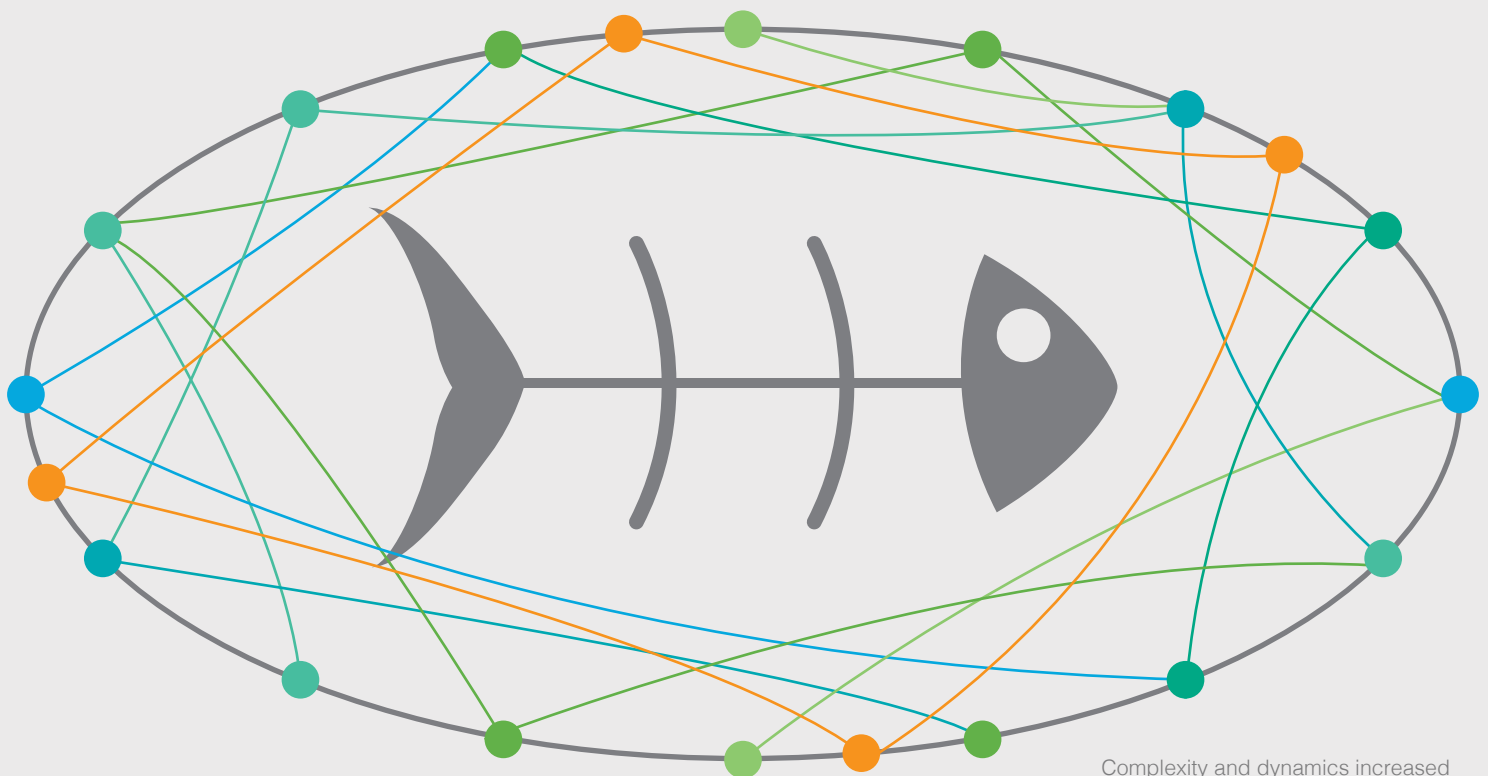
The closing of our loop occurs with the return to where we started – observing the ecosystem. Here we ask the leaders to step back (to zoom out metaphorically) and observe once again the interplay within and around their systemic ecosystem.

This time around we expand our range of vision to include those stakeholders that we may have overlooked previously. These additional entities may not exist at this moment but may in the future.

Using traditional “what if” scenarios and developing specific Use Cases, often tease out broader thinking around those potential players that may need inclusion to your ecosystem. By incorporating these additional parties, we are ready to begin the perpetual 4X cycle once again.

Xplore – Xpload – Xcavate – Xponential

Expanded Vision incorporating Additional Stakeholders into the Systemic Business Ecosystem



Complexity and dynamics increased while clarity of the future direction and strategies has been enhanced.

Closing the Loop

of the 4X Growth Formula

In the culminating stage of the 4Xgrowth formula, the return to the systemic ecosystem marks a strategic evolution, emphasizing an expanded vision that considers not only current stakeholders but also those that may have been overlooked initially, including those who might emerge in the future.

This process involves a meticulous examination of the impact of the newly implemented strategies on the broader business ecosystem, fostering adaptability, and ensuring resilience in the face of unknown variables.

Central to this stage is the utilization of “what if” questioning, a forward-thinking exercise designed to challenge assumptions, question established norms, and envision potential scenarios that could shape the business landscape.

