

Kolbe Award Application

Have you received any honors and awards? If so, please list them here and include the nature of the award, the organization that awarded it and when you received it.

I have not received any awards. I was nominated for a new business award for the Paragon awards with the Regina Chamber of Commerce, but was not the successful finalist.

Provide a detailed description of the objective results that were achieved, how they were achieved, and what role Kolbe products, solutions, and methodologies played.

I have used the Kolbe concepts and tool in various capacities to help individuals and organizations improve their businesses and gain self-awareness and health. I have used the Kolbe products and Kolbe wisdom in a business capacity, and have also been utilizing the Kolbe Wisdom in a more unique and innovative approach by using the tool in a health care and wellness model, as well as with mentally disabled adults, and with youth / children and learning. I have selected three scenarios to demonstrate the differing capacities in which I have used the Kolbe concept and wisdom. Separate documents will also be attached in the form of testimonials.

Scenario 1: Conative strengths in the workplace

Opportunity: I had the opportunity to work with the organization of Gymnastics Saskatchewan this past year. There were interpersonal issues arising in the workplace causing stress and strain, and a resulting lack of productivity in the organization. I was brought in to help the organization create a new team environment, and to provide one on one coaching for the staff for their own personal development.

Intervention: For this organization, I utilized the Kolbe A and Kolbe B Indexes with the management and staff. I provided a one day workshop for the entire organization, and introduced the Kolbe concept through a team success seminar. I also spent an additional 1- 4 hours on personal conative coaching on how they could use their natural strengths in their own position, as well as how they could work better with conative differences with others in the organization.

Results: Through the work that was provided, there has been a great increase in the productivity within the organization, and a great increase in the morale of the staff since the work has been completed. We have moved individuals into different offices, shared duties (through the use of conative strengths), and communication has decreased dramatically. Due to the nature of this not for profit organization, it has not been determined as to the financial impact that this process has affected. The feedback from the staff has been overwhelming as they are now being appreciated for their talents, and the effectiveness of synergy within the organization.

Learnings: Aligning tasks with employees' natural instincts can have a powerful impact on a organizations operations, which results in decreased turnover, better health for the employees, and the reduction of stress on the staff and management, with increased productivity and happiness, which results in greater client satisfaction.

Scenario 2: Impact on Chronic Pain

Opportunity: I am leading a research project involving conative stress / strain and chronic pain and illness. This is long and challenging process as there is no other research done in this capacity.

I have been working with various individuals with chronic pain, which is presenting as myofascial pain syndrome, or general muscular / systemic pain. My approach is two faceted; one aspect is to provide the individual with Kolbe A and B Indexes, and evaluating for the differences that are presented. The other approach is to also apply myofascial release treatment for the physical aspect of their condition. The research is to discover the relationship between the conative stress that is present, with associated myofascial pain.

Intervention: With the approach of conative coaching, and utilizing the Kolbe A and B Indexes, we discover the strain that is occurring and the use of practical conables, to help get the individual on track with their natural strengths, and how they can use those strengths in day to day activities in work and personal life. Concurrently utilizing myofascial release, we are implementing the recovery from a mind and body approach to wellness.

Learnings: My research project is continuing as I believe there is a direct co-relation between going against your instincts for a period of time, the myofascial system of the body, chronic pain, and resultant anxiety and depression. The interesting thing about this is that it is all happening below the conscious level. You are consciously aware that your symptoms are present, and may cognitively try and take an approach to change it, justify it, and correct it, but until you correct it at the subconscious / instinctive level where it is happening, you will remain in the same frustrating situation. My patients have really showed me the power of the effect of not being yourself, and the negative impact that it can have on your health and your life. It also showed the power of the human spirit, and how you can turn things around when you have the freedom to be yourself. This research is still ongoing at the time of this writing and more information will be provided as is discovered.

Scenario 3: Improving Self Awareness for Young Leaders

Opportunity: I had the opportunity to work with a group of 55 young leaders in the province of Saskatchewan. The high majority of these individuals were of aboriginal descent, and had poor socio-economic and educational backgrounds. These individuals have had experience in oppression, racism, addictions, poverty and violence. I was given the opportunity to work with these individuals using Kolbe to help them discover their natural strengths, and to give them the opportunity to lead others with the use of their natural talents.

Intervention: we implemented the use of the Kolbe A Index for all of the individuals, as well as their leaders and elders in the group. We completed a workshop for the group which was a day long process which included Kolbe based activities, and allowed the individuals to see their natural strengths, and the differences in others, and to learn to appreciate them. We also provided a Kolbe based leadership program which educated them on the conative differences of others, and how to inspire and lead them according to their strengths.

Results: Typically in a youth based environment, it is very difficult to retain their attention for an extended period of time. The group held completed attention and enthusiasm for a complete one day workshop, and the feedback from these individuals was amazing. This program is a yearlong project, and we are still evaluating the outcomes as it continues. We did see an incredible increase in their confidence, self-esteem, and appreciation for others throughout the process thus far. It has been very inspiring.

Learnings: The real learning and appreciation of this project was to see that it didn't matter as to the socio-economic, gender, ethnic background, or living conditions of these individuals. Their conative strengths were a part of who they were, and allowing them the freedom to be themselves was the most freedom that they have ever experienced. The insights that were gained, and the confidence, self-esteem and enthusiasm made it one of the most worthwhile projects I have ever been involved in. Continuing this process will allow us to contribute to the youth of communities that do not have access to these aspects of learnings, and we hope to build stronger communities through this work.

Future Projects

In addition to continuing my consulting service to employers and pursuing my research project, I am interested in extending the use of the Kolbe approach to children. I am working towards getting Project Go Ahead into our school system here in Regina. We are working in projects with different groups of kids, such as kids at risk, and with other community organizations that work with youth. The projects are assisting youth to discover their strengths, and help build a foundation for their future.

The research project that I have underway is a one of a kind and innovative research on instincts, the myofascial system and chronic pain. I truly believe that this has the opportunity to help a great number of people that are caught into a trap that they never knew existed. It will be a further explanation of illnesses such as fibromyalgia and other misunderstood conditions that we are constantly seeking answers to.

So, in closing, I am very passionate about the use of Kolbe to help others discover their strengths, and gain an understanding of their own instinctive talents. I have noticed that this is an aspect of ourselves that most people have never really stopped to notice and appreciate. There is no better feeling than to watch someone gain the permission to really be themselves, and to honor their instincts, particularly when it can have such a significant affect in reducing pain and anxiety. I am also hoping that working with children and youth to guide them to understand their own instinctive nature will help put them on a path so that they do not end up fighting themselves as they grow up and move into the adult world of work and responsibility.

Be you,

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