

13th Asian Club Managers' Conference Hong Kong

Creating Sustainable Human Performance

**How Club Managers (and their employees) Can Thrive By
Working Smarter, Not Harder**



Presented by Henry Chamberlain
HCC Global Limited



About HCC Global



Transformational Coaching



Psychological Assessments



Organisational Development



More about Henry Chamberlain



Realities Of Life



Long, Irregular
Hours



Always On



Poor Sleep



Insufficient Exercise



Poor Diet



Emotional Labour

Truth: We Squander Energy

No Recovery
and Renewal

Negative
Emotions

Not Knowing
What's Most
Important in
Life

Lack of
Exercise

Multi
Tasking

Insufficient
Sleep

Poor
Planning
and Focus

Poor Eating
Habits



What If....

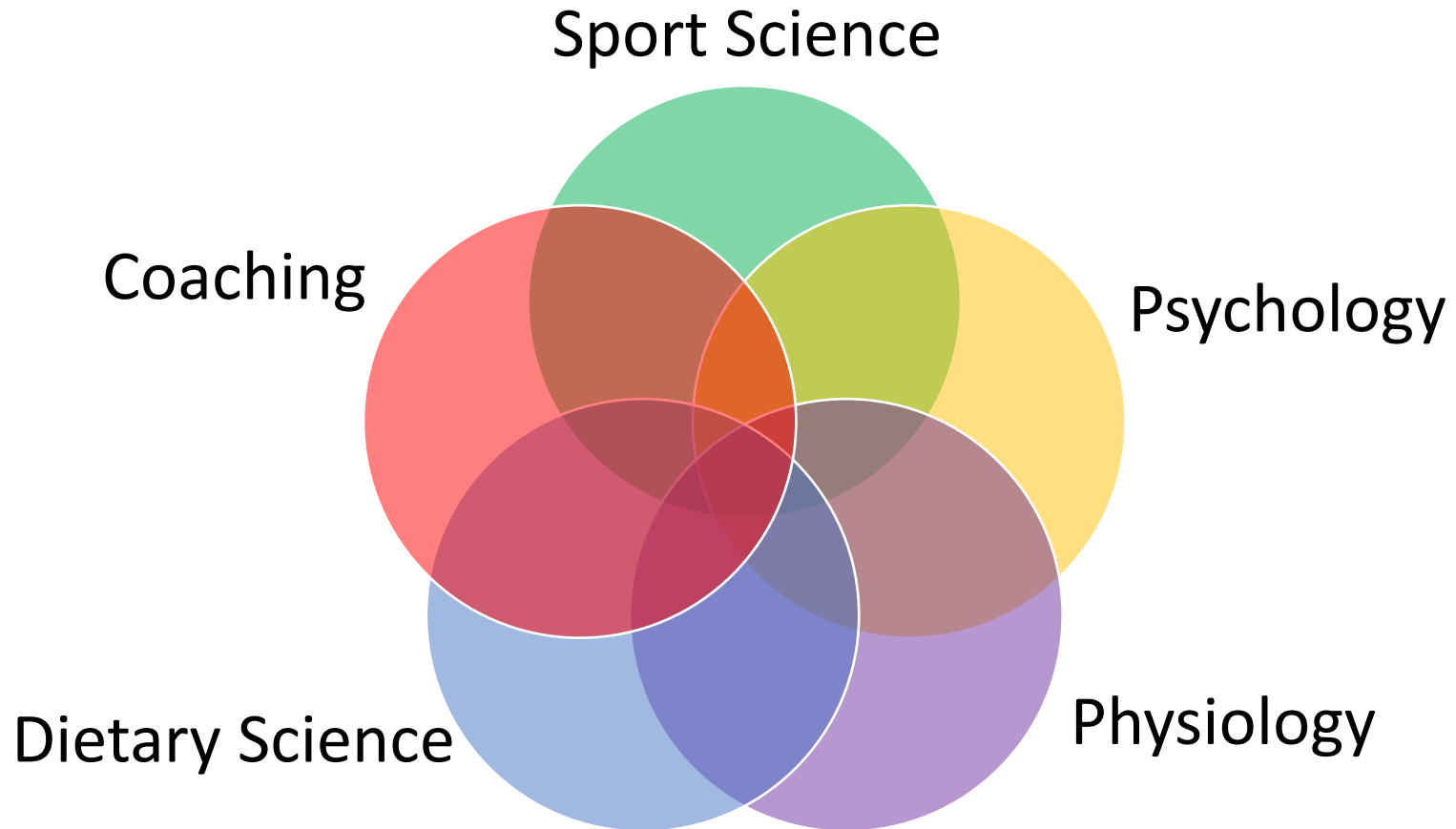
- You had the physical, mental and emotional energy to perform at your peak...every day?
- You could be in a positive emotional state that made you look forward to going to work every day?
- You were mentally fresh and focussed every moment of the day?
- Stress did not drain your energy every day?
- You did not waste mental and emotional energy on unconstructive thoughts and emotions?