Organizations engage in strategic foresight, contemplating various future developments in markets, technology, and societal trends.

This exploration allows businesses to identify potential disruptors, emerging trends, and evolving customer expectations. By actively considering scenarios that may unfold, companies can proactively adjust their strategies to remain agile and responsive to change.

In parallel, the exploration of use cases involves creating hypothetical scenarios to stress-test the resilience and adaptability of the implemented strategies. This includes evaluating how strategies would perform under different economic conditions, technological advancements, and shifts in consumer behavior.

By applying this systematic approach to potential challenges and opportunities, organizations can identify areas of strength and weakness within their strategies, enabling them to refine and enhance their approaches accordingly.

The integration of “what if” questioning and use case exploration is not merely an academic exercise; it is a strategic imperative.

“There is a deep interconnectedness of all life on earth, from the tiniest organisms, to the largest ecosystems, and absolutely between each person.”

— Bryant McGill

Businesses must envision and accommodate potential stakeholders that may not yet exist. By challenging the status quo and anticipating future needs, organizations position themselves at the forefront of innovation and change, ready to adapt to the evolving demands of the market.

Moreover, a comprehensive review of the business ecosystem involves the inclusion of stakeholders beyond the immediate business environment.

This encompasses societal and environmental considerations, recognizing the interconnectedness of businesses with broader global trends and responsibilities.

By adopting a more holistic perspective, organizations can contribute positively to the communities in which they operate, fostering sustainable practices and responsible business conduct.

In practical terms, this final stage involves collaborative workshops, scenario planning sessions, and cross-functional dialogues. Business leaders, strategists, and key decision-makers come together to explore potential future states and assess the adaptability of current strategies.

Scenario planning workshops facilitate discussions around different future scenarios, helping organizations to envision potential challenges and opportunities.

For instance, “what if” questions might involve considering the impact of emerging technologies, changes in regulatory landscapes, or shifts in consumer preferences. Use cases could include simulations of market disruptions, economic downturns, or advancements in competitors’ strategies.

By systematically exploring these scenarios, organizations not only prepare for uncertainty but also foster a culture of continuous improvement and innovation.

The final stage of the 4Xgrowth formula represents a forward-looking, inclusive, and adaptive approach to business strategy. By considering potential future stakeholders, challenging assumptions, and actively preparing for various scenarios, organizations can position themselves as resilient, innovative, and sustainable contributors to the evolving business ecosystem.

This iterative process of anticipating, adapting, and refining strategies ensures that businesses remain not just responsive but proactive in navigating the complexities of an ever-changing business landscape.


$$4Xc + 4Xe + 4Xt + 4Xf = \text{performance}^2$$

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Conclusion and Next Steps

If you are a Business leader struggling to find a way forward amidst the constant market churn and industry dynamics, then this eBook may hold the solution you are seeking. Here we have presented a proven framework that offers the professional a structured mechanism for finding the path forward and growing your business exponentially in the process.

The framework utilizes our 4X Growth formula and leans on the tried and tested Fishbone for visualization and simplification of the theory involved

This 4X framework consists of four stages:

1. **Stage 1 (Head) looks to future-forward at Horizon 3**
2. **Stage 2 (Tail) looks future-back at the Reactives**
3. **Stage 3 (Body) looks at the enablers for growth**
4. **Stage 4 (Closed Loop) revisits the Systemic Ecosystem**

Hopefully this has started you thinking about potential steps you can take to become the disruptor rather than the disrupted. The catalyst for change rather than the one constantly reacting to it.

Either way, now is the time to take action!

Join our 90-minute Masterclass and gain a deeper understanding of this framework and how you can immediately begin to leverage it as a powerful tool.



REGISTER HERE

About the Author

Hi! I am Wayne, the Founder and CEO of Skills 4 Executives Limited. With 45 years of experience in the corporate and entrepreneurial world, I have successfully established nine businesses, founded two companies, and lived and worked on four continents, collaborating with individuals from over 100 countries.

As an internationally acclaimed author and the recipient of the prestigious Executive Coach of the Year 2022 award from CEO Today magazine, I specialize in assisting businesses to improve their performance and partner with executives who are eager to transition to the next level.

I work closely with catalyst leaders looking to drive their business to new heights and become the industry disruptors rather than the disrupted. Building innovation teams and educating on the establishment of creative strategists. I also partner with motivated executives who have clear goals but seek guidance in navigating their challenges.

Whether it involves cultivating positive habits, discipline, or leadership attributes, I help them overcome obstacles and elevate their careers. Drawing on personal experience of managing daily challenges from multiple stakeholders while leading teams, my coaching provides valuable insights and impactful solutions.

My journey, which spans diverse cultures and overcoming significant setbacks, fuels my passion for helping others. Having triumphed over aggressive cancer, divorce, and bankruptcy, I have thrived and served as a global head of Learning, continuously researching Organizational Psychology, Positive Psychology, and Neuroscience.



Contact and Other Info

4X Growth Formula



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BOOK IN A CALL

Click on the “Book In A Call” link above to learn about our 4X Growth formula, performance consulting and transformational development programs.

Also enquire about our in-person, on location, exclusive 3-day Masterminds held in three exotic locations each year.

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