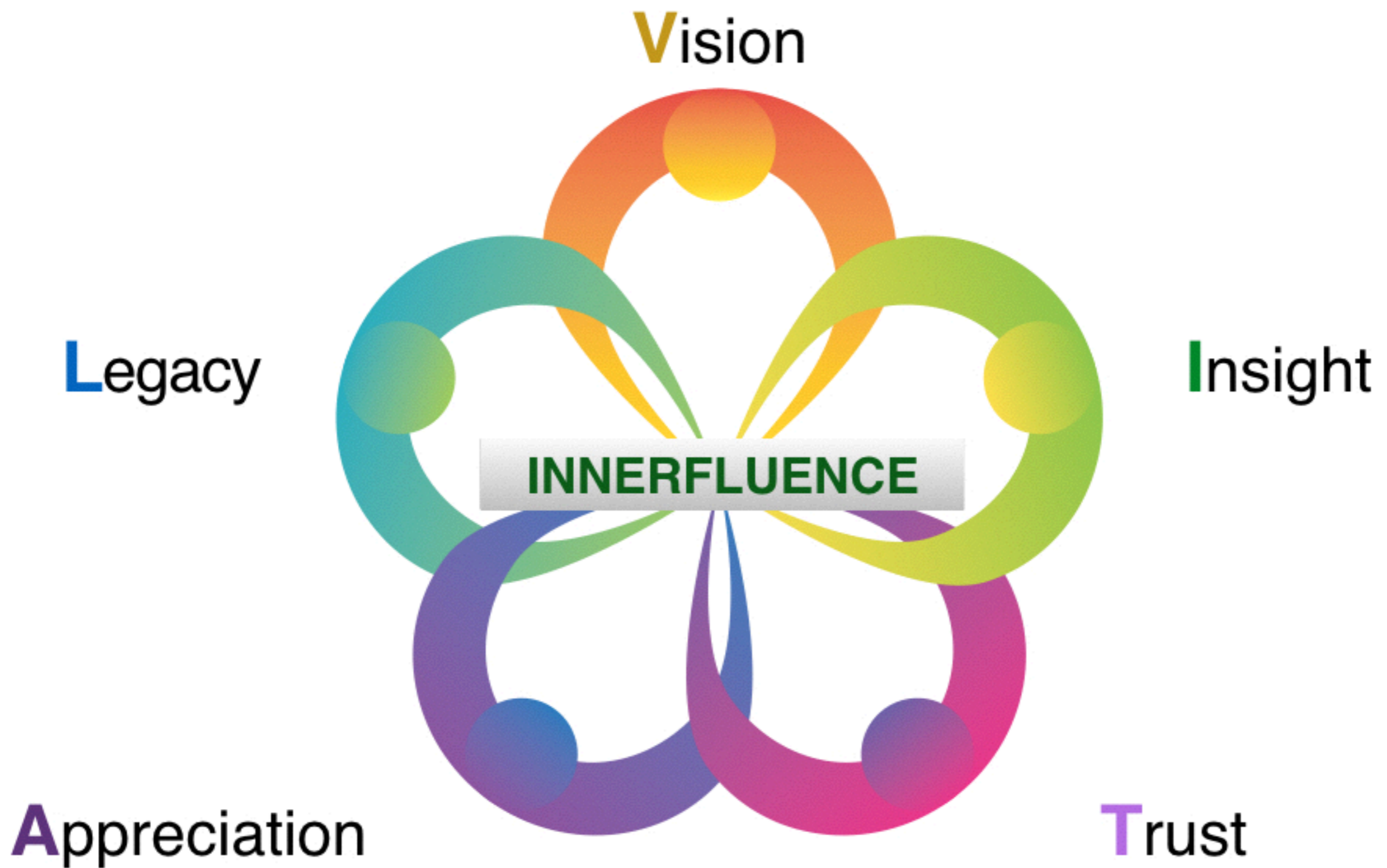
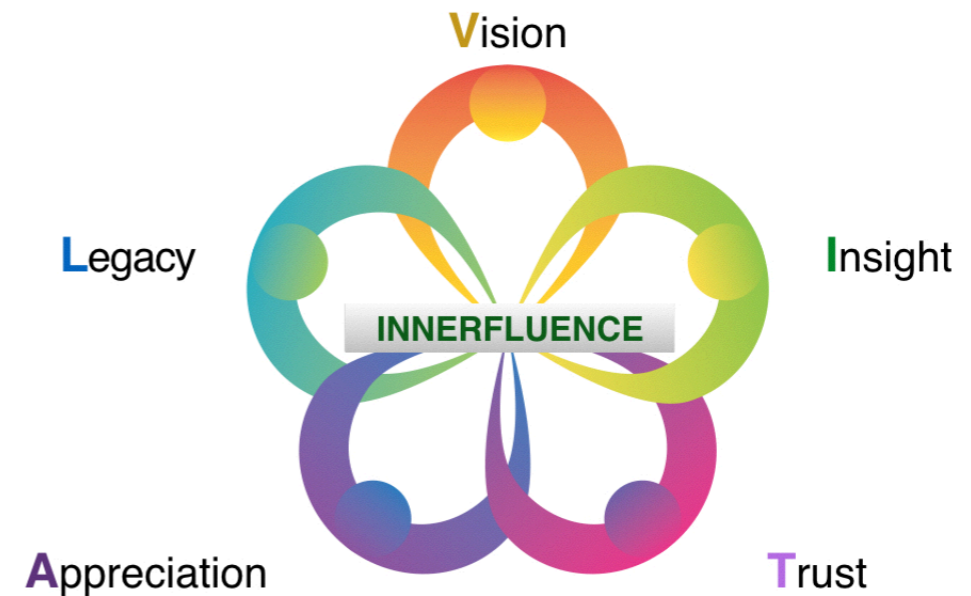