POSSIBLE

im

● Roots of Sustainable Performance



Organisational Athletes

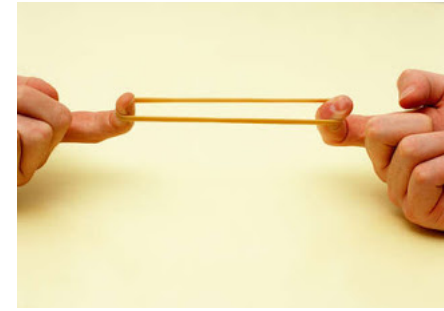
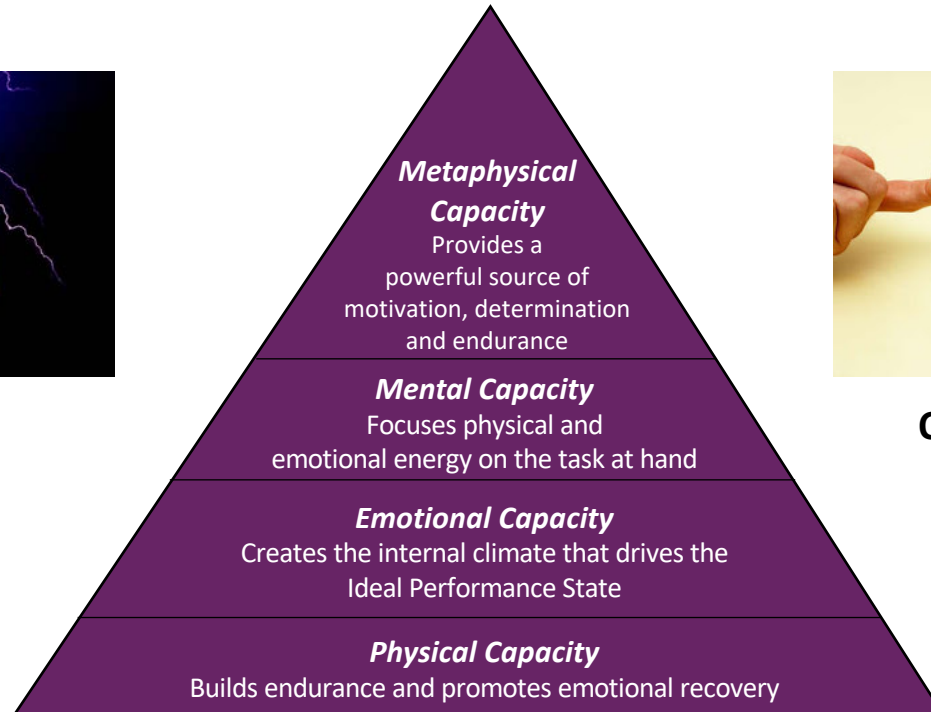
- Humans are sprinters not marathoners
- Sustained high performance demands physical and emotional strength and a sharp intellect.
- To bring mind, body, and spirit to peak condition, we need to learn from world-class athletes



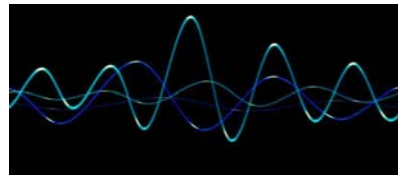
3 Principles Of Sustainable Performance



Energy



Optimal Stress



Oscillation

Source: *The Making of a Corporate Athlete*, Jim Loehr and Tony Schwartz, 2001, HBSP



