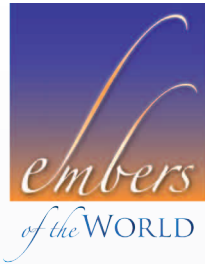


PROFILE

'embers of the world'
Corporate Division



'embers of the world' is a leadership change model and process created in 2008 by HR veteran, entrepreneur and leadership expert, Debbie Nicol, managing director of 'business en motion' fz llc. It reinforces new outcomes and business practices for the changing world, serving organisations, corporate leaders and individuals in reaching full integration with, and alignment to, a priority of responsibility.

In 2006 'business en motion' was founded by Nicol in the UAE to provide traditional strategic planning, leadership learning initiatives and change management consulting services, which provide opportunities to delve into the core of corporate challenge. One such challenge is the continual failure of corporations to change. The most common cause of the failure is some form of disconnection – the leader disconnected from self; the employees disconnected from the change or from the actual vision of the organisation. 'embers', a product of 'business en motion', evolved from the lack of tools available to address the need for organisations and leaders to change from the 'core'. Through 'embers of the world', Nicol introduced a contemporary leadership development concept and practical tool kit with two distinct products: Changing Corporate Leadership and Changing Self Leadership. 'embers' differentiates itself from other leadership models as it works from the inside out, leading to sustainable change that recognises the priorities of the changing world.

An Application of the 'embers' Model

Simply put, the model is a way of life or 'modus operandi', however, the desire to implement cannot occur without an awareness of the reasons for change. In order to present the model in a practical setting it can be applied in a workshop environment, under the guidance of an 'embers' trained facilitator, where an evolved CEO and senior team immerse themselves into their corporate reality. The process uses reflection and connection to look beyond current solutions. It commonly uncovers resistance to change within the team and allows the next phase of the company to emerge. The take-away includes a collection of actionable objectives, agreed to by all, that will serve all equally... the individuals, the organisation and the community at large with all taking ownership of the outcomes.

Three workshop levels:

- Level I – Leading the Corporate Future
- Level II – Evolving the Organisation – From its Core
- Level III – Cut Through and to the Core

Corporate Embers and Become in the Corporate World

Corporate Embers, one in a series of books and reflection tools is a collection of scenarios from the author's real-life, corporate experiences that represent memories around the campfire. It provides the impetus for initial reflection. *Become in the Corporate World* is the companion workbook and connection tool that can be used in self-directed leadership development or integrated into the workshops. The activities facilitate the connection to the 'ember' and subsequent discussions that lead to collaboration and innovation.

...change from the core...

For more information on the 'embers of the world' leadership change concept, visit www.embersoftheworld.com or email debbie.nicol@embersoftheworld.com.