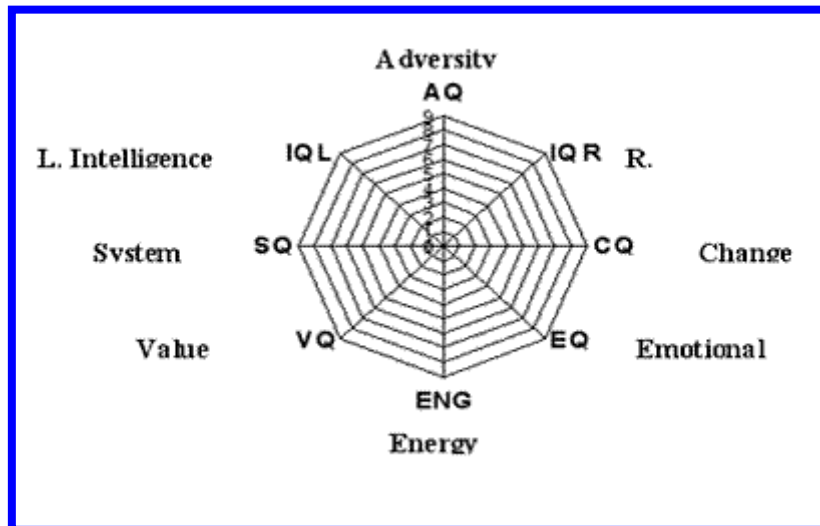




# GENESIS – DH&A

## Leadership Academy

The inner journey of becoming an ACE



Developed and Written by:

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## **GENESIS – DH&A Leadership Academy** **The inner journey towards becoming an ACE**

### **Introduction:**

The "GENESIS - DH&A Leadership Academy" was established in order to bring forward the necessary skills for successes in the 21<sup>st</sup> century, for the individual as well as for the organization he is a part of.

The key for success is a structured toolbox aimed to best utilize the individual's potential and accompany it with an inner journey of becoming an ACE; of becoming a star. Studies will lead the individual into exploring and discovering his capabilities to win and to lead.

Every individual would like to utilize his potential. The few who do it get credited by their surroundings that profit from the integration with such people. Managers of organizations, who would go through this journey, are due to lead their organization into high performance and resilience in the market and of course success.

In doing so, a new language should be studied - a language that will unify the individual, the team, the position and the organization. If all four components will speak the same meta-language, their power would increase and the full capacity of their potential would be demonstrated. Excellent results will be achieved and cause happiness among the different layers.

### **The SILVER ACE model as a Meta-Language:**

The SILVER ACE<sup>[1]</sup>, developed by Dr. Dov Yanai, is a holistic model drawing out the eight main qualifications needed for success in the 21<sup>st</sup> century. It is an integrative model that binds together those eight qualifications into an octagon web shape. It brings forth the strengths of each component which drives the interrelations between all the other components, thus creating layers of understanding.

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<sup>[1]</sup> Dr. Dov Yanai, *SILVER ACE*, Orion books (2013)



The Meta-language that the SILVE ACE model creates combines letters, words, sentences and the grammar which lead to ideas and actions. It allows creating direct and clear communication based on mutual understanding, forming an inner culture of cooperation and collaboration with a satisfying work environment.

**Program missions:**

1. Exploring the SILVER ACE as a model and as a meta-language through understanding the leading concepts of the studies.
2. Understanding the model's components and clarifying the concepts, ways of measurement and the theoretical background.
3. Exploring the relationship between the model's components, as well as understanding the model's checks and balances.
4. Examining the implications of the model in daily life, whether personally or within the organization. Methods to assimilate the model and its concepts in organizational development.
5. Understanding the pathology behind each component in order to allow a better understanding of human behavior - whether social or individual -, and the ability to utilize this knowledge in daily life in benefit of becoming an ACE.