Hacks And Knacks

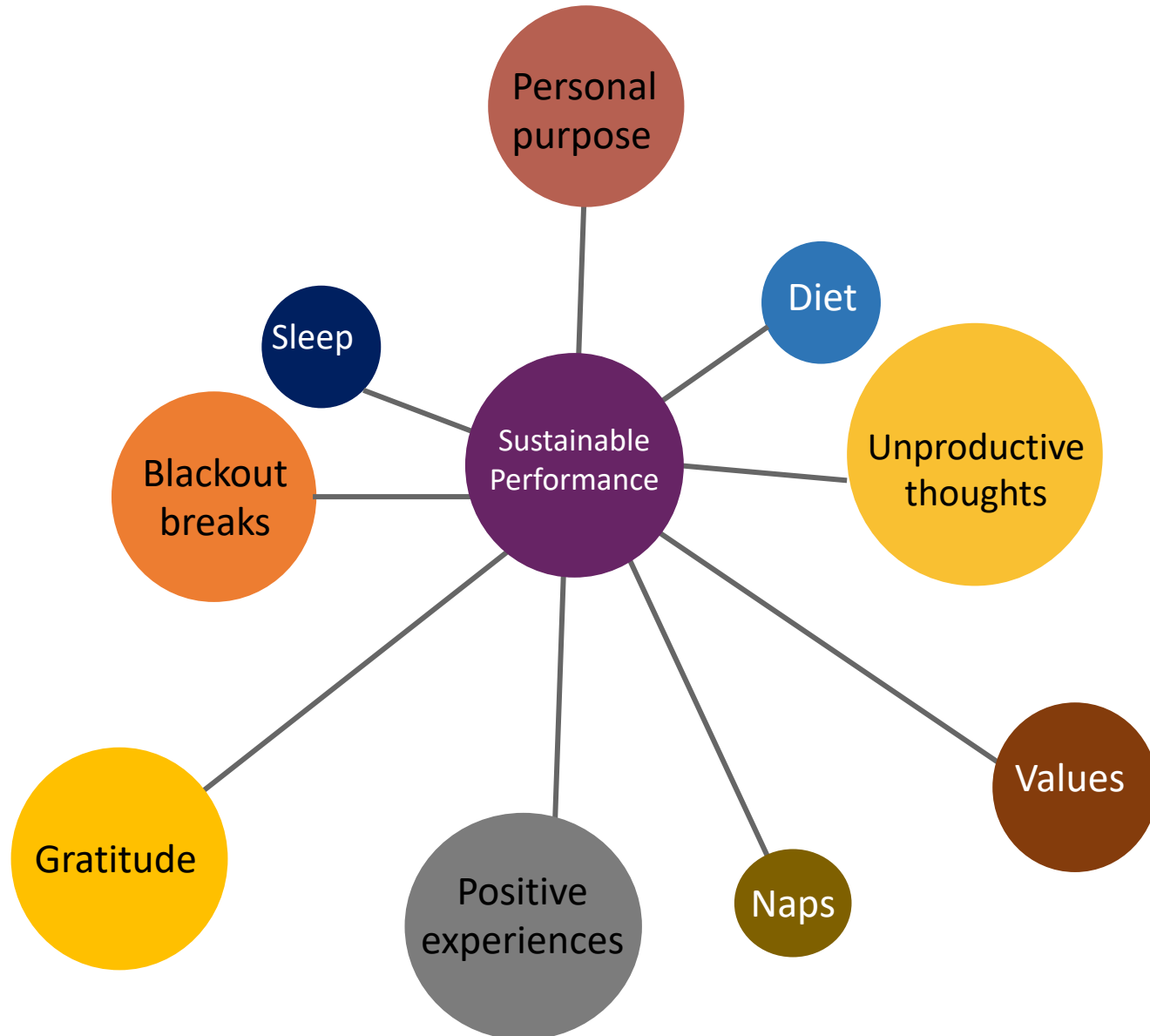
Hacks

- Quick to do
- No need to understand
- “Just do it”

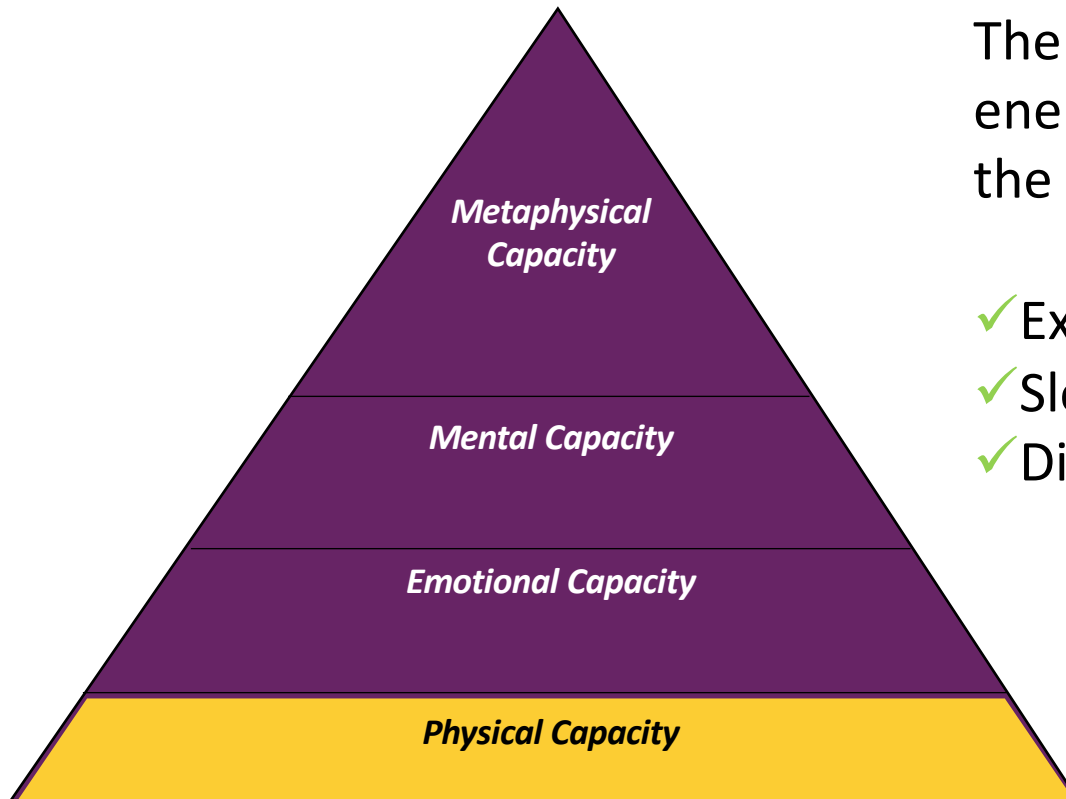
Knacks

- Require practice and time
- Developed over time
- Often more powerful than habits

Hacks and Knacks



Physical Domain



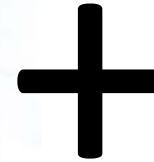
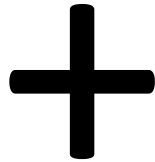
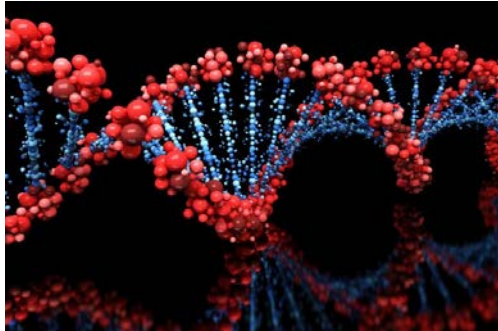
The fundamental source of energy and the foundation of the pyramid:

