



the **Amaryllis** way

{ *Growing Leaders Who Grow Leaders* }

Inventory Tool
Leader & Team Profiling

DERRICK MUELLER

The Amaryllis Way Inventory Tool

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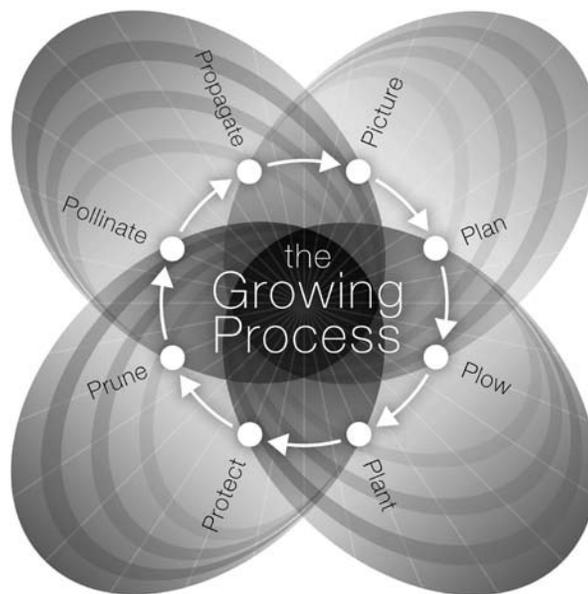


Introduction

The Amaryllis Way is a philosophy of leadership that seeks to shepherd potential in love. It is the process of managing people with care.

The inventory tool is the companion to the book *The Amaryllis Way - Growing Leaders Who Grow Leaders*, a leadership parable that describes a philosophy of leadership.

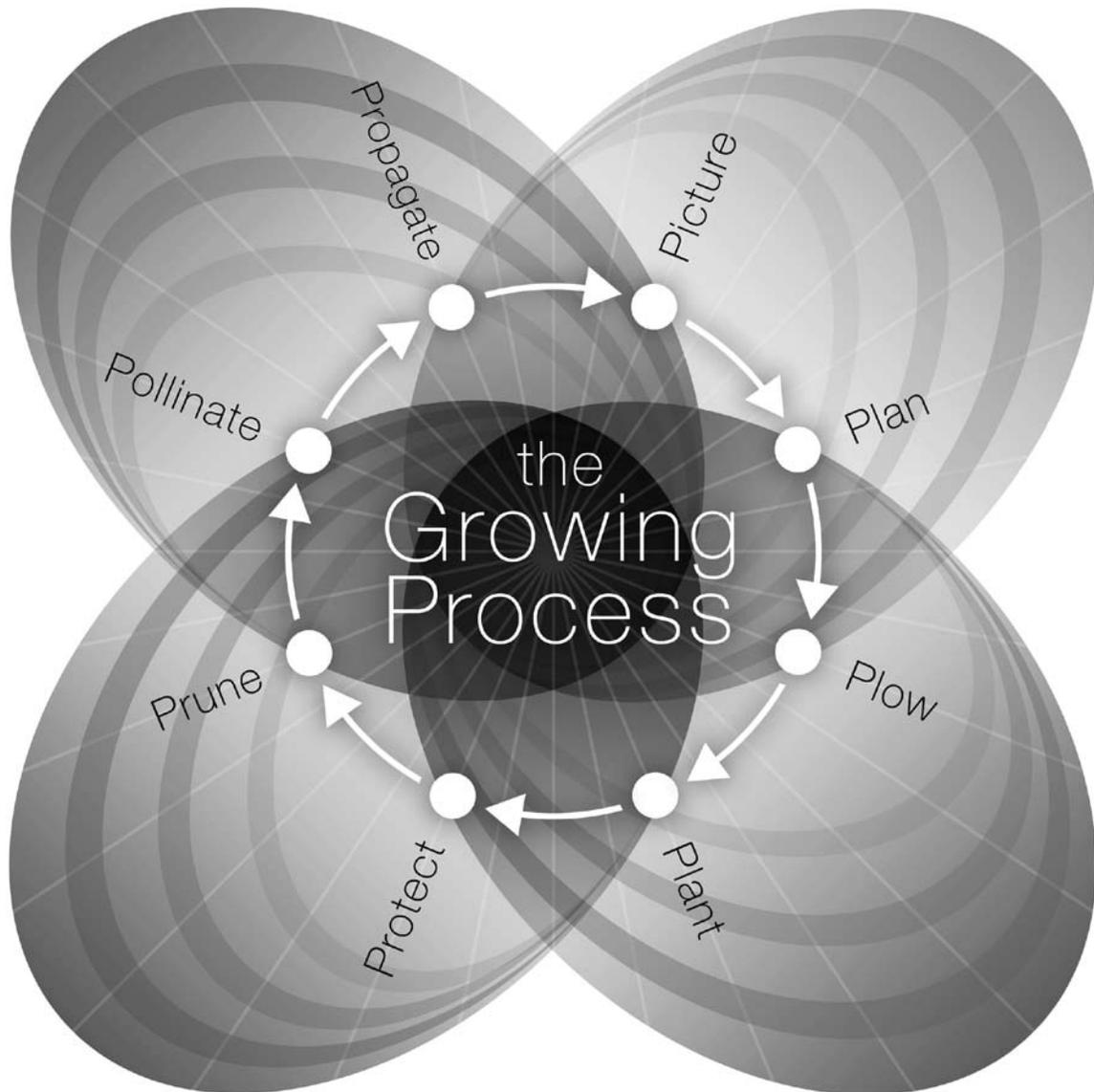
The inventory tool builds on the concepts from the book and seeks to identify your leadership approach. It is designed to help you and members of your team reflect on how you grow people or where you may be deficient. With a healthy dose of honesty, it can provide insight into your strengths and weaknesses, and establish a basis for discussing how to develop people as leaders and as members of a team.