# THE **VITAL** ESSENTIALS





The **INNERFLUENCE VITAL** Model



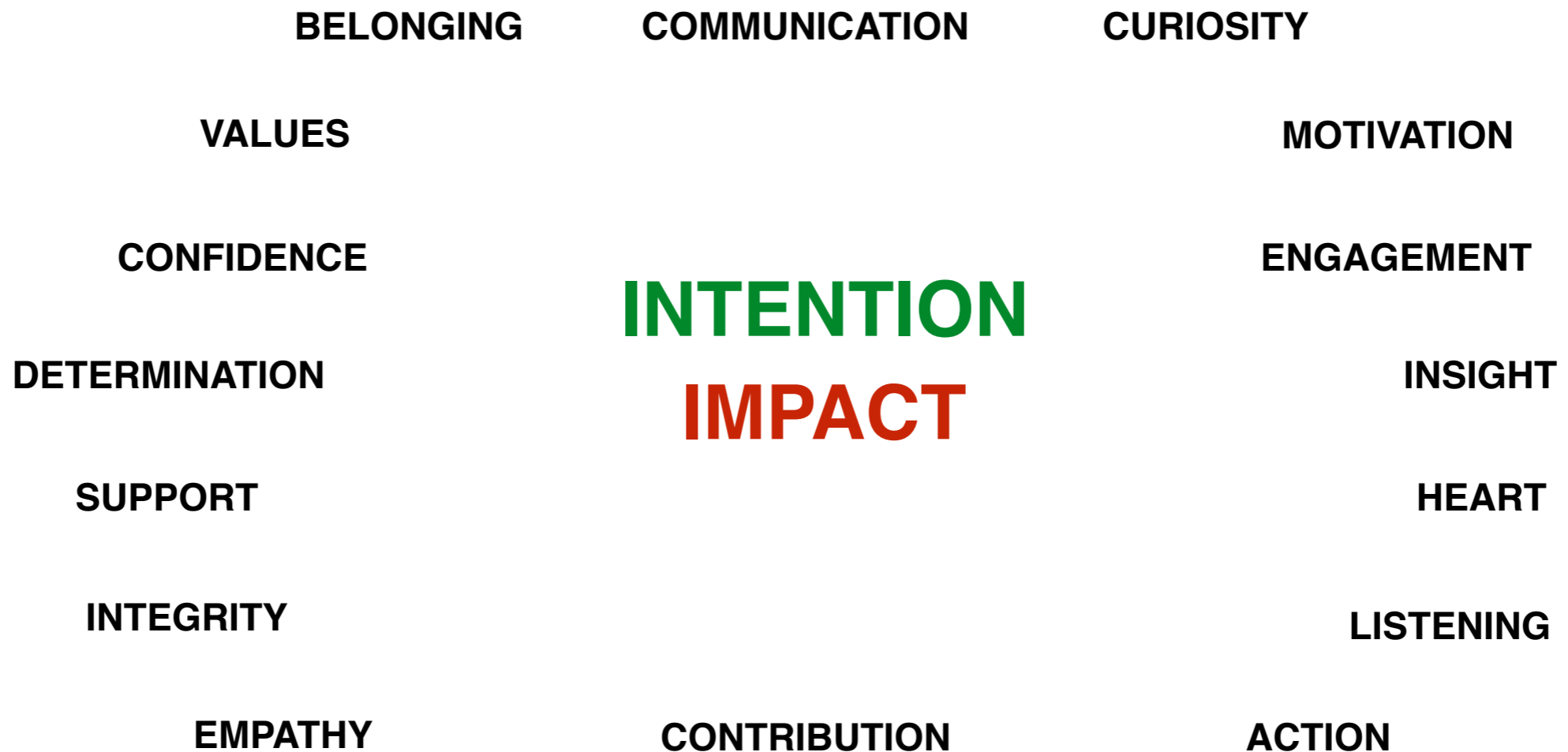
The **INNERFLUENCE VITAL** Model

As vital as it is to have your heartbeat steady, your blood pressure normal, and your breathing natural, these five elements of Vision, Insights, Trust, Appreciation and Legacy are **VITAL** to creating leadership that inspires and motivates followers.

Designed to release the full potential of your people and your organization, **Innerfluence VITAL Programs** utilizes **Human Synergistics International Assessments**, providing a highly-visual, integrated diagnostic system that accelerates team and individual performance. Using these transformational tools, we confidently direct and design improvement strategies for leadership and management that strengthen and build resilient leaders.

# THE **VITAL** BUILDING BLOCKS

Fundamental to **ALL** Five Elements of the **VITAL** model:  
*Vision, Insight, Trust, Appreciation and Legacy*





**Vision:** *A leader without a vision is like a sightless person driving!*

Leadership is often a few steps removed from the day-to-day operations resulting in a tension between the vision and reality. Creating a shared vision is essential to growth in any company. Using **Human Synergistics** diagnostic tools in conjunction with **VITAL** programs, we will help you clarify your ideal culture or leadership vision, and determine the best way to motivate members to fully engage in the implementation.

- Clarify and align leadership vision and mission to facilitate planning and execution of the vision within teams.
- Assess the existing landscape to determine roadblocks, challenges, or difficulties that keep leadership from achieving their vision.



## **Insights:** *Aha, I see!*

Teams can often resist change because leadership neglects to consider the emotional upheaval resulting from change. The metrics created by **Human Synergistics** diagnostic tools give insights into some of the behavior experienced within your leadership and organization. Together with coaching for growth and other focused activities, we help individuals be more effective and productive.

- Engage and excite the team to ensure the successful implementation of the vision, and develop greater collaboration and accountability.
- Determine the obstacles and develop customized programs that offer insights for mindset and behavior change



### **Trust:** *Do no harm!*

Trust is the one thing that changes everything. It unlocks potential and opens up opportunities for growth in the individual, and builds strong relationships that impact the bottom-line. Using a combination of assessments and developmental programs we will determine what levels of trust are currently active, and create activities to encourage and increase trust across all dimensions.

- Initiate a framework for building trust between individuals
- Build accountability practices to encourage growth and development



**Appreciation:** *Thank you for seeing me!*

Giving people the recognition they need is part of why they stay with the company. When there is a constructive, positive culture of appreciation, people feel a sense of belonging, meaning and purpose. They feel empowered to make greater contributions to the organization.