- ✓ Exercise
- ✓ Sleep
- ✓ Diet

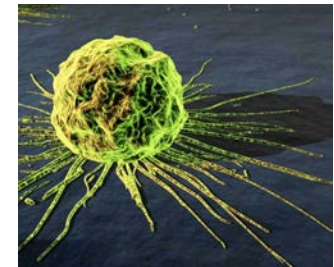
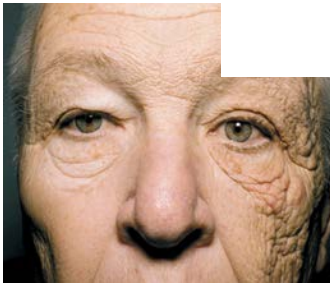
● How Much Do You Sleep?



Sleep



Sleep





Lack of
Sleep
=
Legally
Drunk

Sleep Benefits



How Much?



11pm to 3am

7-9 Hours

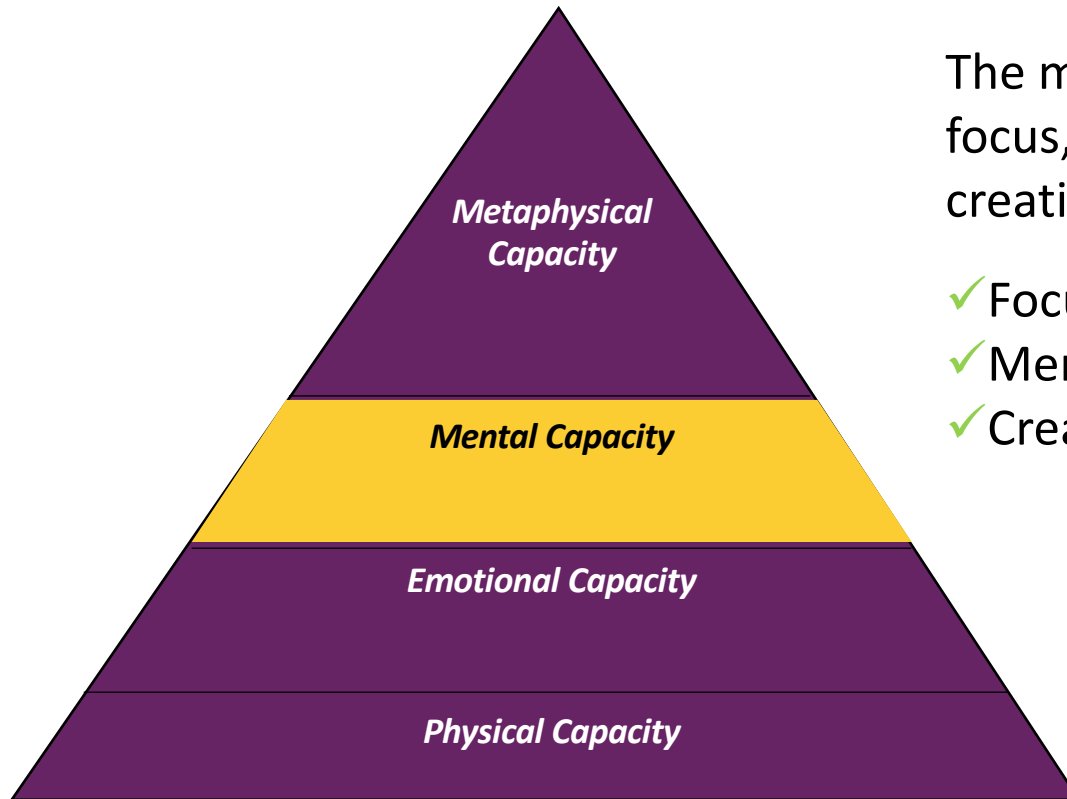
**Quality
Over
Quantity**



Sleep Tips

- Bedroom only for sex and sleep
- Go slow on caffeine
- Fixed sleep routine
- No devices in bed
- Take naps

