What makes us stand out as professionals?

Lessons from Nido Qubein, President of Highpoint University North Carolina on professionalism and change management

- Professionals are motivated by adding value.
- Professionals see what needs to be done as opposed to what they have been asked to do. Workers ask what it is they need to do and they do it.
- Professionals think more longer term of what needs to be done and are always thinking about growing, expanding etc.
- When professionals think about re-engineering a company it is not about tinkering with the old way - it's about re-imagining and re-engineering the new way.
- Professionals recognise that if you are trying to solve tomorrow's problems with today's solutions you are doomed to fail. Change is inevitable. There is no point resisting change. What we must do is learn to embrace the change and align ourselves with the changes
- Better still professionals influence and make the best possible decisions about the change.
- For many people change is more threatening than challenging - This is because it forces them out of things that are comfortable and familiar, but all growth takes place outside our comfort zone.

Qubein says that as a rule when you have done something the same way for at least two years there is probably a better way to do it.

So,what is the learning for us as Professionals?

Understanding that we need to;

- Accept that change is inevitable and start to see change as exciting rather than a threat.
- See change as the agent of constant renewal - without change we become stagnant and die.
- Associate change with pleasure and standing still with pain and being stuck in a rut.
- Approach every day looking for little things that we can change for the better.
- Recognise that we need emotional strength to cope with change and build that resilience In ourselves and in our staff.

How can you demonstrate as a professional and agent for positive change today?

For more information on CORE leadership skills please visit my website at
www.lynnepeyton.com/core

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