

polaris



*the finest personal navigation program
for emerging leaders*



... I gained clarity and understanding of my particular challenges ...
to take a strategic approach ... and achieve positive outcomes ... I
learned to work from my strengths ... your style and manner of
facilitation helped me to arrive at the answers I needed. You helped
me envision new heights and opportunities ... you gave me a
fabulous gift, empowerment—my heartfelt thanks!"

Bardhonia Harding, Dynamex

TURNING POTENTIAL INTO PERFORMANCE

As a business leader, you face significant challenges in selecting and developing the key leader-managers you will need for your organization's future.

Through insightful assessment and constructive coaching, we will identify, stimulate and develop positive and enduring changes in your key people.

They'll become more productive, better in relationships, genuinely fulfilled within themselves, with measurable, focused improvements in their contributions. They will be happier – and so will you!



THE POLARIS APPROACH

The Polaris experience is profound. It develops perspectives and behaviours positively and permanently.

Using tutoring, networking, peer-group learning techniques and one-on-one coaching, the Polaris approach enables participants to become increasingly focused, confident and resilient in the ways they contribute and add value to the business.



Participants are able to customize their own experience based on their specific needs. Results and outcomes are designed to enhance the role and contribution of the individual within his or her own organization and are constantly reviewed and modified throughout the program.



THE POLARIS LEADER

CONFIDENT, COMPETENT, CARING.

Polaris graduates bring unique benefits to their organizations as leaders and as catalysts in bringing out the potential of those around them.

A Principled Foundation

- Authenticity - people secure within themselves
- Sustainable energy and resiliency
- Ongoing engagement and commitment
- A common focus on the greater good
- Everyone living to their fullest potentials

Strategic Development

- Breakthroughs in thought and action
- Discriminating market leadership
- Innovation with prudent resource management
- Doing things differently to achieve success, and getting more for less

Effective Relationships

- People who want to work together
- Predictability and established trust
- Managed diversity and divergence
- Action which stimulates and leverages contributions
- Bringing out the best - in everyone

"I really appreciated and value the extensive range of resources, be it coaching, networks, websites, books, etc. I have now set up a one-year mini program with my own staff and am providing them the opportunity to learn how to develop themselves."

Bill Fitzgerald, Hamilton Port Authority

CORNER STONES OF POLARIS

A brief description of the six underlying values, constructs and commitments of the Polaris Program.

Self Development versus Role Development

The Polaris Program is primarily concerned with the development of those competencies and strengths

- that will remain an integral part of the individual.
Within the scope of personal leadership and management, we seek to develop the
- latent capabilities of the person without imposing unsolicited changes in personal values or perspectives.
- Our approach is to build upon identifiable strengths and to compensate for perceived weaknesses through the definition of adaptive strategies.

Individual Focus versus Group Focus

- Every participant is expected to design and apply a personal agenda for self development that is specific, measurable, attainable, realistic and timely.
- Participants are encouraged to share ideas and insights during tutorials, bridge calls and related activities but are expected to make independent decisions.
- Success within the Polaris Program is determined by the extent to which preset and specific individual goals and standards are met.

Behavioural based versus Knowledge/Skills based

- Development is accomplished through those emerging values, perspectives and practices that add value to personal contributions and satisfaction.
- Polaris strives to create additional options for individual leaders/managers in the areas of strategies, relationships and personal values.
- The prerogative for acceptance, adaptation and application of relevant concepts, skills and attitudes is solely that of participants nothing is imposed.

CORNER STONES OF POLARIS

Principles are the Entry Point

- The primary role of the Polaris Team is to present and promote ideas, examples, experiences and proofs of proven concepts based upon real value.
- Individual integrity (ethical/moral and authentic standards) is paramount and shall be fully supported and reinforced in every coaching intervention.
- Upon request, every assistance will be given to participants to select and apply suitable applications/implementations that will increase personal contribution.

Applications are Shared

- The advantages of peer-to-peer learning are strongly supported within the Polaris Program and the development of collegial networks is encouraged.
- Participants are welcome to offer and exchange perspectives on matters of common and mutual interest but may not interfere with the affairs of others.
- The level of confidentiality requested by any participant creates a binding standard in all interventions; information shall not be shared without consent.

Implementation is Personal

- The program is designed to support and enhance transactional changes while providing incentives and confidence for transformative changes as required.
- The critical point of leverage for every participant is the one-on-one coaching process which deals with precise implementations and adaptations.
- Each participant covenants with a supervisor (or personal coach) to define and realize particular self growth objectives within the context of the organization.

FIND OUT MORE ABOUT POLARIS

Please contact us to learn more about the Polaris program

[Email: info@polarisprogram.com](mailto:info@polarisprogram.com)

Tel: 519-766-1178

or visit our website at www.polarisprogram.com

WHY IS POLARIS DIFFERENT?

Polaris builds leaders...

