

Training Programs for Business and Personal Development



Northside Aikido – Caboolture Queensland - Australia

Sensei Tony Deckers J.P

4th Dan Instructor in Ki Aikido

Associate Lecturer in Ki Development & Qualified Examiner

Ph +61 7 3888 2939 Mobile +61 419 77 84 86

Email setsudo@gmail.com - Website www.northsideaikido.com

*This page
intentionally
left blank*

CONTENTS

<i>Introduction</i>	<i>page 4</i>
<i>What is Aikido?</i>	<i>page 6</i>
<i>Aikido Training</i>	<i>page 8</i>
<i>How Aikido Influences Us</i>	<i>page 8</i>
<i>What is Ki</i>	<i>page 9</i>
<i>The One Point</i>	<i>page 10</i>
<i>Change</i>	<i>page 11</i>
<i>The Power of Words</i>	<i>page 12</i>
<i>Learning</i>	<i>page 13</i>
<i>Choices</i>	<i>page 15</i>
<i>Five Disciplines of a Learning Organisation</i>	<i>page 16</i>
<i>Business Training Programs</i>	<i>page 18</i>
<i>Corporate Training Programs Conclusion</i>	<i>page 19</i>

Introduction

*"All great truths are simple in final analysis, and easily understood;
if they are not, they are not great truths". - Napoleon Hill*

This document has been put together for you to download and print in a booklet format. It is an understanding in some areas of basic knowledge and skills of which I have studied in for almost 30 years. Some, if not all of which can be used to enhance the quality of our thinking and ultimately the quality of our lives.

I hope that this will allow you to experience some understandings in a way you may not have thought about before. Ultimately, it's the depth of your experience and understanding which will provide you with the confidence and commitment you need to embrace life and live up to your maximum ability.

In my pursuit of excellence I am always looking to involve new levels of thinking, which I can apply to any and every aspect of life. In the early 1980's I began meditation classes, looking for ways to tap into my own greater ability and by learning to understand others through my own self-realisation. Then in the early 1990's I began studying Aikido as a martial art.

What attracted to this particular style of martial art were the underlying principles and philosophies with the emphasis on the integration of mind and body. How this philosophy and the ability of some of the Masters to perform unbelievable feats of skill and strength, under stressful conditions, turned this fascination into a lifelong quest. My quest become one to identify and define the specific steps one goes through to optimise performance through mind and body unification.

After only three years of quite intense training I attained my black belt. I learnt that most people's potential went completely untapped I had more questions than answers about what I was learning. So with this insight, I have been continually evolving, applying, evaluating, and modifying these theories. I was now equipped with techniques and principles that would allow me to perform at higher levels than I could have ever dreamt possible.

Many have heard of 'Chi' energy, this relates more to the energy that is developed with living things, such as plants, animals and people. Ki energy on the other hand is universal energy. Ki energy exists in every object in the universe. Take any object and when view under a microscope, atoms can be seen. These electrons moving around its centre is energy.

When we can understand this principle and realise that we all move to the 'beat' of a different drum, and understand the 'beat' of another's drum, we will be able to move in harmony with them, avoiding conflict, aggression, danger and emotional upset.

*"The Art of Peace does not rely on weapons or brute force to succeed;
instead we put ourselves in tune with the universe, maintain peace in our
own realms, nurture life, and prevent death and destruction.*

*The true meaning of the term samurai is one who
serves and adheres to the power of love."*

Some study martial arts for power, control or revenge. Aikido presents a way of study that can deeply impact one's life. I have been studying philosophy for almost 30 years, but since my introduction to Aikido some 17 years ago, it has taken my thinking and ability to 'live in the moment' to a whole new level. One important aspect I have learnt is that it doesn't take 20 years to learn and understand. What it does require is a willingness to want to achieve within yourself to become the best person you know how to be. This can be practiced anywhere, anytime.

I know without a doubt there are great powers within each of us, there for the taking, waiting to be used. For by using them, we discover even greater resources that lie within each of us, powers that can take each of us to new heights of awareness, understanding and happiness.