**Program structure:**

1. 200 learning hours divided into 10 courses spread over 2 years.
2. Every course is summarized with a relevant report.
3. In order to be certified, a summarizing project should be delivered by the participants. The project is not included within the 200 hours.
4. Minimum mark in order to proceed is 75 out of 100.

**Terms to be discussed in the program:**

Issue solving	Rationality	Creativity
Time management	Change management	Intuition
Conflict resolution	Emotional intelligence	Team building
Value system	Energy management	Endurance
Vision and its creation	People management	Maturity
Decision taking	Reengineering	Etc.



### **Basic assumptions:**

1. The 20<sup>th</sup> century was the era of knowledge and its accumulation. The computer revolution took the lead and most, if not all, human knowledge is stored within computer servers and is accessible to everyone.
2. The next step of development in the 21<sup>st</sup> century is recognizing it as the era of human development and leadership. Based on accumulated existing and accessible knowledge the next layer will be constructed.
3. People and organization as well as the whole of humanity will develop only if they would allow themselves to bring forwards terms of non-cognitive knowledge, emotional intelligence, chaos management, right brain capabilities etc.
4. Terms to be discussed are: human development, emotions, intuition, creativity, daring, entrepreneurship, human energy management, whole brain performance, etc.
5. Winners will be those who will combine whole brain performance and effective energy management. If the human system will allow itself, consciously and unconsciously, to channel energy towards nurturing both parts of the brain, a winning utilization of capabilities and emotional equilibrium will be obtained.

### **Program curriculum:**

#### **Phase 1 – Introduction**

- a. Getting to know the full capacity of the SILVER ACE model.  
Understanding the dimensions, the layers and behavioral vectors on which it is based.
- b. The historical background and the evolution of knowledge in terms like employment, workforce, talents, capabilities etc.
- c. Understanding the world of employment in the 21<sup>st</sup> century.  
Forecasting, extrapolating and planning.
- d. Acquiring the SILVER ACE language, terms and culture.



## **Phase 2 – vertical and horizontal dimensions**

- a. Getting familiar with the terms left brain and right brain and their evolution, using researches and professional literature.
- b. The neurological nuances of the terms.
- c. Eastern and Western approaches to the issue of the brain, its capacity and utilization.
- d. The dichotomy approach – web vs. order.
- e. Concepts of managing left and right brain capabilities.

## **Phase 3 – the cognitive layer**

- a. The definition of the layer: the place where the thinking processes happens.
- b. IQ.-L: The evolution of the terms I.Q. (intelligence Quotient), its influence on understanding human behavior, its measurement and its effect on performance.
- c. IQ.-R: The evolution of qualitative thinking (vs. quantitative). The central place which right brain performances like intuition and creativity take in daily modern life.
- d. The relationship between intelligence quotient coming from left brain versus the right brain: contemplation, completion and collision.
- e. Utilizing the understanding of the layer in improving decision making and general conduct both as individuals and as managers.

## **Phase 4 – the behavioral layer**

- a. The management layer fluctuating between the intellectual and the emotional, from the structural to the chaotic.
- b. SQ. dimension:
  - 1) The place of what is structured, organized, clear, ordered, efficient, simple, methodical, planned, prioritized and focused.
  - 2) Management techniques (MBO. TQM, JIT etc), time management, prioritization.
  - 3) Engineering and reengineering approaches to behavior, management and organization.



- c. CQ. Dimension:
  - 1) The place for change, chaos, conflict, simultaneity, flexibility and adaptability.
  - 2) Understanding courage, curiosity, abandoning fixations and dogmas. The fear of change. Psychological motives.
- d. SQ. vs. CQ.: The relationship. How to manage while being simultaneously organized and chaotic, managing time and being flexible. Being over-structured and under-structured at the same time, allowing effective conduct.
- e. Creating under-meta-language of co-existence between engineering and psychology.