The Amaryllis Way: Shepherding Potential in Love

Stage 4
Actualizing Change

Stage 1
Envisioning Change



Stage 3
Managing Change

Stage 2
Initiating Change



The Amaryllis Way Model

I am a leader today because of leaders who deliberately invested in my life. That investment has looked different at various stages of my life, but the result was always the same: growth. There are many people who came alongside and told me the hard things. There were those who cried by my side during the tough times. There were people who financially and sacrificially invested in my education.

The greatest gift I ever received from anyone was their belief in my abilities, belief in *me*. Today I have coaches and personal supporters who, after twenty-five years, still connect with me, still concerned with my growth. I truly believe I am the result of people believing in me.

I approach leadership as a servant leader, coach, and mentor, with the desire to see people succeed. I admit that there have been times where I have been hurt in the process. I have been misunderstood and my intentions have not always been welcomed. Yet even with the bruises, I have made a conscious choice to be a gardener who strives to see the best in people no matter how hard at times it may be. As a leader, the legacy I want to leave behind is the knowledge that I was a believer in people. I approach leadership situations with a desire to see people grow. I liken myself to a gardener. Gardening is not a one-shot deal, at least not if you want results. It is cyclical and continuous, and at times the growth does not even seem evident. But patient gardeners are consistent and methodical, sacrificing themselves and their time for the growth of others.

Growth is all about change, and *The Amaryllis Way* is about the four stages of growth: **stage one** is envisioning change, **stage two** is initiating or implementing change, **stage three** is managing change, and **stage four** is the actualization of change through reproduction or multiplication.

The Amaryllis Way is one where you shepherd potential in love. You can make a difference! Remember, growth is not a linear process, but a cyclical process.

The Theory

The Amaryllis Way is not only about growing leaders but it is a philosophy and attitude of growing people. It is about **shepherding potential in love**. It is relational and systems-oriented. Systems theory states that a change in one part is a change in the whole. Thus, the idea that change happens when one person changes can be applied to a variety of leadership situations, such as teaming, coaching, planning, management, motivating, family, and teaching. This provides insight into change management. There are a variety of benefits to using this principle and the eight strategic concepts:

1. It builds champions in your organization or business.
2. It encourages leaders to coach and mentor people to success.
3. It unleashes the capacity and potential of people.
4. It forces you to develop a growth plan for your organization.
5. It casts vision and puts in place a philosophy of working with people.
6. It identifies strategies for personal growth and leadership.
7. It equips leaders for greatness and motivates people to thrive, not just survive.