I wish to you all that you are as happy along your road of self discovery and mastery as I am. I hope that you can see each new day as a divine gift that allows us to create to our maximum ability who and what you want to be. Find your purpose then live it. Eliminate anything in your life that does not support you, and works towards your purpose.

Regards and blessings,

Tony Deckers J.P.

4th Dan Instructor in Ki Aikido

Qualified Examiner and

Associate Lecturer in Ki Development

What is Aikido?

Aikido means "The Way to Harmony of the Spirit." Developed early last century as an art of self-defence and spiritual training, Aikido requires no particular advantage in age, size, strength or speed in order to perform well. The movements of aikido are designed on the principles of nature, using circular and flowing movements following the path of Ki.

The practice and study of aikido requires that you open your mind to experience and create new ways of thinking and learning. You must re-learn your most basic skills of breathing, moving, seeing, listening and understanding. You will explore balance, relaxation and a natural concentration, which will enhance many areas of one's life as well as thinking: this can include communication skills, which will allow you to discover what you want in life and how to achieve it elegantly and powerfully. Nothing could be more rewarding or challenging.

The basis of the aikido philosophy is being in harmony with those around you rather than in conflict with them. Accepting the natural ways that people's mind and bodies move and their energy flows, results in successful aikido.

The non-competitive nature of aikido training adds a dimension of mutual trust, respect and protection. It was born, as a way to divert harm to one's self while not inflicting permanent injury on an aggressor. As it developed it became clear that it was not only an effective means of self-defence, but also a way to understand the earthly life through the study of energy flow of the universe.

It is not an art about minimising or avoiding stress within your life. Rather, it is a way of dealing with crises and conflict in such a way as to maintain stability and poise in the midst of challenge. Aikido is not merely an intellectual undertaking; it is learned and expressed through its movements. Its real essence comes to life only when you practice and live it. Only through your daily training do clear insights come into areas of form, motions, attitudes, habits, spiritual ideas and human relations develop.

Aikido is a martial art, which enables practitioners to live positively and to their full potential, without weakness or self-imposed limitations. It trains us to have a universal spirit that loves and protects all creation and helps all things grow and develop. The goals of aikido are there for all to achieve - to become a person in harmony with others as an integrated and balanced individual, and to explore our full human potential.

The Dojo - literally means 'Place of the Way', is a miniature cosmos where we make contact with ourselves - our fears, anxieties, reactions and habits. It is an arena of confined conflict where we can confront an opponent who is not an opponent, but rather a partner engaged in helping us understand ourselves more fully. It is a place where we can learn much in a short time about who we are and how we react in the world of conflict. The activity in the dojo calls on us to attempt new things constantly, so it is also a source of learning, a source of self-enlightenment.

Aikido Training

Aikido is a philosophy with a physical expression. Its basic principles are non-violence and harmony. In Aikido, attacks are neutralized through circular blending movements rather than using force against force. The techniques of Aikido use balance, awareness, and Ki, an inner energy not dependent on physical strength.

The training is dynamic, and at times, can be physical and challenging. The dojo, or training hall, is a place for serious personal exploration. The practice of traditional Japanese etiquette helps to create a non-competitive mutually supportive environment.

Aikido is an art in which a person learns to deal with not only one, but also multiple partners or situations. It can therefore teach us that with practice and with careful awareness we can learn to deal with situations not only in front of you but in all directions. The teachings of your instructor constitute only a small fraction of what you will learn. Your mastery of thought and movement will depend almost entirely on individual, earnest practice.

Daily practice begins with light movements of the body, which gradually increasing in intensity. There must be no excessive strain or strength used. If one uses strength one can be defeated by strength that is why even an elderly person can continue to practice pleurably without bodily harm, and will attain the goal of his or her training. The purpose of Aikido is to train one's mind and body and to develop a person's understanding, wisdom and sincerity. All Aikido techniques are secret in nature and are not to be idly revealed to others or unprincipled people who may attempt to misuse them.

