

How Forward Plane can assist your career



F O R W A R D P L A N E

Imagine what it would feel like to know you have a few secret techniques that give you an edge. Imagine what it would feel like to have a way of looking at things that lets you see certain things that other people cannot, something everyone simply overlook.

"I have shown Forward Plane to experienced coaches and experienced HR professionals; they been surprised and taken in by the strength of the training"

If you are already wealthy or in a senior position then you probably don't need Forward Plane's "career protector". If on the other hand, you feel you could do more, this could help. And it is not about working harder or being "better". In fact, I expect that after Forward Plane your view of what being "good" will be changed.

It's not hype but it's difficult to believe

We've all been caught by stories that were just "too good to be true". In this age of the Credit Crunch, there is a sense of being conservative and cautious. Not everybody agrees with this though: Warren Buffet says "be fearful when other are greedy, and be greedy when others are fearful".

When I start a new project or a new venture, Forward Plane tells me what I should do almost every step of the way. I have daily actions to take, sometimes small and sometimes more significant. Along the way, I can take review points, either for my own work or for the team.

At the root of Forward Plane, there is the realisation that there is a difference between what we can understand and what we can do. This is something that is so prevalent that we no longer see it. We can understand more of a foreign language than we can speak, there are songs we know but we can't say the lyrics, etc. In the world of work, there are things we understand but we cannot lead with them or see the implications. This is the basis, there is a back plane and a forward plane in our mind. If you take this realisation and

build from it, there are so many powerful tools you can have: vision, speed, creativity, influence, just simply competence, and of course, confidence, fun and a renewed sense of optimism.

Beyond “getting promoted” and “gaining experience”

Most people I know seem to have condensed their career plan to “getting more experience”, and “getting promoted”. This is the equivalent in sports metaphor to scoring goals and winning matches. It is fine as a yardstick, but it does not breakdown into specific enough steps to be really useful. With Forward Plane you get real, meaningful steps.

Forward Plane suggests you build a specific career plan, a game plan. The game plan should include technology, processes, innovation, vision, speed, and soft skills components. The game plan is aimed at delivering more, and part of doing this is doing things you don’t see at the moment. And that other people don’t see either.

I know this sound odd but it is the way it works. If you could ask my friends in HR or coaches whether this is true or not, they would confirm. They would also say that before they got trained in the Forward Plane skill set, they would not have really understood.

Business processes and ease with technology

Most people find it surprising. Even those with a lot of experience of organisations (businesses are mostly organisations) don’t realise that business processes and technology are essentially the same thing. This is true from a Forward Plane point of view.

There is a way of understanding processes and there is a way of getting good at technology, and it is well worth getting trained in those. Both business processes and technology are crucial for a good career. Or for a good business life.

Vision and creativity

Vision is one of those things that leaders and writers go on about. The problem is they don't explain how to build it. How should "normal people" go about developing vision or intuition? They don't know and they don't say. I don't think they've even asked the question.

It took me a while to reach that conclusion, but now I am as sure as I can be about these things: they just don't know how to build vision. Even at that level they don't know. I challenge you to find elsewhere a better set of tools than Forward Plane to develop vision.

These are not the only items. There are a others: intuition, shadow traits, speed to name a few others.

Vision can become a tool you can use for improving your work. So is speed, so is creativity. You can use it for yourself, or you can use it as a team, once you know the specific process to build it, when you want and for what you want.

Team work and ability to persuade

I am lumping these two topics here, for the sake of keeping this document short. The main reason is that one person's back plane is facing the other person's forward plane. Just like in tennis, the left hand is facing the right

hand of the other person. You need to work with that fact to get a team to work more efficiently.

The next thing is influence and generally working with the dynamics of emotions. There is a tendency in our society to believe that people can work rationally with fact and information. This is mostly hogwash, even if information is useful (unless it puts you in a trance). None of this explain very real issues such as the "not invented here" syndrome, or the "shoot the messenger" syndrome. Unsurprisingly women are better than men at this (there are good reasons for that). With Forward Plane I start from the point of view that people are essentially in a state of permanent internal tension, just like a river flows at a rate based on how steep the slope is and how much water is coming down.

With Forward Plane you can learn how to influence people and get a bit of a central model to tie together all the various influence strategies that are out there (many of which are great by the way). A great favourite is the contrarian reflex. For instance, imagine someone's reaction if someone said to them "your professional success is always going to be poor because you don't know how to use your full abilities". Unless their self-esteem is at an all-time low, I expect they would immediately think of proving the reverse.

Career uplift

The benefit of the new approach happens almost immediately and momentum builds within weeks. In part it comes from feeling better (although I would advise if all you want good feeling inside, go for motivation training), and in part it comes from starting to see things in a new way. You start seeing who has a strong forward plane. You start building vision. You go about generating

ideas systematically and efficiently. You harness your potential for business processes, and technology becomes an area of ease.

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