Developing people is the intentional process of coaching, mentoring and investing in people. Success is more than marketing a product or a service. It is nurturing a team of people, personally dedicated to growing their knowledge and skills, and actively investing in others. Successful organizations intentionally reproduce success by reproducing what is great in their employees. If you truly want to see effective change happen in an organization, you need to see change happen in its people.

The Amaryllis Way is not a formula, but a strategy and philosophy of developing people who develop people. At its core, the model assumes that *your people in your context* are crucial to *your effectiveness*. Thus, cultivating people is nurturing your business, organization, or work context to thrive. Using the philosophy called *The Amaryllis Way* enables you to uncover the secret potential of each person in your workforce to reach maximum growth and effectiveness. Learning to nurture growth in any situation is learning to produce blossoms of effectiveness. I call this philosophy of leadership *The Amaryllis Way* because the name signifies growth.

By definition, the amaryllis is a flower that comes from a bulb – not just a little bulb, but one the size of a baseball. I believe the analogy of a flower bulb can represent potential, because a plant bulb is more than a seed but a complete plant waiting to grow. The amaryllis bulb contains the complete plant, and through the process of planting and nurturing, it grows into a beautiful flower. Using the gardening motif, we as leaders can be likened to a gardener who takes the bulb into our care and nurtures it to bear fruit. How you garden in your ever-changing environment becomes crucial to how your bulb blossoms.

In developing this approach to changing and growing an organization, I discovered that the meaning of amaryllis is even broader. It extends past the growing motif to a caring theme. The Latin word is the name given to a shepherdess, and connotes caring for sheep. A shepherd guards and tends the sheep. When you apply it to working with teams and people in an organization, it comes to mean the direction, care and guidance of those under your leadership. We lead as shepherds who tend and guide those who follow and work for us. The more they are empowered to do and the more they are allowed to fail, the better they become. It is like taking a piece of charcoal and turning it into a diamond.

Four Stages of Growth

The Amaryllis Way is a human resource approach to people. It seeks to grow and develop them so as to maintain a healthy organization. The model consists of four stages of growth. Stage One is envisioning change. Stage Two is about initiating change. Stage Three is about managing and sustaining change. Finally, Stage Four is all about multiplication, the actualization of change. Within these four stages, there are eight distinct facets of change which tie into the stages. Remember, the model is an attitude, a way of thinking, as opposed to a step-by-step formula. It is essentially an attitude that is actualized in our management actions.

The Amaryllis Way is an attitude that we have in working with people. We use the word amaryllis because of its different shades of meaning. In the model, each of the meanings overlap to reveal a nuanced understanding of the leadership principle. When leading people by *The Amaryllis Way*, we look for the potential in each person, guiding them like a shepherd in their journey of growth with an attitude of love.

The goal of growing leaders is to nurture people in such a way that they in turn nurture more people. It is a process of nurturing leaders who nurture leaders. The first stage of growing involves vision and planning: we need to see what can be realized and plan accordingly. The growing leader develops a picture of what can be and then puts a plan in place to realize it. It can be an organizational plan or a personal development plan. In staff reviews, I have often asked the employee what five things he or she would like to accomplish or achieve if money was not a problem. A healthy organization sees the potential of each individual and guides them on the road to success and effectiveness. In summary, Stage One is envisioning change; it is the beginning point.

The second stage of growth involves more than a changed perspective, it involves preparation. Here the plans and dreams are initiated. It is not enough to have a vision and plan of a preferred future. You need to initiate it to make it come alive. The second stage involves plowing and planting. To plow is to begin the process of preparing the way to achieve your plans. For instance, if you are going to get a degree or a certification, you need to investigate where you will study to achieve these outcomes. If you need licensing, you might need an apprenticeship. Plowing refers to those things you do that set the stage for accomplishing your plan. Plowing stimulates, coaches and trains others. Planting is the follow-up to plowing. If plowing prepares, then planting initiates. Planting moves past investigating opportunities and initiates action in a certain direction; it starts a new endeavour. In summary, the second stage of growth prepares and initiates change.

The third stage of growth moves from preparation and initiation to sustaining change. Once the idea has germinated, it is important to keep it going. For example, I remember working on a plan to develop an education centre. It took four years of planning and sharing the vision before it became reality. The stages started with sharing the big picture and developing a long-term plan for this new initiative. The building was never the goal. It was a way of fulfilling the mandate to educate. There was a lot of plowing in preparation. The preparatory work ranged from getting financial quotes, talking to stakeholders and fundraising, obtaining board approval, and commencement of the project. The third stage of growth involves protecting and pruning, making midcourse corrections and sustaining change. In the example of building the education centre, it was important that we served our students and continued to pay the bills. The third stage sustains change and continues to protect, assess, and evaluate progress.