Aikido technique is structured on circular movement. The harmony is brought about and all conflict resolved through the spirit of the circle. The response of the body, mind and spirit to the principle of the circle is vital to the creation of technique.

A circle encloses space, and it is from the perfect freedom of this emptiness that ki is born. From the centre of this birthplace, the spirit joins the creative processes of life with the infinite, immeasurable universe. The spirit is the Creator, the eternal parent giving birth to all things. The Budo of Aikido springs from the mastery of the spirit of the circle. The essence if this Budo is to embrace the complementary action of cause and effect and to draw into yourself all things as if they were held within the palm of your hand.

You have a spirit, therefore you must realise that each person has a spirit. When the life processes are connected with the spirit and the fundamental principle of the circle is given birth in Aiki, all things are led to completion through the circle. The circle freely creates all things. The secret of the circle is to create technique by piercing the very centre of space.

Aikido is a superb way for all people to develop coordination, confidence, and respect for themselves and others. Classes involve non-competitive Aiki games, stretching, rolling, and Aikido partner practices. The emphasis throughout is on having fun and learning cooperatively.

How Aikido can influence our thoughts & lives.

*"To attain knowledge, add things every day.
To attain wisdom remove things every day."*

Lao Tsu

Aikido constantly presents the practitioner with situations that will challenge every aspect about how they think. Every action created is the end result of a thought process. The journey to understanding these actions is not by changing the actions but rather by learning to understand and change the process of how to think.

As adults we have matured and developed our bodies, but when it comes to understanding our thinking we are still in our infancy. When a child takes it first steps, it is encouraged by the family, even when they fall down, and they receive so much appreciation for the effort and are strongly encouraged to try again. As adults we know how to encourage toddlers to help them achieve results from walking, talking and sitting up. Yet as adults we assume that we no longer require this same encouragement to help achieve our goals.

Having been taught from early childhood to receive recognition for almost everything we do, as adults we still seek recognition, and if we do not receive it, we become angry and upset, and harbour resentment against those people when we are not complimented or recognised for our efforts. As the child stands without support to take it first steps, we support the child wonderful effort even as he falls. You would not push the child over deliberately, and then laugh saying, "look at you, can't you get it right yet!" When someone older attempts something new do we support and encourage them to keep striving? Usually not, but we would rather push them over and expect that 'should be able to do it' or 'you should be smart enough to know better'.

In the early stages of one's training, you will be taught how to stand, sit, walk, breathe and even how to think. Thought processes are a powerful. They can support us or work against us. But how can we control how we think? Is not a thought something that just 'pops' into our heads? To understand this we must look deeper into how we think.

What do you read? Who do you talk to, and what do you talk about? Remember that our actions are the end result of our combined thought processes. So, if you are not happy with your current actions, you must change your current thinking. If your thinking is not supporting you in your goals, and with what you want to achieve - get rid of them. Create thoughts that 'will' support you and put you on purpose.

Insanity is doing the same thing over and over again, expecting a different result. How often do you repeat the same thing each day, believing that at the end of the day, week, month, year or your life that everything will be different? If you do not put processes in place that support where you want to go, you will never get there.

Most people believe that when you want to change something about yourself, it should be easy, so they attempt to complete the metamorphosis over night. Finding this too difficult or impossible they give up saying that "it can't be done". Where would we be if everyone thought that if they couldn't do it simple cannot be done?

Change takes considerable time, effort and awareness of one's thoughts and actions to occur. Like any habit we create, change is a habit which can be developed, which can bring us focus, balance and direction. Change simply for the sake of change is pointless, but change that has been directed to achieve specific outcomes or goals becomes powerful.

So how do we change? - Start by becoming aware of all the small things in your life. Which side of bed you get out of? Which sock goes on first? Which hand do you open doors with and why? These small aspects of our life have the conditioned processes that make us all up. Once we learn how to acknowledge and understand them, we now have the ability to change them.