- Identify styles of appreciation and implement practices of recognition
- Provide ongoing advisory support to executive leadership

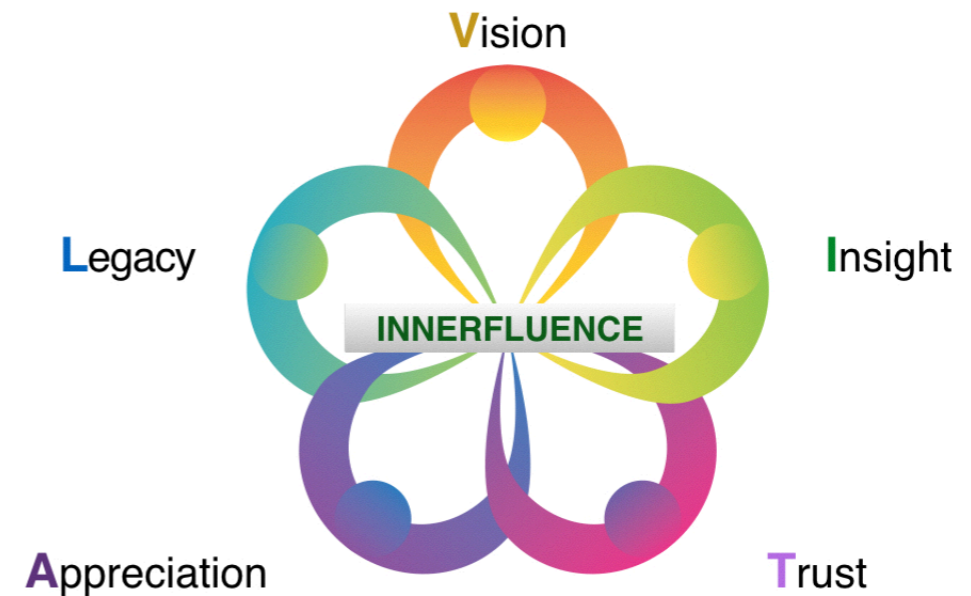




## **Legacy:** *Follow me!*

How do you want to be remembered? Legacy is not what you do, but how you do it - today, this week, and for the future. Developing the **VITAL** skills and using **Human Synergistics** diagnostic tools to better understand the “how” to transform individuals and organizations and leave a strong legacy of success.

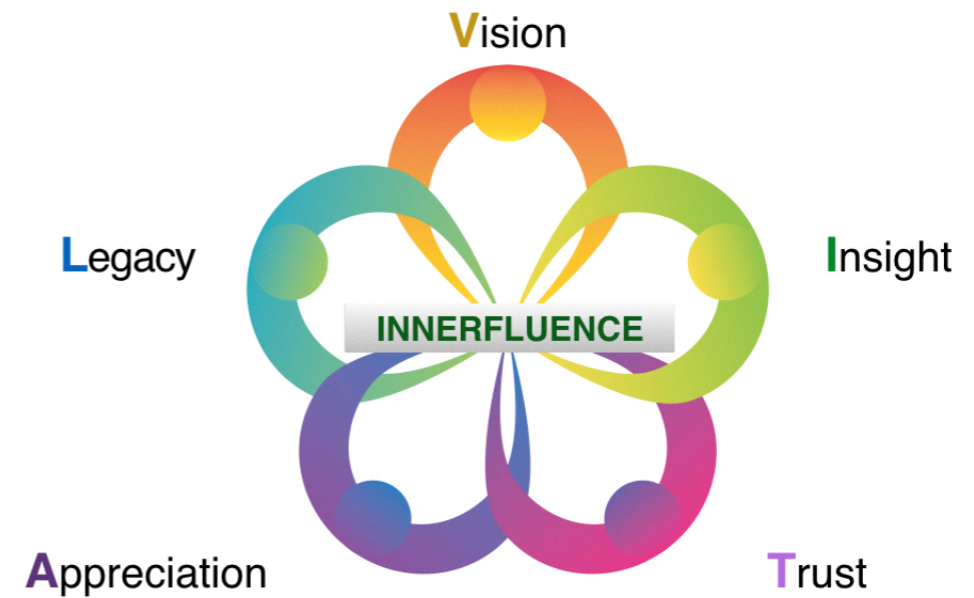
- Create a nurturing, inclusive environment where collaboration and innovation thrive
- Build a network of influence across all dimensions of the organization