The fourth stage is the climax of growth. It is the fruit, or results. Remember that growth is not a linear but a cyclical process. True growth is transferred and multiplied. It maintains a healthy system. Growth requires pollination, which really implies the bringing together of others to produce something new. A plant that just flowers and is not pollinated dies without producing fruit. Some people in organizations have based the success of their department on their own efforts alone. Succession planning has never been developed, so when an individual leaves, the company experiences extreme loss because that person was a lone ranger who blossomed but never multiplied his or her talents. Anyone who has done financial planning knows that you cannot multiply your money underneath your bed. It needs to be invested and the investment diversified.

An employee who is not connected to the whole, not interacting and sharing skills and talents beyond themselves, may bloom for a while but the success is short-lived. The key is to have people investing in people so that health is maintained and fruit produced. The coming together of many increases the opportunity that fruit will result and ensures continued success and growth. With growth, the journey begins all over, with new life coming forth and the growth cycle continuing.

The Eight Key Words

The eight key words remind us of a process of growth that can be applied to almost any situation. I believe that how well you grow an organization, business, relationship, or department is directly proportional to the amount of quality time you dedicate to the process. Put nothing into the process and you can expect nothing. I firmly believe you only obtain from people that which you are willing to invest. Growing people is not a cookie-cutter operation. It requires intentionality and individuality.

Growing begins with a **picture** of what can be. That is the dream, the big idea, the preferred reality. It then moves to **planning**. The right idea at the wrong time will not succeed. Planning is necessary to achieving the big picture. Planning is your road map to success. Planning does not infer that the steps laid out will not change, but it does give a starting point.

Plowing is all the preparation, training and coaching work necessary to achieve the preferred picture. **Planting** is the *doing* or task-oriented part. It is the process of developing and launching the plan. It is the 'task' aspect, the

participatory part of leadership. You can plant an idea, a new program, or even a training event. You can plant a new product, plant a new company, or plant a new focus group. When working with individuals, planting can be a goal to be achieved, a desired character skill to be developed.

From planting comes **protecting**, ensuring an environment where people can grow, and eliminating things that hinder growth. It supports, cares and advocates for those you lead. It provides an atmosphere and culture where people feel safe. Protecting and pruning help sustain change. **Pruning** goes the next step and offers direct hands-on input and evaluation into the employee's life and performance. It makes mid-course corrections. It pauses to address problems in the workplace and seeks to hone and develop excellence.

The final two facets, **pollinating** and **propagating**, seek to reproduce what is good in each individual. Pollinating is a collaborative approach to accomplishing tasks and developing personnel. It is all about the power of working together through teams. Propagating is all about the outcome; it is about multiplication and reproduction. The processes of pollinating and propagating work together to nurture people who nurture people. It is the stage of growth that bears fruit.

The Amaryllis Way intentionally seeks to grow people by investing in their lives. It is a process of initiating healthy change. The *Amaryllis* leader sees each person as a bulb, full of potential. As coaches and mentors, effective leaders seek to guide people in their growth like a shepherd, cultivating all that is good and multiplying it through the organization. This is done in an attitude of care and patience with the aim of growth. *The Amaryllis Way* is a philosophy and attitude that believes in people, and is a mindset that sees the potential of individuals as the basis for the organization's success. It is four stages of growth with eight key facets: picture, plan, plow, plant protect, prune, pollinate, and propagate... the eight P's of success.

In conclusion, I want to encourage you to invest and nurture people. As you come alongside each individual, you develop the organization. Develop and cultivate what is good in each individual, and they in turn will develop and cultivate what is good in others. When I buy a plant from the nursery, often a little stick comes with it. The stick has information that is important to growing the plant. It indicates the type of soil, the blooming season, the temperature, and the watering which the plant needs. As leaders, we must read each individual, looking for clues about how to foster growth. In seminars, I will often give everyone a planting stick and have them compare themselves to a plant. They are to write their name on the stick and then give clues about the environment where they grow best. This becomes a symbol of how they grow. *The Amaryllis Way* grows leaders, coaching and mentoring individuals to succeed. It is the art of shepherding potential in love in a way that continues the cycle of growth.