True Budo is a work of Love. It is a work of giving life to all beings, and not killing or struggling with each other. Love is the guardian deity of everything. Nothing can exist without it. Aikido is realization of love. 98% of the thoughts you had yesterday you also have today. Think again!

Are you searching for the magic key that will unlock the door to your source of power; and yet you have the key in your own hands, and you may make use of it the moment you learn to control your own thoughts.

What is Ki

Ki energy (pronounced as 'key') is universal energy, and is capable of infinite expansion and contraction, which can be directed but not contained by the mind. Ki is a life force or energy flow that we can strengthen, and learn to focus and direct. All things have Ki, and as a student's of Aikido we are taught to be able to sense the energy flow of others, to bend and redirect that flow, or get into it so we could use the individuals Ki to our advantage. Ki can also be explained and visualised like water. A few drop of water do not appear as much but when you put many drops together they can create a tidal wave or flood.

The concept of Ki can be difficult to understand. During my initial training, I could see and feel the power of my instructor, but over the years of my training I made little progress in strengthening and/or controlling mine. Now, many years later have realised that it is not a matter of concentrating on being able to control, but rather relaxing and moving with the flow of Ki energy, not against it. Like water, it follows the path of least resistance, and always gets to where it wants to go.

If we have a tense mind or thoughts, this process transfers into our body and thus our body also becomes tense. By learning to understand how and what we think, we are better prepared to not only see things more clearly but also to handle situations much better.

The One Point in the lower Abdomen

To help us develop our Ki, settle our mind and relax our body, we place our mind at our 'one point' in the lower abdomen. It is approximately 5-7 cms below the navel, where you cannot physically put tension. It is also the area of the body where our weight naturally falls. We learn to put our mind in this particular spot, to help unify our mind and body.

When we learn to place our mind in this location we can remain calm, relaxed and focused, think more clearly, and make decisions and actions more quickly than normal. In the early stages we can practice learning to keep 'one point' through breathing exercises and meditation. Keep in mind that the end result is the ability to keep our 'one point' while walking, talking and in situations that would, under normal circumstances, create stress within us, thus making the wrong decision or action and allow anger to control us.

Like anything new, it takes time and some effort to get and maintain this feeling of keeping your 'one point', but be assured the results far outweigh the effort required. Learning to keep 'one point' can be used in every aspect of your daily life. It is not something that is used exclusively for martial arts and in situations of conflict.

Learning to keep your 'one point' will assist you with maintaining correct posture. This in itself will already have a huge impact on your thought processes. Learning to walk, shake hands, open doors, lift heavy object without injury, are just a few of the benefits of learning to get and keep your 'one point'. Learn to let your mind rest at your 'one point.'

How you approach a moment determines where it will lead you. In the face of pressure, do you respond with distress or effectiveness? Do you tend to see everything as a curse or a challenge? You can learn to master your personal energy or Ki in a way that goes beyond stress management. Like a sailor, you can use the winds of change as a source of energy.

How to get your 'one point', is first finding the balance in the unknown, as well as during the chaos of internal or external conflict, is centering yourself. A process by which you integrate habitually fragmented aspects of yourself - body, mind, spirit, heart, power and common sense, back to a natural state of integrity. This results in an increased awareness of movement and your presence in it. Rather than becoming a victim to whom things are happening, you become an active agent in your life.

Finding and maintaining your 'one point' increases your awareness of what is going on, and accepting things as they are in your current reality. When your mind is at 'one point' you allow yourself to release the need to be right, to judge, to anticipate or to assume. This also gives us the ability to be present in any situation or where emotions would normally overwhelm us.

*"The significant problems we face cannot be solved at the same level
of thinking we were in when we created them".*

- Albert Einstein

Change

Once we become aware of what we are doing, we can start to see our habits and conditioning for what they really are. With this insight we can see more clearly what we wish to change about these processes within us.

We need to know what we were doing first before we can see what we want to change from, to what we want to change into.