The **INNERFLUENCE VITAL** Model

## The **INNERFLUENCE VITAL** Model Outcomes:

1. **Articulate** strategic goals and actions to be taken
2. **Develop** key insights into behavior, emotions and habits
3. **Increase** confidence and communication skills to improve effectiveness and performance
4. **Define** respectful empathic communication protocols
5. **Establish** positive expectations that provide clear feedback and reinforcement
6. **Stimulate**, rekindle and focus people's energies and drive
7. **Create** an environment of trust and recognition that transforms individuals and the organization

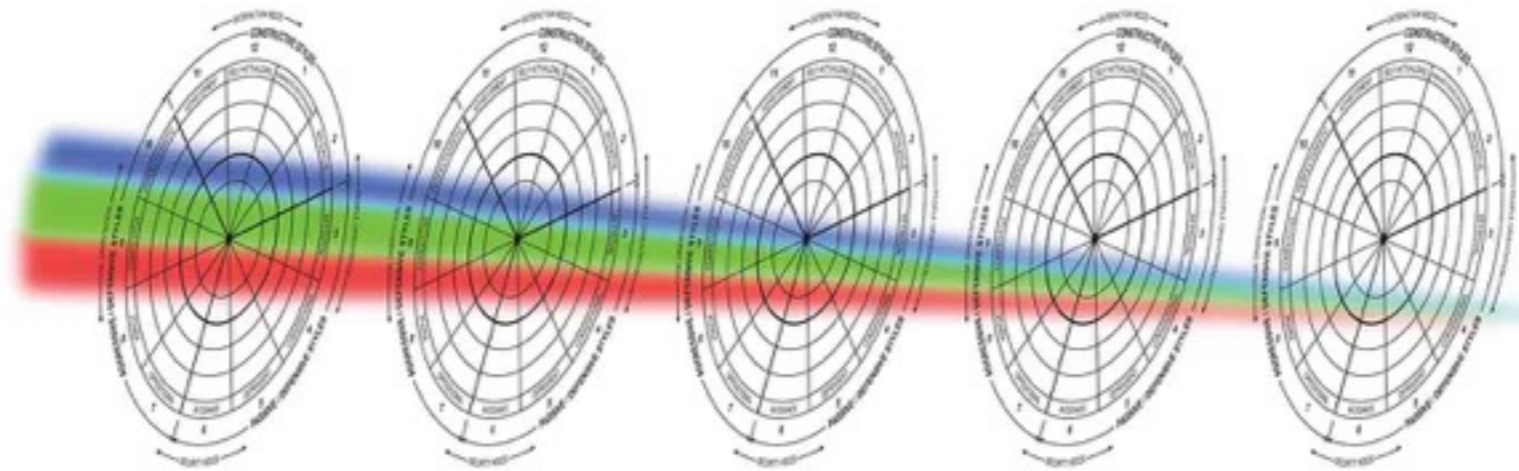


The **INNERFLUENCE VITAL** Model

*The **VITAL** leadership programs created by Jacqueline Wales will help your organization enhance effectiveness through a focus on leadership development and team building by measuring what many assume to be unmeasurable – individual behavior, group styles, and the impact of these factors on effectiveness to enable individuals, groups and organizations to initiate changes, and realize their full potential*

# VITAL Leadership Programs incorporate Human Synergistics behavioral-based assessments for organizational effectiveness

## Human Synergistics International's Integrated Diagnostic System



**ORGANIZATIONS**  
Organizational Culture Inventory® (OCI®)  
Customer ServiceStyles™ (CSS)  
Culture for Diversity Inventory™ (CDI)

