



PMA Management Support Plan

For a long time, many people have honored the paradigm: "Emotions do not belong in the corporate world". However, scientific researches unmistakably show that companies holding on to this paradigm will suffer a substantial loss of highly qualified employees. It has become increasingly clear that emotions and feelings create our opinions and belief systems. And feelings are the driving force behind all our deliberations, decisions, actions, and behavior.

Our emotions determine our actions

Numbers, profit, targets, and deadlines generally rule the corporate world. The emotional conflicts between this rational environment and its employees and customers, who are mainly driven by feelings, become increasingly evident. A growing number of corporate leaders understand they need to change their paradigms because research clearly shows that numbers, profit, and gaining targets and deadlines truly do not drive people. It's our feelings that create our belief systems, and these motivate us to become productive and committed to our work. Successful companies distinguish themselves from less successful ones by the motivating belief systems of their employees because the employees believe their work is important and they are an essential and appreciated part of the company. They feel they make a positive contribution to the organization as well as its customers.

The power of belief systems

People cannot function without convictions! Convictions dictate everything we do. For that reason we are genetically equipped to create and embrace belief systems. To understand the power of belief systems we only have to look at their impact in sports, politics, patriotism, nationalism, and religious devotion. People demonstrate time and again their willingness to renounce many things in order to hold on to their belief systems. Since all our decisions and actions are already stipulated by our belief systems, we are more than willing to embrace any belief system that is presented as a positive advantage to us. They motivate us and become a powerful drive after we accept them. Therefore, it is extremely important for companies to provide the Core Values and Mission from which their employees can derive these motivating belief systems.

Core Values and Mission

Many large companies already consider this as common knowledge. They've invested large amounts of time and money in creating the Core Values and Mission for their company. If they are formulated correctly, they will automatically generate powerful and motivating belief systems. The Core Values represent the moral values, and the Mission stands for the overall objective of the company.

Resistance

Composing and announcing the company's Core Values and Mission is one thing. To get them implemented in the mind and attitude of all employees is a whole other issue. Many companies are experiencing considerable resistance from their employees in accepting and applying the company's Core Values and Mission! This resistance does not originate from reasonable rational arguments. If it did, other stronger rational arguments would easily be able to correct it. Resistance originates from our feelings and some of it is particularly unreasonable and irrational, creating a lot of negative results for the company!

It is not about skills

The PMA Management Support Plan (MSP) has no intention of interfering with your managerial skills. We're convinced that you know very well how to manage your company. However, skills training's on how to manage a company usually doesn't include effective education on how to handle the increasing number of emotional conflicts among people. Irritation, dissatisfaction, a lack of motivation, tension, disputes, rivalry, and misuse of authority among employees frequently causes a huge amount of stress or even a total burnout for numerous managers.



Overcoming resistance

Eliminating these negative feelings of resistance and emotional conflicts is the specific field of Progressive Mental Alignment® (PMA). The practical application of the PMA technique in the PMA Management Support Plan (MSP) will firmly implement the Core Values and Mission in the company's culture. This will lead to a purified and highly effective organization in which all employees will function and perform in an optimal way because of their strong motivation, solidarity and devotion to their work and organization. PMA coaching takes away every unreasonable resistance, which will lead to a full acceptance and application of the Core Values and Mission. These will become the foundation of all decisions and actions, and will therefore build a strong company culture and solidarity. The inhibiting load of emotional conflicts, tensions, frictions, and irritations will be removed off the shoulders of the management, and as a result, the managers will now have more time and energy to use their capacities in focusing on new and exciting opportunities and facing new market developments and challenges.



The only existing technique to overcome resistance. At this time, PMA is the only technique available to discover and remove recently discovered neurophysiological 'jamming stations' in our subconscious, which are responsible for all unreasonable resistance, conflicts, lack of motivation and emotional behavioral problems. The PMA technique will open the way to permanently remove these 'jamming stations' and to change their exhausting power into positive proactive behavior. The MSP will clearly demonstrate the immense power and diversity of the PMA technique.

A tailor-made Management Support Plan (MSP)

The individual approach of all employees by way of PMA Coaching is one of the main powers of the MSP. The PMA technique and the many possibilities of the MSP will be explained in a first meeting between the CEO and the PMA Coach. The MSP is composed of nine individual modules. After the CEO determines which employees will take part in the MSP, the PMA Coach will present a detailed proposal for each of the nine modules. Each module is a separate unit. The company can decide after each delivered module whether they want to continue the MSP by moving on to the next module. The nine-module plan does not only include an

enlightening education about the PMA technique, but also provides the individual coaching on how to implement the new procedures in the company. Statistics clearly show that happy and relaxed employees display significantly less absenteeism and perform significantly better with more involvement and a larger commitment, which effortlessly leads to a doubling of their production. Please allow us to inform you on how the MSP can play a substantial role in this process.

We would like to invite you to contact us and give us the opportunity to show you the many possibilities of the MSP and together discover the most effective form for your organization, specially designed for your personal wishes and company's needs. Discover how the PMA Management Support Plan will free you from the unnecessary stress of emotional confrontations and how it will supply you with new energy and space to explore new challenges in the market.

*PMA Institute
3143 Hanging Moss Circle
Kissimmee, FL 34741*

*Tel +1 407 3431 555
Fax +1 407 931 2579
Email info@pmainstitute.com
Website www.pmainstitute.com*

