



Hi I'm Ian Berry

Through tailor-made

[1:1 master-mentor relationships](#)

[Presentations](#) (conference and leadership team talks and master-classes)

and [Master-mind Groups](#) since 1991

I've had the honour and privilege to work with more than 1000 leaders, women and men, in over 40 countries.

I've learned that success in life and work has much to do with applying unchanging principles in our own best way.

The pulse checks that follow address such principles.

We will use these pulse checks in our work together to help us to decide the one thing we should focus on next, and to give us before and after action measurements.

The pulse check on page 2 is part of my Remarkable is the new normal workbook which you can download at

<http://www.ianberry.biz/wp-content/uploads/2017/04/remarkableisthenewnormalworkbookIanBerry.pdf>

The pulse check on page 3 is part of my special guide 8 Awesome Actions for Raising The Vitality and Positive Impact of Your Leadership, Management, and Culture, in the next 90 days or less which you can download at

<http://www.ianberry.biz/wp-content/uploads/2017/03/8AwesomeLeadershipManagementCultureActionsfromIanBerry.pdf>

The four pulse checks pages 4 - 7 are from The Appreciative Leader handbook. You can arrange to get your copy from this web page <http://www.ianberry.biz/appreciative-leader-community/>

You are most welcome to contact me on +61 418 807 898 to discuss any aspects of these pulse checks.

Best regards

Ian

a reminder of how we are all remarkable

<http://blog.ianberry.biz/2017/05/living-on-purpose-is-more-pull-than-push.html>

How remarkable are You?

Please place an X where **you** are now and a ✓ where **you** believe **you** need to move to

	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable (conspicuously extraordinary)
Disruption I am willing to disrupt and change myself.			
Differentiation Our people do what others do just better, differently or more uniquely.			
Discovery Our people know their gifts/talents and we are helping them to enhance them.			
Drive We help our people achieve what is important to them.			
Delivery We deliver value to our stakeholders that they demand, desire, and feel that they deserve.			
Distinction The experience of our customers/clients online and in-person is one way we stand out.			
Differencemaking We know the human problems our business solves and why this really matters to us and to those we serve.			

Ian Berry's Fast Business Success Pulse Check

Place a **X** in one column per row as an indicator of where your business is now.

Place a **✓** in one column per row as an indicator of where your business needs to move to.

The Super Six of Business Success (being purpose-driven, profitable, and having products/ services that are highly valued, are givens)	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable (conspicuously extraordinary)
<p>Leadership Our leaders are inspirational communicators who fully appreciate and get the best out of themselves and other people.</p> <p>The purpose of leadership is to create more leaders.</p> <p>The number one role of leadership is to unleash and enhance people's gifts (talents).</p>			
<p>Management Our processes, policies, procedures, practices and systems are being continually reviewed and improved to ensure it's simple for people to bring the best version of themselves to their work and to deliver agreed value.</p>			
<p>Culture We understand what it means to be family/human here and we treat other people as they expect to be treated.</p>			
<p>Valued Our employees feel valued as the one-of-a-kind human being that each of us is.</p>			
<p>Values We have agreed behaviours in place that are lived through all our transactions and interactions.</p>			
<p>Value We deliver value to all our stakeholders that they demand, desire, and feel that they deserve.</p>			

The 3 pillars of the new world of work diagnostic

Please place an X where you feel that your business as a whole is now (Good, Great or Remarkable) and a ✓ where you believe you need to move to

The Appreciative Leader New World of Work diagnostic	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. “conspicuously extraordinary”
We always consider who before do			
We put people and purpose before profit			
We embrace the mantra <i>less but better</i>			

What does your completion of this diagnostic suggest is the one thing you should focus on next?

The 11 underpinning principles that enable our best work diagnostic

Please place an X where you feel that your team as a whole is now (Good, Great or Remarkable) and a ✓ where you believe you need to move to

The Appreciative Leader 11 underpinning principles that enable our best work	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. “conspicuously extraordinary”
We have our own Appreciative Leader Manifesto			
We see ourselves and everyone else as remarkable and we’re working towards becoming who we see			
The Appreciation Principle is front and centre of everything we do			
We maintain an attitude of gratitude			
We achieve our projects one quantum leap at a time			
We ensure Every Moment Matters			
We’re always striving to sustain positive momentum			
We stand for everyone feeling valued, living values and delivering value			
We work harder on ourselves and on our business than in our business			
Our view is more important than individual views			
We recognise that progress begins with believing in what we have not yet achieved			

What does your completion of this diagnostic suggest is the one thing your team should focus on next?