Mental Domain

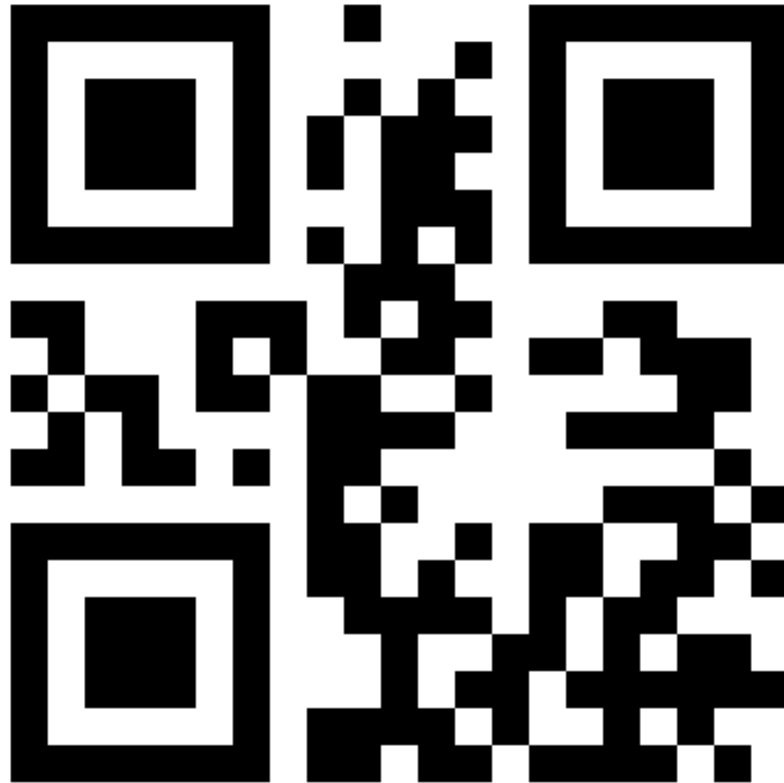


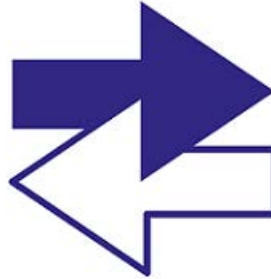
The mental capacity is about focus, mental power and creativity.

- ✓ Focus
- ✓ Mental clarity
- ✓ Creativity



Multi Tasking Prowess?







Multi Tasking Test

JOHANNESBURG

ST PETERSBURG



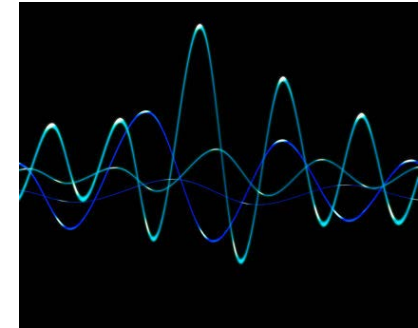
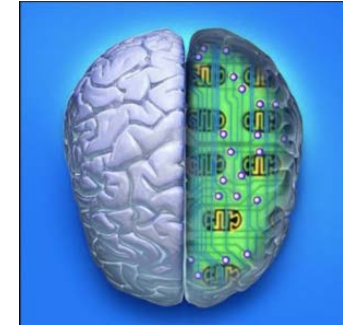
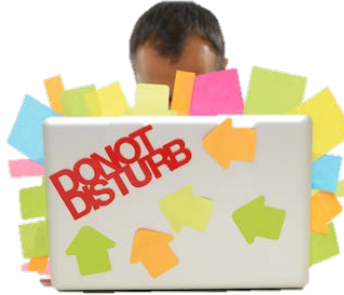
Multi Tasking Test