The Polaris program is not about skills, it is about perspective and behaviour The program is designed to create awareness, stimulate action and drive planned development while responding to differences in individual priorities and goal attainment. Polaris participants build a secure foundation for future growth using extensive, gradual and flexible processes that are specific to each individual's personal context.

Polaris builds coaches...

Polaris graduates become accomplished coaches capable of building other leaders within their own organizations All the concepts, methods and learning materials from the program are theirs to use as they progress along their own leadership pathway.

Polaris builds support...

Polaris graduates build a lasting support structure Polaris participants encounter a diverse group of other leaders during the program and are encouraged to engage in peer-to-peer coaching. Networking is a key component of the Polaris program. Graduates are able to repeat any portion of the program as often as they wish and retain access to one-on-one coaching. Through the Polaris Alumni program, graduates can attend regular seminars and bridge calls to discuss new leadership concepts and theories and further extend their opportunities for peer support in their growth as leaders.

THE PROGRAM

Benchmarking

Every participant is personally 'benchmarked' to establish a starting position, and to:

- identify strengths and developmental needs
- define key areas for intended success
- create a contract for planned results
- design a personal scorecard to monitor progress

Tutorials

Monthly group tutorials on vanguard leadership / management concepts and practices are conducted from which participants select those initiatives that will generate the most meaningful results within their particular context.

Communication

Detailed documentation of concepts, summaries of application/

implementation action, and supportive resources are made available on a secure website for the use of all participants. Applications and implementation strategies are assessed within each concept using facilitator, peer-group and coaching inputs to encourage full success and sustainability. Building networks for the ongoing support of such actions is encouraged.

Coaching

Each participant has unlimited access to spontaneous coaching to address intricate details and sensitivities and so fulfill the personal contract.

Commitment

Each participant will create a personal action plan based on his or her initial benchmarking results and updated through the duration of the program.

In addition, each participant is required to create a 'Personal Performance Covenant' with his or her own leader detailing what the organization can expect from the Polaris program.

Self Insight

A series of unique projects are incorporated to foster self insight and awareness.

- **Equus**—an experience in non-verbal communication and emotional self awareness through 'horse whispering'
- **Sherlock**— observation, interpretation and inductive reasoning in a mind-opening art gallery experience
- **Angel**—demonstrated leadership in a personal cause

WHO WE ARE

Andros Consultants is focused on helping people, teams and organizations to be their best. Founded in 1975, Andros has a proud and impeccable record of business consulting successes. The Polaris program was developed by Andros Consultants as part of their diverse portfolio of solutions offered to individuals and organizations. You can find more information about Andros at www.andros.org or email them [at info@andros.org](mailto:info@andros.org)



David Huggins

MASc, FlOD, CMS

David Huggins has been in private practice as principal of Andros Consultants Limited – helping organizations be their best through their people - for over thirty years.

A behavioural scientist with diverse business experience, he combines a profound knowledge of human dynamics with insightful strategy and practical methods for building leadership potential and managerial effectiveness within the many organizations he counsels.

The Polaris Coaching Team

The Polaris program has engaged a diverse group of successful business practitioners who support and coach participants throughout the one year program and provide wisdom and practical experience to specific initiatives.

FIND OUT MORE ABOUT POLARIS

Please contact us to learn more about the Polaris program

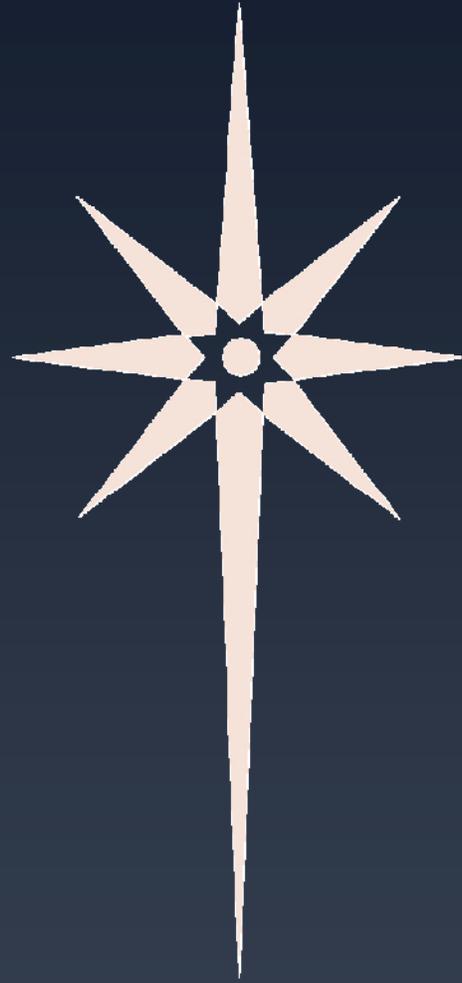
Email: info@polarisprogram.com

Tel: **519-766-1178**

or visit our website at www.polarisprogram.com

We invite you to subscribe to the Polaris Digest newsletter at
www.polarisprogram.com/newsletter.php





Polaris

info@polarisprogram.com

www.polarisprogram.com