

MEDIA RELEASE
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For Immediate Release



Meaning - The Real Workplace Reform

Australian research finds that there is a big disconnect between Australians, their workplaces and what matters to them most – and it's not money, nor work-life balance nor emotional intelligence. It's a spiritual gap that no-one talks about but from which we all suffer.

Australian research by Dr. Leigh Kibby indicates 75% of people (total of 115) on Work-Life Balance training programs could not directly link their personal values with workplace behaviours. "These results are typical of a meaning and purpose void in the workplace," states Dr. Kibby.

In one workplace of 65 people where bullying, aggression and violence were the cultural norm, Dr. Kibby's research found an even greater disparity where Cultural expression of values scored negatively on Dr. Kibby's Task-Culture Questionnaire. The negative score equates with an antagonistic and dysfunctional culture. "The problem was that behaviours did not mirror values and that values were based on organisational goals that had no direct link to what matters most to human beings," states Dr. Kibby.

Spirituality offers a genuine alternative to enforced workplace reform because the reform becomes generated by the people themselves.

"Even in a job like packing paper clips, if you understand how people are helped by what you do, how you make a difference to them, you will be motivated to care more about what you are doing." Reports researcher Adam Grant in the USA journal Psychology Today.

Meaning and Purpose was pioneered in research by Dr. Victor Frankl in the 1950's and 60's and concluded that without meaning people are more likely to develop addictive or anti-social tendencies. Today, that pioneering work by Frankl is being re-created in a new, pragmatic way.

"Today's workplaces are mirroring what Frankl proposed," states Kibby. "They are becoming places that support negative tendencies which are ultimately unfulfilling."

But, claims Kibby who is a leader in the field and founder of the Noetic (another word for Meaning, Purpose and Values) Psychology approach, these negative outcomes can be fixed. "My work indicates that fulfilment, the combination of values and life purpose, is even more important than money and when its not the warning signs should be flashing," cites Dr. Leigh Kibby who has applied his solutions into workplace practices where he has helped increase staff satisfaction from 51% to 89%.

At last year's Gallup Conference on leadership, Dr. Kibby presented papers on Servant-leadership and Noetic Leadership that proposed techniques that make these leadership models work through practical interactions with people which also encompass how to be emotionally intelligent.

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BACKGROUNDER

Dr. Leigh Kibby, PhD; Grad Dip GW; B Ed; DipT

Dr. Kibby, known as “Dr. Leigh,” is one of the world’s truly innovative thought leaders having founded the Noetic Psychology movement and developed numerous new paradigms such as the Sustainability Triangle (Psychology-Sociology-Ecology), L.E.T. (Language-Emotion-Thought) framework, Affective-Cognitive Integration Model (the NEW Emotional Intelligence), “The Intelligence of Emotions” and Psychological Genome concept. He is also one of Australia’s leading trainers having taught Noetic techniques to over 2500 people including General Practitioners (Family Physicians), Police, teachers, youth workers and the corporate sector. Dr. Leigh also devised some of the most successful development programs for the unemployed - Empower Plan and Making the Change. His Paradigm Shift seminar has been described by senior executives as the most personally profound and professionally uplifting programs they have attended in their entire careers.

Qualifications

- PhD Thesis – Emotional Intelligence, Emotions Management and Ethical Behaviour, successfully completed 2004, Deakin University, Victoria
- Graduate Diploma in Group Work and Counselling, 1988, Adelaide University, South Australia
- Bachelor of Education (double major), 1986, Deakin University, Victoria
- Diploma of Teaching, 1979, RMIT University, Victoria

Awards / Publications / Presentations

- Joint Winner of the Best Paper Award at the 2002 International Emotions In Organisations Conference.
- Two papers titled “Servant-leadership” and “Noetic Leadership” presented at the 2003 British Academy of Management Conference.
- Presented two papers titled “Servant-leadership Skills” and “Noetic Leadership Skills” at the 2004 Gallup Leadership Institute Conference.
- Co-author of “Intelligent Emotions Management” for the internationally released book “Key Issues in Organisational Communication”.
- Managing Director, Kinematic Pty, Ltd (<http://www.kinematic.com.au>)
- Quality Manager / Manager, Business Programs Unit, ACU, Office of International and Community Education
- Manager – Victoria, Youth Business Initiative, Victoria
- Managing Director, INSPIRATIONAL ENTERPRISES
- Teacher, VICTORIAN EDUCATION DEPARTMENT and SOUTH AUSTRALIAN EDUCATION DEPARTMENT
- Intelligence Officer, Australian Security and Intelligence Organisation

Other achievements include:

- Executive Manager of a group responsible for over \$30 million of projects with organisational wide impact and customer delivery impact.
- Consultant on strategy plan for multi-million dollar IT/Business Process/Business Performance group.
- Consultant to a multi-million dollar IT performance and quality team in order to produce savings of approximately \$8-10 million year on year.
- \$500 000.00 income stream achieved for entirely new business within 18 months of launch.
- A 200% increase in sales revenues for a division of a finance company.
- National accreditation of professional mentoring programs for GPs - accredited by Royal Australian College of General Practitioners.
- Cultural change program assessed as best in the world by Director of centre for business research in leading Australian University.