#### **Phase 5: The socio-psychological layer**

- a. EQ. dimension: Emotional maturity, sensitivity to others and the ability to empathize and sympathize.
- b. VQ. dimension: Mature set of values; integrity, fairness, responsibility, clear rules and regulations, Dos and Don'ts.
- c. EQ. vs. VQ.: the equilibrium between the personal emotional system and the value system. Synchronization and collision.
- d. The pathology of the dimensions. Relations, dilemmas and criticism.

#### **Phase 6: Energy management**

- a. ENG – the engine of all energies.
- b. How energy is created, preserved and channeled to nurture all systems.
- c. Hardiness coefficient: efficient energy management, preventing loss of energy
- d. ENG and right – emotional channeling
- e. ENG and left – moral and ethical channeling.

#### **Phase 7: visional-spiritual layer**

- a. Emphasizing aspirations, ambitions and achievements
- b. What motivates the individual, the team and the organization?
- c. The power of vision. It's modification to missions and strategy.
- d. Achievement motivation.



### **Phase 8: obtaining balance**

- a. The infantile genius
  - 1) EQ. vs. IQ.-L.: Obtaining balance between what is strictly intellectual and what is strictly emotional.
  - 2) Building a psychological and social structure that can contain the genius and the infant at the same time and survive it.
- b. Surviving the set of rules in a responsible manner
  - 1) VQ. vs. IQ.R: balancing between the mature set of values and rules and the intuitive, rule breaking, borderless way of thinking.
  - 2) Obtaining a balance between what is religious and what is anarchistic.
- c. Channeling energies to targets
  - 1) ENG vs. AQ.: What takes people up to the mountain tops, what makes them win?
  - 2) The main axis for leadership, entrepreneurship and takeoff.

### **Phase 9: images and prototypes**

- a. Prototypes: The missile, the climber, the manager, the producer, the supporter, the developer etc.
- b. Images: The bureaucrat, the social worker, the COO, the marketing guy, the salesperson etc.
- c. The different languages and ways of communication between the prototypes and images.
- d. Potential conflicts and their resolution.

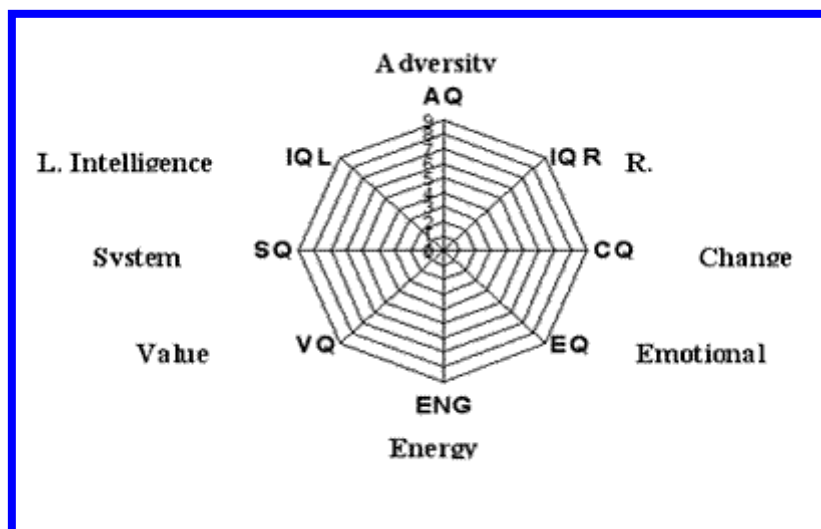
### **Phase 10: teams and organizations**

- a. Implementing SILVER ACE in teams and organizations.
- b. How to build a synergetic team? How to own one?
- c. Constructing positions' content to serve the organization.
- d. The power of the organization as web of channeled energy.
- e. Using SILVER ACE for the success of the organization, for obtaining power and influence, for winning.



**Phase 11: personal final project**

- a. Each of the participants in the program would need to submit a paper describing a personal project they conducted or intend to conduct, utilizing the knowledge and behaviors they obtained during their participation in the program.
- b. The project will describe the implementation of the SILVER ACE into the participant's personal life as well as within the organization.



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