The tool that follows is a way of assessing your own abilities and skill in developing people. The tool also assists you in the process of gift and strength identification of each person on the team. May the insights gained through the inventory be helpful for understanding yourself, others, and how to work with your team as mentor and coach. Apply the tool to help you reflect on how to develop people in your organization.



The Amaryllis Way: Role Inventory Tool

A growing environment is one where we acknowledge each other's abilities and work together to see maximum growth. This inventory will guide you through the eight roles of the growing process, help you to determine your default role, and identify opportunities for personal leadership growth in new roles.

The tool is designed for team assessment, self reflection and coaching others through change. The key is to learn what aspects you excel in and are missing in your leadership style. Growing leaders who grow leaders is a continual process and begins with oneself.

Instructions

What follows is an inventory of questions related to eight specific areas of growth. Effective growth involves having all of the facets on your team. This does not mean that one person possesses all the abilities but instead as a team you seek to develop all areas. By working together we utilize each other's skills and abilities, striving to enhance growth in our organization.

The key to doing the exercise is to answer honestly whether or not the statement represents you. Read through each of the eight sections and check off those statements that most closely represent your feelings. It is important to do it quickly and not think too hard, as there are no wrong or right answers. Your purpose is to determine which areas most represent who you are.

Picture: Creator

A forward-looking approach to leadership development

- I find new ideas come easily to me
- I like exploring alternatives
- I prefer to look at the “big picture” rather than details
- I like reframing problems
- I like visualizing possibilities
- I often dream about what could be
- I like to conceptualize ideas
- I develop a mental picture of what is ahead
- I like moving in new directions
- I like sharing my ideas with others
- I am open minded and daring
- I am passionate about my ideas

Score: _____

Creators are visionary leaders who create long-term plans and “big picture” ideas of what the future could hold. They are passionate about watching their ideas turn into reality. They cast powerful visions with such contagious fervour that others cannot help but be drawn into them. They are often idealistic, enthusiastic, and determined leaders.

Plan: Initiator

A systematic and programmatic approach to leadership development

- I think about how to implement ideas
- I like carrying new ideas forward
- I like having a method for accomplishing ideas
- I am detail oriented
- I enjoy making lists
- I work best with outlines and objectives
- I like having clearly defined goals and priorities
- I arrange details in a logical way
- I like working out how to do something
- I like to systemize and be logical in what I do
- I value accuracy
- I like doing things in a step-by-step process

Score: _____

Initiators have the ability to take a picture or vision and break it down into several smaller achievable steps. They see all the details necessary to bring a new idea into reality and develop strategic plans to carry the idea through to completion. Initiators value logic and have the capacity to organize all people, resources, and processes involved in realizing a vision or task. They pay high attention to details while developing methods and meeting goals.

Plow: Investor

A motivational and inspirational approach to leadership development

- I like setting up events
- I like preparing the way for new projects
- I can easily identify areas of need
- I like laying the ground work for projects
- I like training individuals for new tasks
- I like coaching people to success
- I often find myself grooming new leadership
- I like cultivating relationships
- I invest in and motivate others
- I am action oriented
- I like investigating new options
- I like communicating different possibilities

Score: _____

Investors focus on doing all the prep work necessary to launch the vision. This involves identifying areas of strength in people as well as areas of need, and providing training for new skills when required. They continually push the vision forward as they prepare the way for new projects, examining all possible options. Leaders that invest in others seek to inspire and motivate, hoping to kindle new passion and energy.

Plant: Implementer

A participating and facilitating approach to leadership development

- I like developing ideas
- I like implementing new programs
- I like problem solving
- I stimulate people toward growth
- I like equipping people with new skills
- I like seeing tasks completed
- I delegate others to get things done
- I like concrete results
- I initiate activities
- I like being organized
- I like to feel secure
- I like to be supportive and helpful

Score: _____

The Implementer approach to leadership centres on developing and launching the plan/vision. Implementers like to find and develop the right people for the job, equipping and training in the process. They often play a facilitating role, delegating tasks so more planting can be done. Implementers put new ideas and programs into practice, as well as teach and develop new skills in people.