The universe is in a constant state of change. Our environment, landscape, animals (evolution or extinction), our bodies are changing every moment of everyday. Yet as an evolving species we go against every universal aspect, and fight change. We fight change, as change brings with it uncertainty and fear of the unknown. We create our safety zones of thought and action feeling secure in the knowledge that it will still be there tomorrow and that we have control over what we know. It is difficult to control something we don't know. Fear usually leads one into a state of ignorance.

F.E.A.R. (False Evidence Appearing Real) to eliminating the things we FEAR we must first understand what it is that we FEAR. Research it, question it and find out as much as you can about it. With new knowledge comes new understanding. Fear is simply learning and understanding about the things you didn't know about, and that what your feared was only 'false evidence' - your initial belief - 'appearing real'.

Change can become one of the most life altering experiences, and we can all create change on a daily basis. Remember that 'Change is a door which can only be opened from the inside', and with this change comes awareness. If you deal with clients in exactly the same manner, you will more than likely find that they will respond to you in much the same manner. Every person you deal with is different and unique, so how we approach and deal with them should also be different and unique each time.

This principle can also be applied to staff and colleagues. We are all so different in so many ways, yet we apply a mode of thinking and action with everyone and expect different results. This is Insane! By definition Insanity is doing the same thing over and over again expecting a different result each time.

The next time you have you are in a casual discussion with friends, family or work colleges, focus on what the discussion is about. Will this discussion improve who you are, create a better lifestyle, or bring deeper insights into who you are and what you do? If not, is the discussion helping you in any way?

It was once said, that, "Great minds discuss ideas, average minds discuss events, small minds discuss people". I have always kept this as my guide to any situation of discussion and what category of thinking that I wish to fall into. We rarely put ourselves in positions where we ask too much of ourselves. To help you further your own growth and development, surround yourself with people who will ask more of you than you would of yourself. This is a challenging environment to place yourself into.

Most people awake each morning wondering what the day has in store for them, having expectation of change coming to them, but rather than wait for others to create changes for you, which you don't like - create your own changes that support you and your goals.

*Leadership, like Aikido, is not what you do TO others;
but rather what you do WITH others.
- Tony Deckers*

Power of Words.

We use words everyday to help communicate our thoughts and feeling to others. Words are a very powerful communication tool, and those who have learnt to master this, have been able to achieve great understanding as well as acquiring great wealth.

Motivational speakers know exactly what words you need to hear and present them in the right order. Politicians can respond to a question with too much information, never giving the answer you want. In recent times, words were used to drive nations to war; they can also be used to bring nations to peace.

How aware are you of the words you use? Can they be used more effectively? For most people they only get to hear the words they use once they have heard themselves speak them, and sometimes regret what they have said.

I have spent 15 years in the sales industry, involved with retailing, wholesale, training and sales programs. One important aspect I was taught very early in my career was that as a sales person you have two ears and one mouth, use them in the same proportion. In today's fast paced lifestyle, we spend much of our energy trying to make ourselves heard, and taking very little time to hear others. It is through listening we learn.

Words can support us or work against us. For example someone could say, "I hate war", and most people would think this as a positive statement, but this statement contains two negative words, hate and war. Re-wording this statement to say "I love peace" carries a stronger message using more powerful words, love and peace.

More importantly, before we can change the words we use we must change how we think, and think about the words that we use. Then the power of the words we use are not just words repeated parrot fashion but rather, really express our thoughts, feelings and understandings of any given situation.

If you teach yourself how to speak the words in your mind first before you speak them, you might find that you might not be so quick to reply, and maybe many things you would not wish say and then listening becomes more appropriate conversation.

How often have you been involved in a conversation where the other person wishes to tell you about something about them? Yet as soon as an opening occurs we interrupt their dialogue with "I remember" or "I have a friend who ... etc..." How quickly do we turn the conversation back around to us, never really listening to what others have to say or are trying to tell us. If you use people's conversations as a spring board to start off your topic of discussion never really having heard anything they have said.

