

## Cornucopia to draw leadership lessons from Golf

Great golfers and great leaders have lots in common. It's passion, which puts both of them on the winning turf. Passion is the driving force that makes winning a necessity and winning the right way is absolutely imperative. In golf the emotional side of the game is typically blended in with the mental game. Not surprisingly therefore, passion as an emotion finds expression in how the game is played.

Dinesh Weerakkody MD Cornucopia Sri Lanka says, "Experiential learning blended with any game can create a major change in behaviour particularly at senior management levels. Any game teaches one how to strategies, compete and demonstrate emotional maturity and integrity".

Jim McDevitt, a director of the Adam Smith Management College, Scotland and N Ahmedali, Managing Director Cornucopia India, which provides people-centric business solutions for MNCs in the region both two keen golfers have put together a programme titled Leadership Edge to explore the ties between golf and leadership. Both are recognized leaders in their areas of expertise and have been conducting programmes and workshops for senior management and those occupying leadership roles for many years. They will use the lessons from golf as a vehicle to train participants to develop leadership skills. Insights on leadership will also be given through inspirational golf movie clips like 'The Legend of Bagger Wance' and 'Tin Cup'. The workshop is not intended to coach people on golf skills but a tool to develop leadership skills,.

According to Ahmedali "This is the first time in India that lessons from golf will be used to develop leadership skills. I have attended a similar workshop in the UK. Such programs are held on an exclusive basis in the US,"

To become an effective leader, you need to understand the reason behind the activities, just like a golfer needs to understand the weather conditions before playing. Dry or wet, calm or hard breeze... it's important to know the weather conditions before deciding how to navigate your shot on the golf course. The golfer chooses his club depending on the direction of the wind. During a stiff wind, a golfer has to decide the direction to choose the right club for the proper shot.

Many golf professionals claim that the sport is 90% mental, as the golfer has to read the mind of the opponent. Is your opponent about to shoot over the water hazard or crack a joke, play dirty strategies to crumble your morale and confidence? "The six-foot putt that will put you ahead of your opponent can be compared to a meeting with a client. If it goes well, it will help you win a new contract and become part of the leadership package," Ahmedali explains. Both leadership and golf is all about passion. This is the driving force which makes winning a necessity. "The emotional side of the game is blended in with the mental game. Passion as an emotion finds expression in how the game is played. Similarly, if a leader is passionate, he/she works towards a 'win-win' situation. Mentally and emotionally, weak leaders do not reach their potential as frequently as those who are self-confident," says Ahmedali.

The workshop is restricted for corporates and is intended for senior management professionals as golf is seen more as a corporate game. Cornucopia HR India the company organizing the event says they intend to limit it to corporates and it will be an opportunity for the participants to develop friends, business, build contacts and relax," The two-day programme will be held in

Mumbai on the 12 th and the 13th of December and in Bangalore on the 19th and 20th of December and in Dubai in January. The group size will be limited to not more than 26. The cost per participant will be Indian Rs. 22,000.

Today Leaders are struggling to deal with financial crisis, changing business environments, meeting quarterly profit targets, talent wars and a great degree of uncertainty due to leadership breakdown. Managers need to become resilient and have high levels of integrity. Needless to say, these are traits that are a must in all business leader, says Dinesh Weerakkody in conclusion.