Protect: Defender

A caring and supportive approach to leadership development

- I look after those I supervise
- I like to watch over others
- I do extra things to show I care
- I look for the good in people
- I like to guard the dignity of others
- I defend those I feel are being taken advantage of
- I try to develop a positive environment that shelters people
- I like preventing others from being harmed
- I advocate and stand up for the rights of others
- I like developing boundaries in which teams can work
- I help others solve problems
- I like having a supportive work environment

Score: _____

Leaders who are Defenders identify sabotaging behaviours in the workplace and eliminate barriers that hinder growth. They stand as advocates for those under their supervision. They are often optimistic, looking for the good in people and seeking to protect others. Caring and people-oriented, Defenders focus on creating positive environments and appropriate boundaries for the benefit of all.

Prune: Evaluator

A judgment and management approach to leadership development

- I like the process of evaluation
- I like to debate and question ideas
- I seek to improve and refine processes
- I like getting rid of impurities in an organization
- I am prepared for changes
- I enjoy playing “devil’s advocate” in meetings
- I identify potential problems that may arise in new situations
- I like to understand the consequences of one’s actions
- I break down complex problems into smaller steps for problem-solving
- I like seeing people improve and hone their skills
- I like analyzing so as to make improvements in my own and others’ work
- I am skillful in using people resources for the betterment of the organization

Score: _____

Evaluators make continual mid-course corrections. They fine-tune ideas and processes and help to sustain change by considering potential problems that may occur in the future. They provide ongoing evaluation of tools and processes in addition to people, and help others improve their skills by giving direct feedback. Evaluators focus not on the end result, but rather on the growth process and making the necessary improvements and adjustments along the way. They like to oversee their people and their environment.

Pollinate: Connector

A team-oriented and relational approach to leadership development

- I thrive on the energy I feel at social gatherings
- I would rather work with a team than by myself
- I like the process of exchanging ideas at meetings
- I feed off the ideas of others
- I like seeing a new thought develop and become reality
- I like to champion the dreams and initiatives of others
- I like seeing others succeed
- I value cooperation and networking
- I delegate and try to get others involved
- I like working with people rather than alone
- I prefer collaborative leadership situations
- I try to reinforce the contribution of every team member

Score: _____

Connectors are relational leaders who focus on the people involved and developing them, rather than the detailed tasks needed to achieve a vision. They value cooperation and the exchange of ideas, and thus prefer working as part of a team. As new ideas are presented in a group setting, Connectors will bring everyone together and try to collaborate the different ideas. They aim to involve as many people as possible, encouraging and reinforcing each person's contribution, wanting to see others succeed. Social interaction with others is key to who they are and how they conduct themselves.

Propagate: Developer

An outcome and empowerment approach to leadership development

- I like watching people grow
- I like training and teaching others new skills
- I motivate and empower people
- I like mentoring others
- I seek to capitalize on the strengths of people
- I am results oriented
- I like seeing leaders reproduced
- I often create new initiatives
- I am strategic in my training of others so as to maximize results
- I often try to achieve higher levels of performance in my own work
- I like having my efforts multiplied in others
- I like to reproduce myself through program development

Score: _____

Developers approach leadership with the goal of growing leaders who will lead and grow others. They focus on outcome and results, and set higher goals once one is achieved. To maximize results, Developers seek to train those under their leadership, teaching new skills as well as building on and refining others' strengths. They thrive on seeing people grow and will motivate, encourage, and empower those around them. They are high achievers.



Taking Inventory

Instructions

Take the scores from each section of the inventory tool and place the total for each area in the space provided. Identify the top three highest scores and write them below. Graph the results to get a visual of your strengths and weaknesses in each area. Reflect on the inventory by identifying insights gained in the space below.

