

CASE STUDY: BREAKTHROUGHS IN ACCOUNTABILITY, AUTHENTIC COLLABORATION, AND HUMILITY

RETURN ON INVESTMENT: UNPRECEDENTED PROMOTION AT WORK, 24% INCREASE IN ANNUAL INCOME, DRAMATICALLY IMPROVED RELATIONSHIPS

Situation

A middle-aged executive, husband and father of two had lost hope that living a genuinely real, passionate and fulfilling life was accessible to him. His lack of humility to learn and unwillingness to be in authentic communication and collaboration with others created a culture of lying, stress, and anxiety while trying to maintain the façade of a leader at work and at home. On the verge of divorce and with personal debt at unsustainable levels, it was time to alter the course of the lives of himself and his family.

Solution

Dr. Pauline Serice implemented her EALD-GAP technology creating a breakthrough project strategically designed to begin causing a vital culture transformation in accountability, teamwork, and authentic collaboration for him and the project team who were the people closest to him in his life. Paradoxically, a breakthrough project by design cannot be accomplished without providing authentic leadership, something that the individual does not yet know how to do. Therefore, she established him as the leader of the project creating the environment where the massive breakthroughs in authenticity and leadership that he needed could occur. Additionally, through her unique triangulated scientific approach utilizing phenomenology, empirical analysis, and ethnography, Dr. Serice provided real-time observation and coaching on an individual and group basis bringing to light previously undistinguished behaviors and thought patterns. This critical combination of orchestrated interruptions to dysfunctional and debilitating behaviors and thinking patterns then allowed he and the team to learn how to think and operate with new levels of trust and collaboration that were essential for solving the real-world problems inevitable to arise in any breakthrough project endeavor.

The Results

This EALD-GAP breakthrough project became a turning point for him causing a dramatic shift in trust and authentic communication with his wife, family, and friends and unearthing a passionate commitment to living a life of excellence and integrity. The results of the project carried over into his professional life where within 2 months of the project's completion, he received an unprecedented promotion which included a 24% increase in annual income. Understanding the privilege and necessity of learning Experiential Authentic Leadership Development early on in life, he immediately started his two children coaching with Dr. Serice through an EALD-GAP learning environment distinctively designed for youth and young adults.