J O H A N N E S B U R G

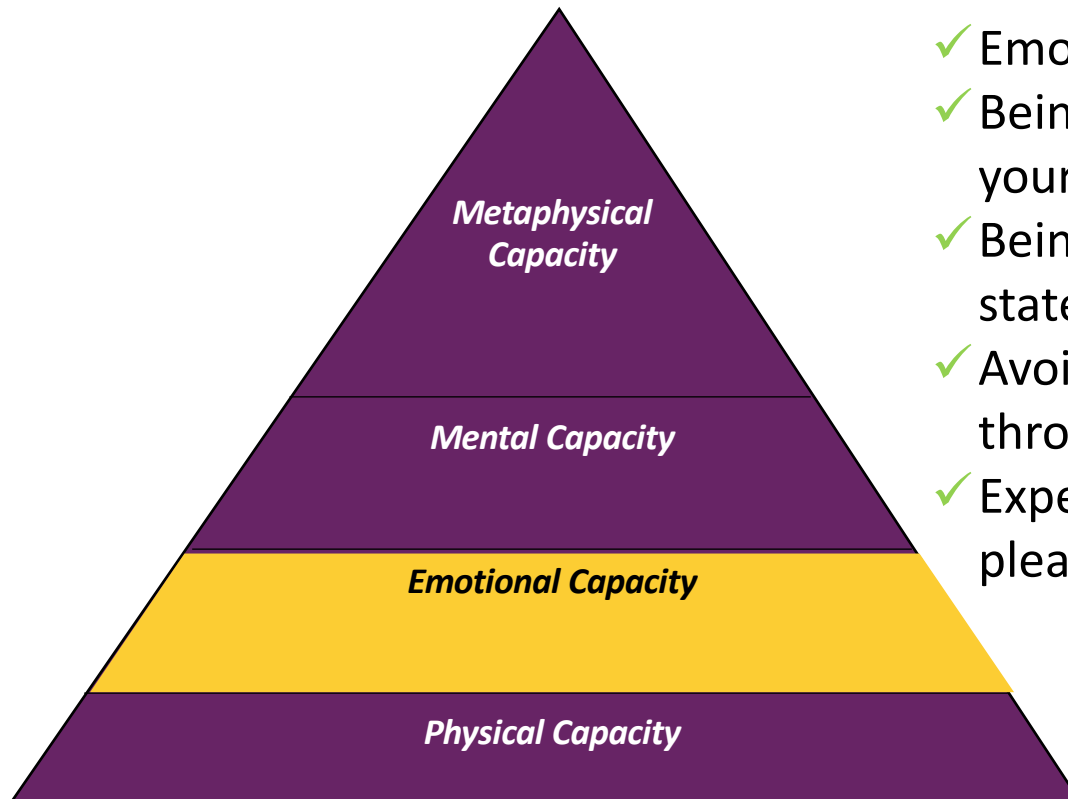
S T P E T E R S B U R G



Building Mental Capacity

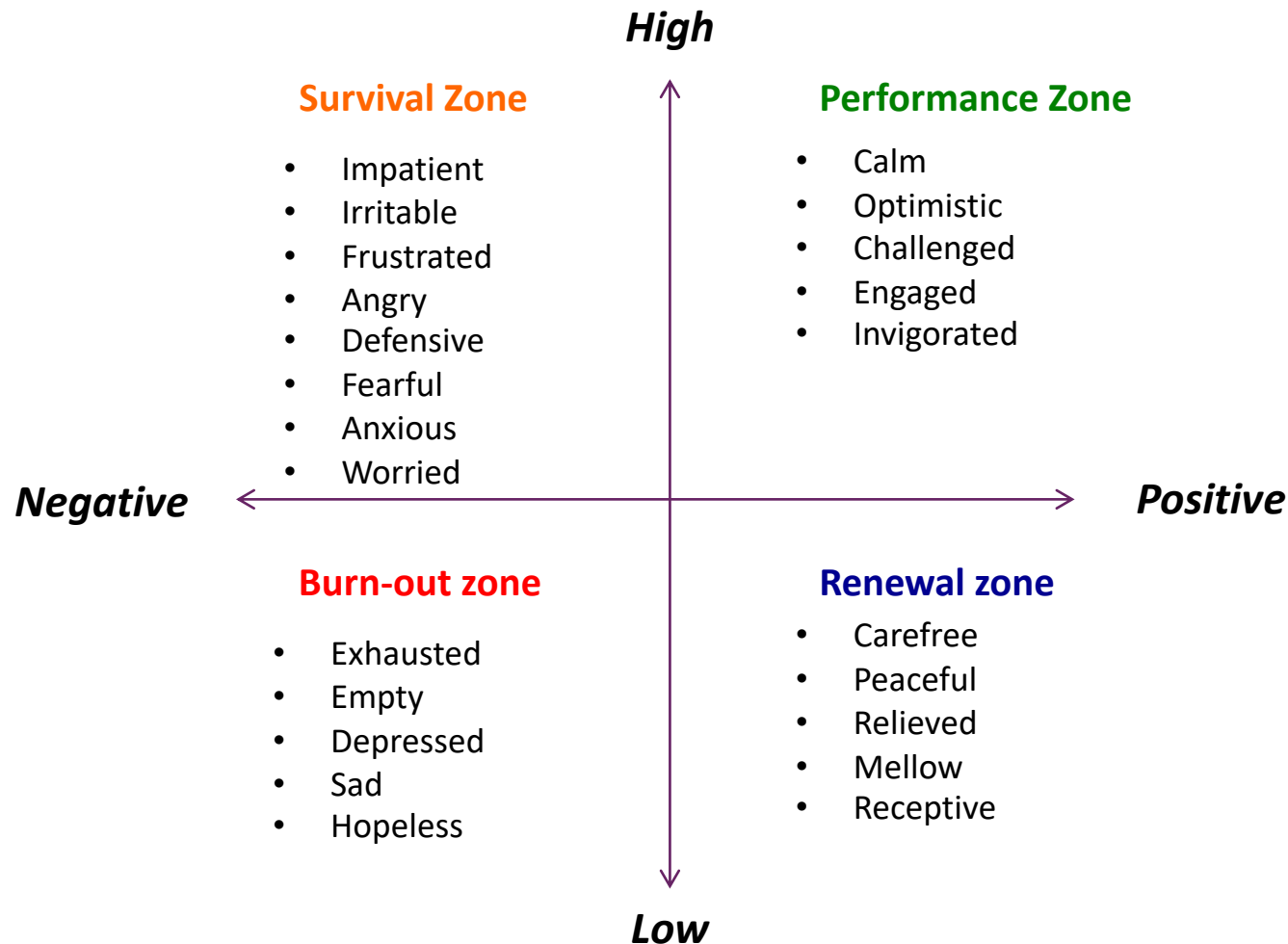


Emotional Domain



- ✓ Emotional Intelligence
- ✓ Being aware of and in control of your emotions
- ✓ Being in a productive emotional state of mind
- ✓ Avoid depleting your energy through negative emotions
- ✓ Experiencing happiness and pleasure more regularly

Emotions at Work





Where Do You Spend Most Time?





