

CASE STUDY: BREAKTHROUGHS IN ACCOUNTABILITY, AND AUTHENTIC TEAM ENGAGEMENT

RETURN ON INVESTMENT: 20% salary increase, 35% net worth increase, top producing salesperson status achieved in executive recruiting firm, bankruptcy averted.

Situation

A 21-year-old's life was spiraling out of control and in immediate need of a serious course correction. Although having entrepreneurial aspirations, this young man lacked the humility to learn, undermined all authority structures presented to him, while miserably failing to manage his time, finances, and commitments. Having reached a point where moving from job to job was unsustainable and on the verge of bankruptcy, something needed to be done to set his life on a dramatically different path.

Solution

Dr. Pauline Serice created a temporary breakthrough project structure which included 3 candidates in her Consultant Candidate Certification Program to partner with this young man in the execution of a cultural intervention to turn his life around using her EALD-GAP® technology. By learning to apply the fundamentals of her Experiential Authentic Leadership Development – Growth through Adversity Process technology which included a real-time breakthrough project charter, extensively designed project plans, carefully crafted support processes and a closely monitored scorecard, this 1 year breakthrough project creatively caused a massive turnaround in the finances, time management, and integrity of not only the original individual it was intended for but also for all those on this team. Through Dr. Serice's rigorous one on one and group coaching, in addition to regularly held team project status meetings and impromptu Intentional Authentic Dialogues when warranted, each individual on the team soon realized that not only were they there to stand for this young man's breakthroughs but also their own in many of the same areas.

The Personal and Professional Results

Within 8 months, this group of very different and diverse individuals forged a foundation of genuine trust and authentic team relatedness by consistently adhering to the EALD-GAP™ technology principles and practices. Through the process, all financial obligations were made current, a 3-month emergency fund was established and a new level of humility and responsibility was achieved in the young man's life. He became genuinely committed to making a difference in the lives of others, which sourced an unprecedented 35% increase in his net worth, becoming a top producer in his executive recruiting firm qualifying him to earn an additional \$10,000 of incentives while successfully transitioning many executives to opportunities offering lucrative and fulfilling career possibilities for them in return.