Challenge yourself. Next time you are involved in a conversation where you want to say "I ", start using "YOU", and keep the entire conversation focused on what they wanted to talk about with you. Note the results, they will be interesting, you might also find that people will enjoy have a chat with you more often. Through this process we can adopt a mindset of learning, understanding and compassion.

The first law of success... is concentration - to bend all the energies to one point, and to go directly to that point, looking neither to the right nor to the left.

- William Matthews

Learning

"If people are assets, why do we treat them like expenses?" On the balance sheet, they can appear as a payroll liability. If people are a company's most valuable asset, isn't it strange we do so little to keep track of, understand, and benefit from their full capabilities?

If companies were to treat employees as assets, they would not be seen as expenses to be cut out, but rather assets in which they could invest in and expect a return. Long term prosperity of organizations will depend, to a large extent, on management's ability to leverage these 'hidden' values, as well as a company's ability to learn and adapt as fast as the market changes.

In Aikido, instead of resisting or fighting against forces around you, you respond by putting yourself in a position so that no energy is lost to friction or opposition. All attention is focused on learning and creating positive action.

We as professionals need to relearn what it means to "learn in our bodies". We have been brainwashed by cultural myth that "learning occurs in our heads", and until we challenge that belief, our capacity for any sort of deep learning becomes severely limited.

When situations of uncertainty present themselves, we tend to revert to old habits and 're-act'. When a 're-action' happens to us, it is just that, we re-create the same action when a similar situation has occurred. No two situations are ever the same, so why do we repeat these actions? A 're-action' has no thought behind it, an 'action' on the other hand has thought behind it, thinking about our actions is progress on the road to self-mastery.

We tend to sabotage our own success simply by 're-acting' to, and in situations, rather than see each situation as a new opportunity to learn, grow and develop ourselves. In Aikido we are taught, that no matter how long you have been training, you must always attend class with a beginner's mind.

Only a beginner's mind is open and eager to learn, but if we adopt the attitude of "I heard or seen this before", you have closed all the doors in your mind to very learning anything new from this situation. When situations repeat themselves, it is an opportunity for you to re-evaluate your current thinking in light of the new information.

To understand others, we must first understand ourselves. Many people now days have bad posture, this can be seen by sick days off from work and the aches and pains even in young people. Because most people suffer from bad posture to varying degrees, we do not tend to notice it in others. Next time you are at a board meeting or with a group of people sitting or standing around, slowly adjust yourself until you are standing or sitting correctly with your shoulders slightly back, head up and back straight. You will notice almost straight away everyone else's bad positioning, because yours becomes so different. By doing this you will start to feel more confident about yourself as a person and you will feel more alert and energetic.

*"It's not about a lack of action.
It's about having action come from a quiet place inside."
- Ram Dass*

When we have little or no awareness, we are likely to be injured or become diseased in our body due to decreased circulation, conversely with an increase in awareness, there would be increased circulation, and the body becomes more alive and vibrant, thus more potential for increased health.

As much as our mind leads our body and actions, we can learn to re-program our thinking through the actions of our bodies. To influence another, you must learn to work in harmony with their energy, instead of struggling against it. Aikido teaches the physical discipline and a way of life, the essence of which is to respond powerfully and influence others through the mastery of oneself.

In the future the illiterate will not be those who can't read or write but rather those who can't learn, un-learn and re-learn. This system will achieve more when we learn how to learn together.

*"When the power of love over comes the love of power,
then there will be true peace"
- Sri Chimoy.*

Choices

Choices are something we are confronted with on a regular basis. Each moment we think about should I or shouldn't I, will I or won't I, what if etc... It is in these moments of decision we shape our future. Our destiny is shaped by our choices in thinking, not on fate, luck and chance.

We can make thousands of unconscious decisions each day, but how many are made completely aware of the possible outcome of that decision? Thinking is an awareness process. It is not limited to just the work environment but rather it is an integral way of living our daily life. Our thinking can create our choices, but our choices can also alter our perception of our thinking. This paradox once understood becomes quite clear. By simply understanding one the other is natural.