Emotion Habits

Awareness

Enjoyment

Happiness
Journal

Sleep

Exercise

Positive
Vision/Goals

Celebrate
Success

Mindfulness



I Am Using/Doing Mindfulness Meditation

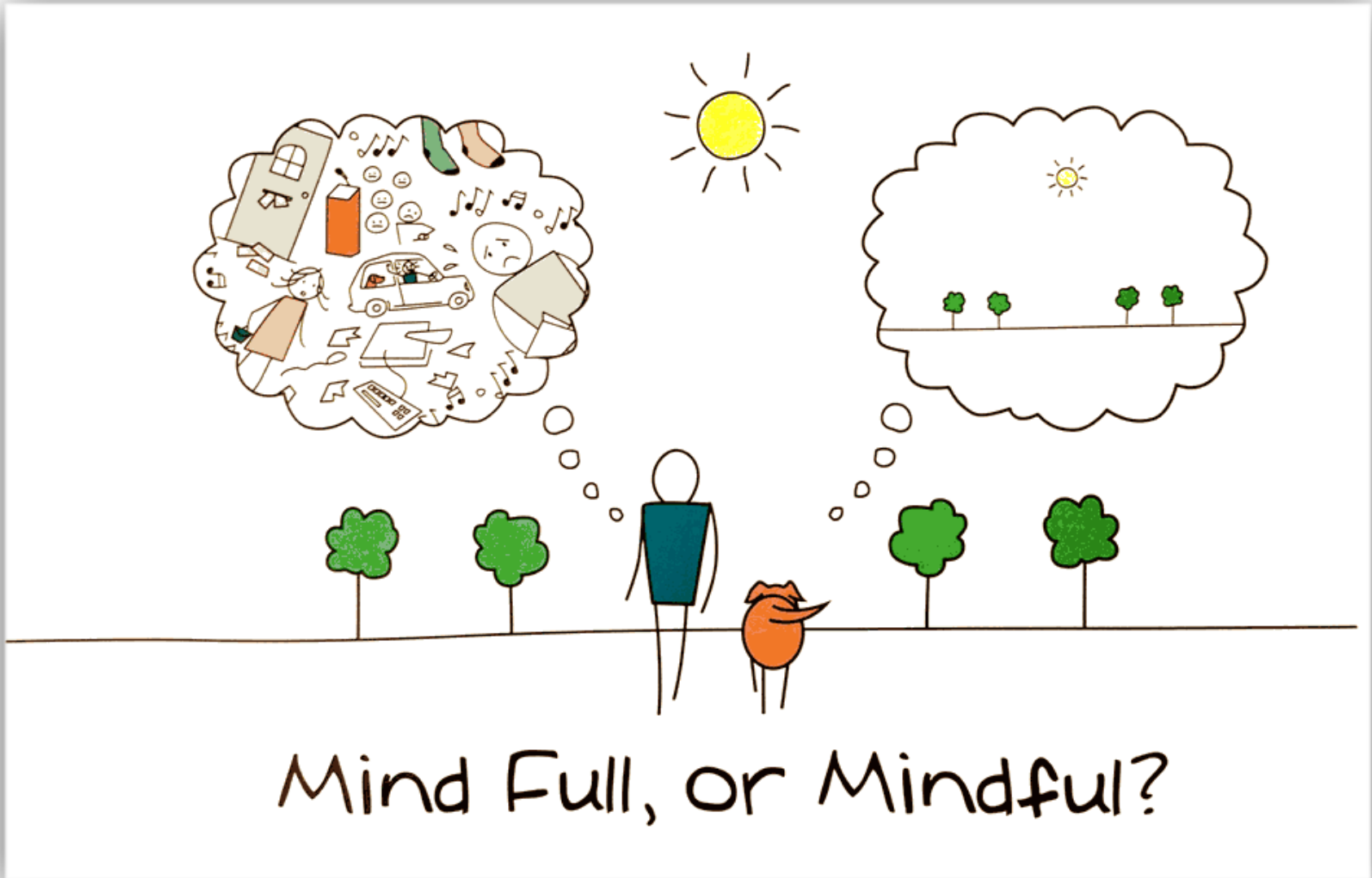


Mindfulness - Miracle Cure of the 21st Century

One of the most researched and scientifically proven methods for developing wellbeing:

- Lower stress
- Creativity
- Depression
- Mental clarity
- EQ – compassion
- Increased brain matter
- Smarter – improved problem solving
- Connect the dots – integrate insights
- More focussed