Sustaining Shared-view In Seven Areas of Significance Where The Most Successful Leaders Standout diagnostic

Please place an X where you feel that your team as a whole is now (Good, Great or Remarkable) and a ✓ where you believe you need to move to

Then in the actions section summarise the actions you will take in priority order starting with the 3 that will be your focus for the next 90 days.

<p>Keys to being an Appreciative Leader i.e. fully appreciating and getting the best out of yourself and other people</p> <p>Sustaining shared-view with team members in these seven areas of significance is foundational to achieving better business results at less personal cost</p>	<p>Good i.e. basic standards of performance are being achieved</p>	<p>Great i.e. above average; better than basic</p>	<p>Remarkable i.e. "conspicuously extraordinary"</p>
<p>1. Where we are now (reality) (what is) (non biased appreciation of the remarkable, the great, the good, the bad, and the ugly)</p>			
<p>2. Where we're going (possibility) (what can be) (Idealistic yet pragmatic articulation of our Dreams Goals Ambitions)</p>			
<p>3. Why we're going there (purpose) (our reason for being in business, how we're creating more leaders, and fulfilling #1. role of leadership i.e. unleashing and enhancing people's gifts)</p>			
<p>4. How we'll get there (strategy) (ability to describe our strategy in a single sentence, and everyone's buy-in to it)</p>			
<p>5. Who will do what and when (execution) (roles, plans, communication and conversations, 70:20:10 framework adaption, quality of coaching and mentoring, meaningful meetings)</p>			
<p>6. How we'll know we're on track (milestones, lead measures) (how well we determine and use the metrics that really matter to us)</p>			
<p>7. How we'll behave along the way (culture and values, and processes*) (buy-in to the behaviours of our values, and the quality of our appreciation and accountability conversations)</p>			
<p>Actions we must take in the next 90 days in priority order</p> <p>1.</p> <p>2.</p> <p>3.</p>			

*processes also means policies, procedures, practices and systems.

The 8 roles Appreciative Leaders play remarkably well diagnostic

Please place an X where you feel that your team as a whole is now (Good, Great or Remarkable) and a ✓ where you believe you need to move to

The 8 Roles Appreciative Leaders Play Remarkably Well	Good i.e. basic standards of performance are being achieved	Great i.e. above average; better than basic	Remarkable i.e. "conspicuously extraordinary"
Maverick Thinker I think like a rebel, radical, dissenter, disrupter, heretic, non-conformist, contrarian.			
Maestro of gift/talent enhancement I see people as they can be rather than as they are and help them every day to bring their best to their work through enhancing their gifts (talents).			
Mentor for the Motivated/Disrupter for the demotivated I continually prevent and remove barriers in the way of optimum performance and let people loose within agreed boundaries. I'm a master of accountability conversations.			
Magnifier of magnificence I'm continually catching people doing things right and doing the right thing. I'm a master of appreciation conversations and praise people for their behaviours. I'm co-creating a culture where people feel valued, fulfilled, and loved.			
Connoisseur of Candour I say what I mean and mean what I say; I speak up and am willing to be vulnerable by naming elephants in the room. I'm never guilty of willful blindness. I do all this in convivial ways.			
Story-sharer of significance I share inspirational stories other people feel themselves in about what is and what can be and how to go there.			
Exemplar of Execution I own my piece of the quilt map (execution plan), i.e. my PPP. I'm achieving it, and inspiring others every day to do the same.			
Disruptive influence for good I'm being the change I want to see in the world. My life and work are making the world a better place.			

Possible Next Steps



Take advantage of my special gifts for you [here](#).



Take the Remarkablise Your Leadership online course [here](#).



Engage me as your mentor as a one-off from [here](#)
or through a longer term master-mentor relationship from [here](#).



Engage me as a speaker for your next conference
or leadership team gathering. Find out all about
my tailor-made talks and master-classes from [here](#).



Join an online or in person master-mind group
or turn your team into a master-mind from [here](#).



The Appreciative Leader Community

included for all services except Gifts

Find out more at www.ianberry.biz/appreciative-leader-community/