Do the choices you make support your goals and help get your life on purpose? Many think that this choice or decision is insignificant to the big picture; with that approach many will never reach their goals. Walls are made up of individual bricks. Lifetimes are made up of individual moments and choices. Like the wall, some will reach great heights, while others crumble and fall away never reaching completion.

Do you have Potential in any area of your life? Such as being a person, a friend, a work colleague, as a parent? To this question most people answer yes! We believe we can all become something greater than what we already are. We respond to people with this question and say No, I receive some interesting looks to say the least. Potential tells us it is something we 'can' become, but are we not already who we have become? Are we not already at our potential? By believing we have potential you have already limited who you can become. I believe that potential is something to be grown out of, not grown in to!

Imagine it this way - a crab when it out grows its shell, it grows a larger one which it then grows into. Each time this happens it can only grow to the size of its new shell that is its potential. But if we see ourselves already at our maximum potential, we only become limited by our current way of thinking that slows down our own progress.

Have you ever thought to yourself, that's too hard, I could never do that I wish I were able to do that? We limit our thinking based on our current situations and circumstances and get so bogged down into this mode of thinking, we sometimes see it as the only way of thinking. Remember the saying, 'If you do what you've always done, you get what you've always got'. That also applies to our thinking.

On occasions you may feel that you may be insignificant or not important enough to do something great. Keep in mind that every journey of a thousand miles, starts by taking one step. Only after people have achieved great things do people want to know them. The road to self discovery and understanding is a lonely one, and for those of you who stay on purpose, you will always achieve what they seek or set out to do.

Benjamin Franklin flew a kite in the rain, and people thought of him as a complete nutter, but what he learnt from doing that changed the way we know the world today. It is not important what others

think (otherwise on-one would ever do anything) it is more important what you think, and like the Nike adverts say - "Just Do It!"

I would like to share this short story with you about making a difference...

"One day after a big storm a man was walking along the shore with his grandson.

The storm washed up many thousand's on starfish up on the sand.

As they walked along the boy started picking up the start fish

and started throwing them back into the water.

The old man said to the little boy, that since there were so many of them,

it was useless and would never make a difference.

The boy picked up one more and threw it in and said,

'It made a difference to that one!'"

Five Disciplines of a Learning Organisation.

Through learning, we re-perceive the world and our relationship to it. A learning organisation is a place where people are continually discovering how to create their reality and how they can change it. The core of establishing a learning organisation can be found in what is called the five principles or lifelong programs of study and practice, they are Personal Mastery, Team Learning, Mental Models, Shared Vision and Systems Thinking.

Some readers maybe familiar with them, for those who aren't they will be briefly outlined below. At some level there is nothing new in them. They represent modern expression of very old ideas - ideas like vision, dialogue, and understanding systems - along with new tools and methods for practicing the disciplines in practical managerial settings.

Many people struggle on how to put these five disciplines into practice, they say, 'they completely agree with the ideas, but how do we put them into practice on Monday morning?' More than likely this struggle will continue until the disciplines become more integrated into physical awareness. That is because no learning is really yours until it is in your physical body. When people ask "How do we do these ideas?" they are asking for a physical component to their learning.

"We need pessimism of reason and optimism of spirit to move forward".

- Gramsci

Mental Models: requires that we be willing to change our perspective of the way we see situations and view the world. Studies over recent years showed where managers were asked to rank what they thought motivated their employees the most. They consistently put financial rewards first. Employees, on the one hand, considered financial rewards to be much less important, compared to things such as, meaningful work - recognition - fair treatment - involvement.

Personal Mastery: Is designed to help you increase the clarity with which you perceive your current reality, as well as your personal vision, and become more comfortable in the creative tension with which you hold them both. It allows you to put into practice on a daily basis all that you are being taught, until eventually it no longer requires practice, but is now a part of your daily routine, both mentally and physically.

