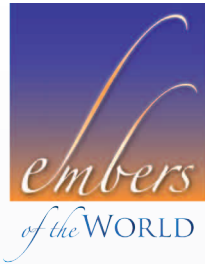


FAQs

'embers of the world'
Corporate Division



What is 'embers of the world'?

'embers of the world' is a leadership change model, process and tool kit that reinforces new outcomes and business practices for the changing world, serving organisations, corporate leaders and individuals in reaching full integration and alignment to a priority of responsibility.

What is Corporate Embers?

The book *Corporate Embers – business-promoting insights for the soul of the corporation*, is a collection of stories from the corporate world. It is a reflection tool that evolved when creator, Debbie Nicol, penned the concept. Subsequently, she developed a series of reflection and connection workshops that utilise another tool, *Become in the Corporate World – Corporate Embers Companion Workbook*.

How is 'embers' different from all the other leadership training models?

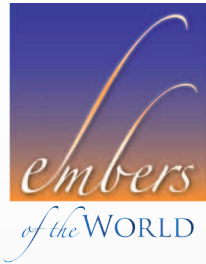
The concept builds on a 21st century skill set that corporations of the future will reward – authenticity, trust, vulnerability, internal validation and intuition, that lead to increased connectedness and collaboration. Business models of prior decades simply don't work anymore and have led to an imbalance of power. Prehistoric leadership models continue to focus reactively on external challenges and don't serve today's world. They have also become fuelled by an entitlement mind set, reinforcing the imbalance. 'embers' addresses today's realities by facilitating internal changes from the core of the leader and the organisation.

What impact does it have on a business's bottom line?

The 'embers' model integrates seamlessly into everyday practical business situations. For example, in the current workforce we are seeing employees shunning old authoritative management models and reaching for evolved leadership. The 'embers' leader engages and empowers workers, encouraging them to take ownership and ultimately responsibility for business outcomes. It leads to innovative solutions, commitment to corporate goals established through collaborative efforts, therefore, happier employees and less turnover.

Where did the idea for 'embers' come from?

Creator, Debbie Nicol, spent many years in corporate HR and realised she had come to a crossroads in life when reflecting on past situations. A flood of ideas took shape as a concept when she started writing. She thought about how disconnected corporate leadership had become and contemplated on a different way to approach business. In her real life experience she saw organisational change fail time and time again and the lowest common denominator was always a disconnection of some type – leader disconnected from self, people disconnected from the change or even from the organisation's core values. She saw the success or failure of change directly linked to the level of commitment of the executive leadership. To succeed, she found the commitment must be demonstrated visibly, actively and consistently. Nicol's ideas turned into the book, *Corporate Embers* that then evolved into a full model accompanied by corporate and self leadership reflection and connection tools.



How is the 'embers' model applied to a corporate environment?

The model, first and foremost becomes the 'modus operandi' of the organisation, leading to a common language and a set of behaviours... ultimately the backbone of the corporate culture. It opens opportunity for further development of change activities, leadership development, alignment with KPIs and performance management. Once the culture and behaviours are aligned, the model can be used as a diagnostic tool as well as a measurement tool to track outcomes.

The model can be introduced in a workshop setting, led by an 'embers' facilitator. An 'ember' is a spark that ignites through sharing past experiences or story telling that inspires discussion, leading to business-promoting insights that facilitate reflection and connection on how to act, what to do and when to move, thereby enabling change after buy-in is achieved.