Opposite of Mindless



Exercise





Mindfulness Practise

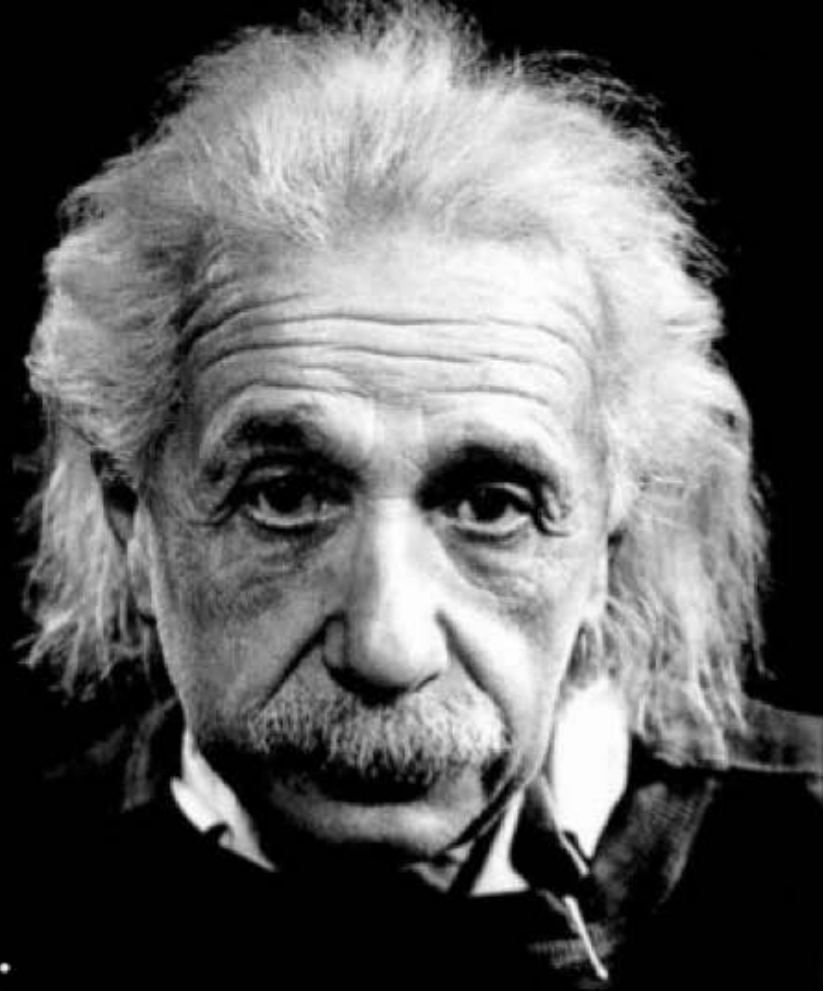
● The Easy Way



- Simply bring gentle and consistent attention to your breath for 3 minutes
- Start by becoming aware that you are breathing and then pay attention to the process of breathing

● The Easier Way

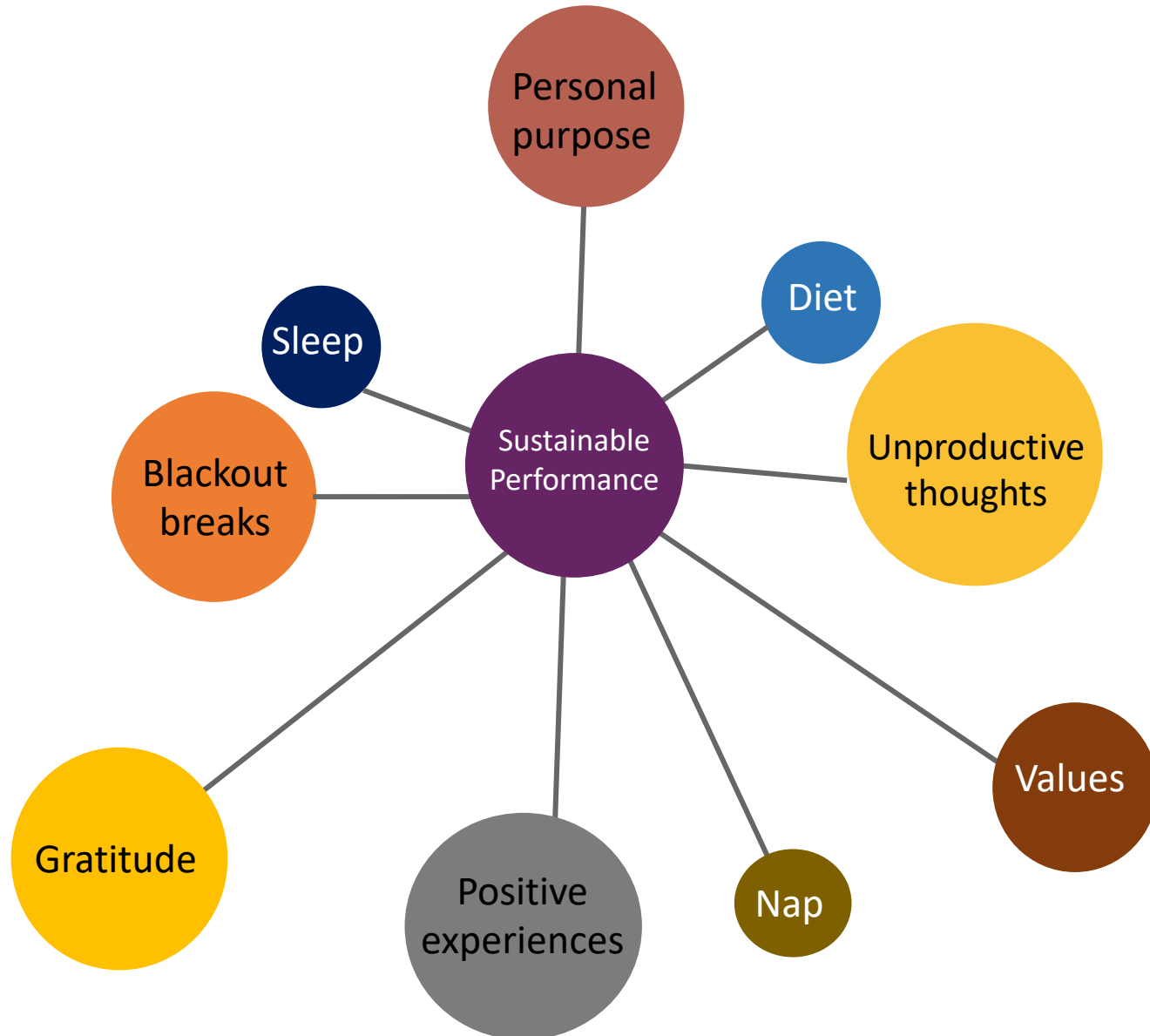
- Sit without an agenda for 3 minutes
- Shift from “doing” to “being”



*Insanity is:
Doing the same thing over and over
and expecting different results.*

Albert Einstein

Hacks and Knacks



Quick Wins





Questions?



Thanks!

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