Team Learning: Exercises designed to explore and foster rational logic and provide you and your associates with opportunities to develop new approaches to business as well as personal growth and development.

Shared Vision: Do you create your work or does your work create you? A cornerstone of an organisation that learns can be defined as "aspiration" which consists of both personal and shared vision. The practice for developing solo mastery offers a way to recognise the inner indications of your own intent and with others is about using distractions and challenges to assist in focusing your intent.

Systems Thinking: This can be approached in several ways

- a. as a philosophy based
- b. for one's life
- c. as a collection of learning processes to address any given problem
- d. As stories or case studies to illustrate specific situations.

Systems thinking is a way to perceive the whole in business instead of thinking about surviving individually.

*"It is better to conquer yourself than to win a thousand battles,
then the victory is truly yours it cannot be taken away from you,
not by angels or demons, not by heaven or hell..."*

- The Dhamapada

Corporate Training Programs.

One Day Program: (Approx 8-10 hours duration)

This will briefly cover many of the topics outlined within this booklet.

Two Day Program: (Approx 18-20 hours duration)

This cover everything outlined within the book plus new areas of personal development.

The topics listed below are a broad outline of the material covered.

- a. What is Aikido - Principle and philosophy
- b. The Mind leads the Body - Learning to influence your own thinking
- c. What is Ki energy - ki testing
- d. Our 'One Point' in the lower abdomen.
- e. How to have correct posture. Standing and walking.
- f. What is change, and how does it affect us.
- g. First steps in how to approach change.
- h. The power of your own words
- i. Moving a person's mind.
- j. The power of Words.
- k. Learning through the body
- l. Choices - Us or them.
- m. Understanding and communication.
- n. How energy moves and works.
- o. Thought process and mindsets
- p. Commitment - not size or strength
- q. Five disciplines of a learning organisation.
- r. Goal setting with a difference
- s. Understanding death - A new way to live life.
- t. Thoughts, feelings and emotions
- u. You can change your world.

These plus many more areas will be covered within the two day training program.

Conclusion:

Corporate Aikido is a training program that has been designed over many years of study and practice. Rather than just focusing on getting a result, this personal awareness and development program, when applied, gives each person a whole new and fresh way to approach their lives, and thinking and every waking moment.

By placing the focus back on to you, you will learn to understand more about the way you function, think and act. With this new information about your unlimited potential, you will never be able to look at your daily tasks in the same manner again.

This program is a fresh and open way to see how you see yourself. It will bring you closer to understand exactly what you want to achieve and very simply how to get there. Thinking new each day is not for the lucky or the brave, but for each and everyone one of us. You are the producer of your own movie - LIFE, so you can write your own ending. You play the leading role; you are the writer, director, producer and editor, as well as the promoter, distributor and also the viewer.

Each day is a blank page of your script, write in your pages, all the danger and excitement, suspense, comedy and romance that makes you feel so good after seeing a movie. If a movie can make you feel so exhilarated after 2 hours and when you come out you feel, 'Oh well back to reality', you are really saying something about how you see your own life!

You are the creator of your own thinking. You are the creator of your own actions. Create and become all you could imagine and more.

Have you ever used a computer program, using it the same old way, then one day someone shows you a few shortcuts and hotkeys, and then suddenly you are moving around the program faster than you could have ever imagined? To some degree we are all like that. Corporate Aikido is a way of showing you hotkeys to your own understanding.

To all of you who take a stand against your own thinking, life is the most wonderful experience we have been given, ours for the taking. View all challenges that are presented to you as a gift of knowledge and you will never lose again in your life.

Please feel free to contact me to discuss information booking details about my training program.

Resources

An Unused Intelligence - by A. Bryner & D. Markova

Most of the information comes from almost 30 years of personal studies and of the seeking and asking of questions. Much of the philosophy I have derived over the past 17 years from training and studying Shin Shin Toitsu Aikido, based on the teachings and principles handed down from Koichi Tohei Sensei.