**LEADERSHIP**  
Leadership/Impact® (L/I)  
ACUMEN® Leadership WorkStyles™ (LWS)

**MANAGEMENT**  
Management/Impact® (M/I)

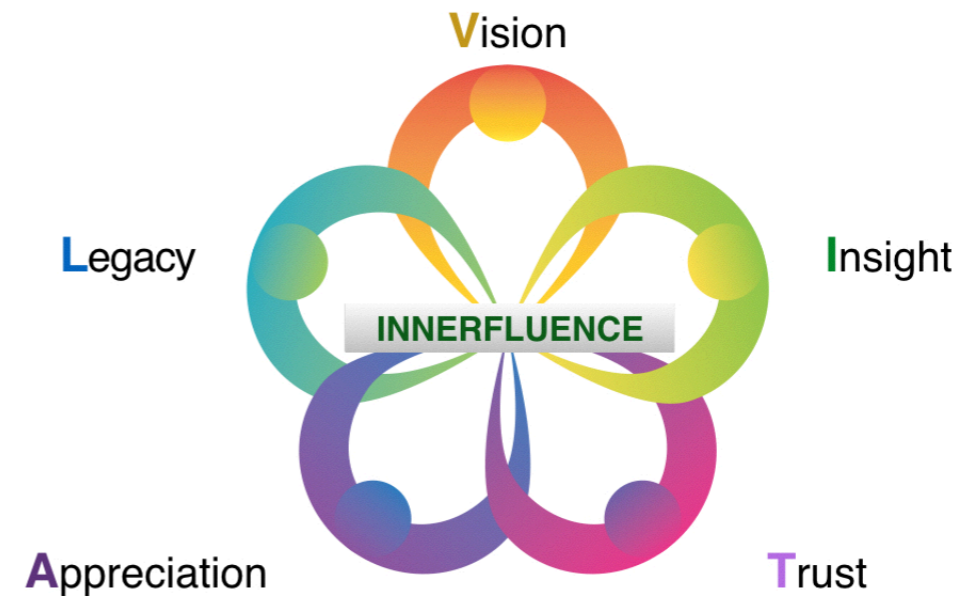
**TEAMS**  
Group Styles Inventory™ (GSI)

**INDIVIDUALS**  
Life Styles Inventory™ (LSI)



Research and Development by: Janet A. Szumal, Ph.D. and Robert A. Cooke, Ph.D. Copyright ©1973-2017 by Human Synergistics International. All Rights Reserved.





The **INNERFLUENCE VITAL** Model

## The **VITAL** Model Summary

**V**ision - Inspire a shared vision, improve employee performance and support company growth

**I**nsight - Develop emotional intelligence habits and engagement processes that improve and impact each individual and the company across all dimensions of the organization

**T**rust - Create strong bonds and vulnerability between individuals that encourage growth

**A**ppreciation - Enable each participant to commit to and work toward achievement of goals

**L**egacy - Effectively and productively unify teams with a powerful sense of membership, empowerment, and meaning to develop future leaders that transform the organization, and leave a lasting influence that inspires generations to come

# WHO ARE WE



**Jacqueline Wales**, founder of Innerfluence, is a transformational leadership coach, accredited consultant for Human Synergistics Assessments, and author of *The Fearless Factor*.

Jacqueline's global experience breaking through barriers and unleashing human potential to exalt, instruct and inspire has benefited people in hundreds of organizations worldwide include Oracle, FBI, American Airlines, Standard & Poor's, Maxim Integrated, Brocade, Samsung, Intel and more.

For more information please visit [www.Innerfluence.Com](http://www.Innerfluence.Com) or contact Jacqueline at [innerfluence.com](http://innerfluence.com) (646) 241 7115



**Human Synergistics International (HSI)** is the pioneer in quantifying organization development concepts including culture, leadership strategies and impact, group processes and synergy, and individual thinking and behavioral styles. Directed by Dr. Robert A. Cooke, the company focuses on providing the highest-quality assessments and simulations. Featuring a highly-visual, integrated diagnostic system linked to performance, HSI works with the majority of the Fortune 500 companies and Ivy League universities.

The strength of **Human Synergistics** tools includes providing valid and reliable assessments that generate valuable information for confidently directing and designing improvement strategies in leadership and management.