

Inspiring Trusted Leaders□



Hi, I'm Mac Farquhar. Thank you for visiting my website.

Trust in leaders of all forms is in free fall, and everyday we are hearing of new failures. It really does not need to be this way. There is a huge opportunity, and a pressing need, for business leaders to show the way by focusing on a purpose beyond profit that ensures that they not only do well, but they earn a great reputation in the process.

We are in this trust deficit position because the business paradigm of focusing purely on profit is completely out of date. Most leaders have never been trained in how to be trustworthy stewards of their businesses, nor how to have conversations that bring out the best in people. Fortunately that is changing through the lifelong work of pioneers such as UK author and executive coach John Blakey, and US author and social anthropologist the late Judith E Glaser.

John's "Trusted Executive: nine leadership habits that inspire results, relationships and reputation" and Judith's "Conversational Intelligence: How great leaders build trust and get extraordinary results" provide the blueprint for the new business paradigm. Not only are businesses that are following the new paradigm redefining leadership in the 21st century, they are massively outperforming businesses that are stuck in the old paradigm.

It is my great good fortune as a leadership coach to be working with John, and formerly with Judith, and to be committed to helping business leaders who believe in the power of trust, rather than trust in power, to transform their businesses. Judith summed it up this way:

"To get to the next level of greatness, depends on the quality of the culture, which depends on the quality of the relationships, which depends on the quality of conversations. Everything happens through conversations".

All true leaders have the same aspiration to create an organisation where change and transformation are exhilarating and natural. Where people are devoted, engaged and accountable to act as owners and leaders rather than agents and blind followers. Where people work with each other to differentiate their brand and capture the hearts, minds and souls of customers in the service of their communities to benefit society as a whole.

If you and your leadership team are inspired to become Trusted Executives, and use the power of Conversational Intelligence to transform your results, relationships and reputation, I can help you do that in a professional, friendly and flexible way that will have you wishing you had done it a long time ago.

When you're ready, give me a call and we can talk through your needs in a relaxed and enjoyable way so that we can start to do some really good work together. Call me on 0131 664 5004 or 07710 447770, or email me at mac@ablepeople.co.uk



Testimonials

I absolutely loved the emotional intelligence tool for improving personal performance and think it is the most accurate and useful report I have seen. I found your style to be very conducive to the process as I felt comfortable and at ease and felt that you had a very good knowledge of the tool and the reports.

HR & Total Quality Manager, Edinburgh International Conference Centre

Mac is an exceptional facilitator. Having had some less than ideal experiences previously with facilitators, Mac was exemplary. There is no way that the session could have achieved the success it did without his input. He constructed a very balanced but responsive programme for our top team review. His personal style suited the format of the day very well and he struck just the right balance of structure and facilitation. We will have another session in six months time. Mac will definitely be invited back to facilitate and build on what we did."

Director General Ships, Ministry of Defence

Mac and Roger, were extremely skilled and knowledgeable, and I would certainly recommend

them to anyone interested in learning anything about management and business skills. The practical exercises were particularly well thought out and kept us all engaged. I would certainly be interested in attending further courses run by these trainers. Definitely the best course I've been to.

Process Scientist, United Utilities, Cumbria

I just wanted to let you know that I have received some feedback from a recent attendee on your personal development programme. She gave it the highest review and came back "buzzing" from all the insight she had received via the 360° report and Myers Briggs coaching. Her mentor, who gave me the feedback, could already see the change in her approach and how she had grown in confidence over the last few weeks! She was highly complimentary about the trainers John and Mac, and I'd be grateful if you could pass this on to them.

Programme Sponsor, Ministry of Defence

Professional Accreditations



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