Score

1. **Picture** (*Creator*) _____
2. **Plan** (*Initiator*) _____
3. **Plow** (*Investor*) _____
4. **Plant** (*Implementer*) _____
5. **Protect** (*Defender*) _____
6. **Prune** (*Evaluator*) _____
7. **Pollinate** (*Connector*) _____
8. **Propagate** (*Developer*) _____
- TOTAL SCORE:** _____

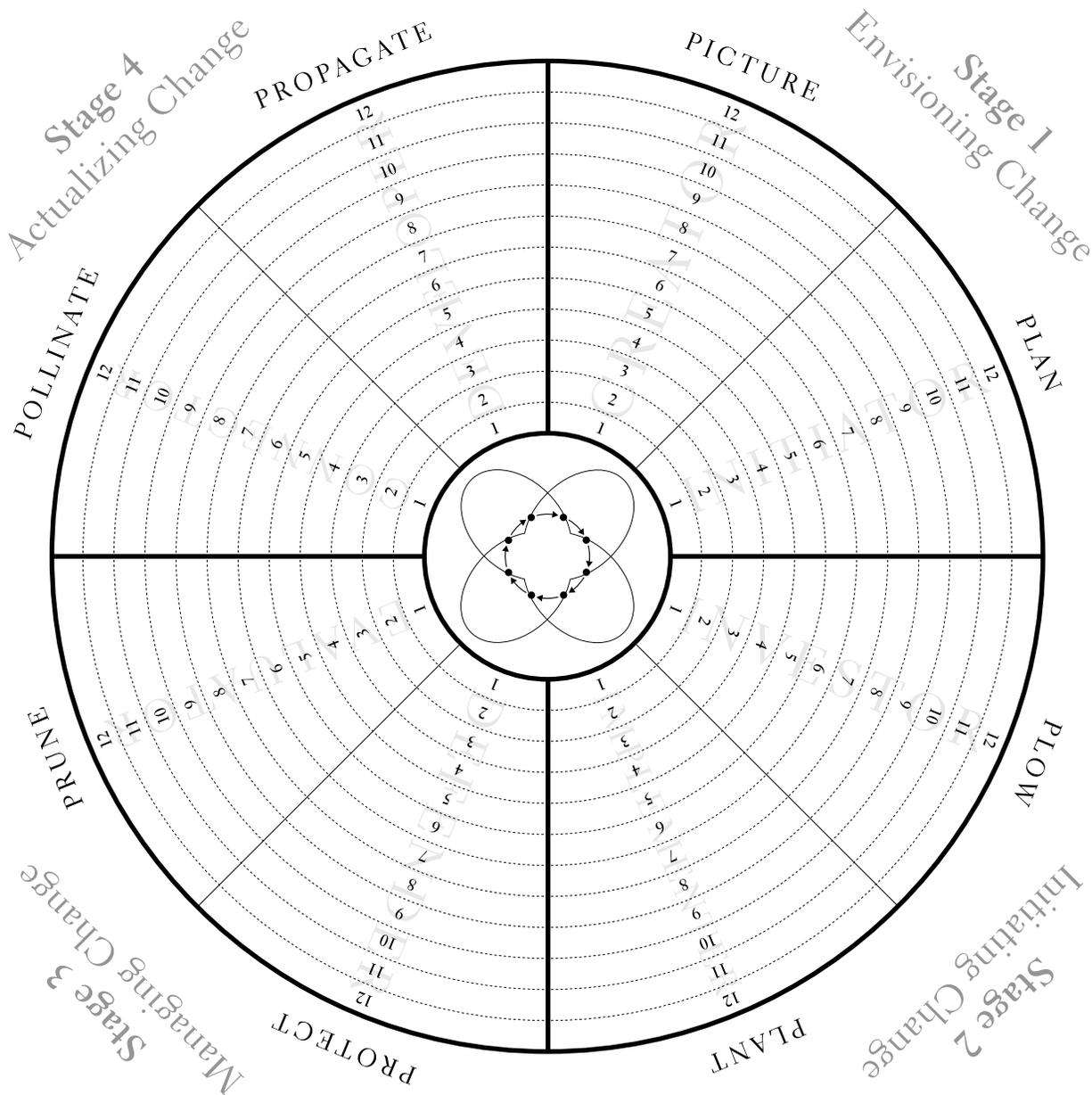
Top Three Areas

1. _____
2. _____
3. _____

Your Web Chart

Take the total scores from each facet of the inventory and graph out the results so as to get a visual of your strengths and weaknesses in each area.

- Each section has 12 statements. Your score represents the number of statements that are most like you.
- Circle your score in each section, then draw lines to connect them, forming an eight-cornered shape. Colour in the shape to better visualize your evaluation.
- Reflect on your observations and what you learn from your scores.



Team Exercise

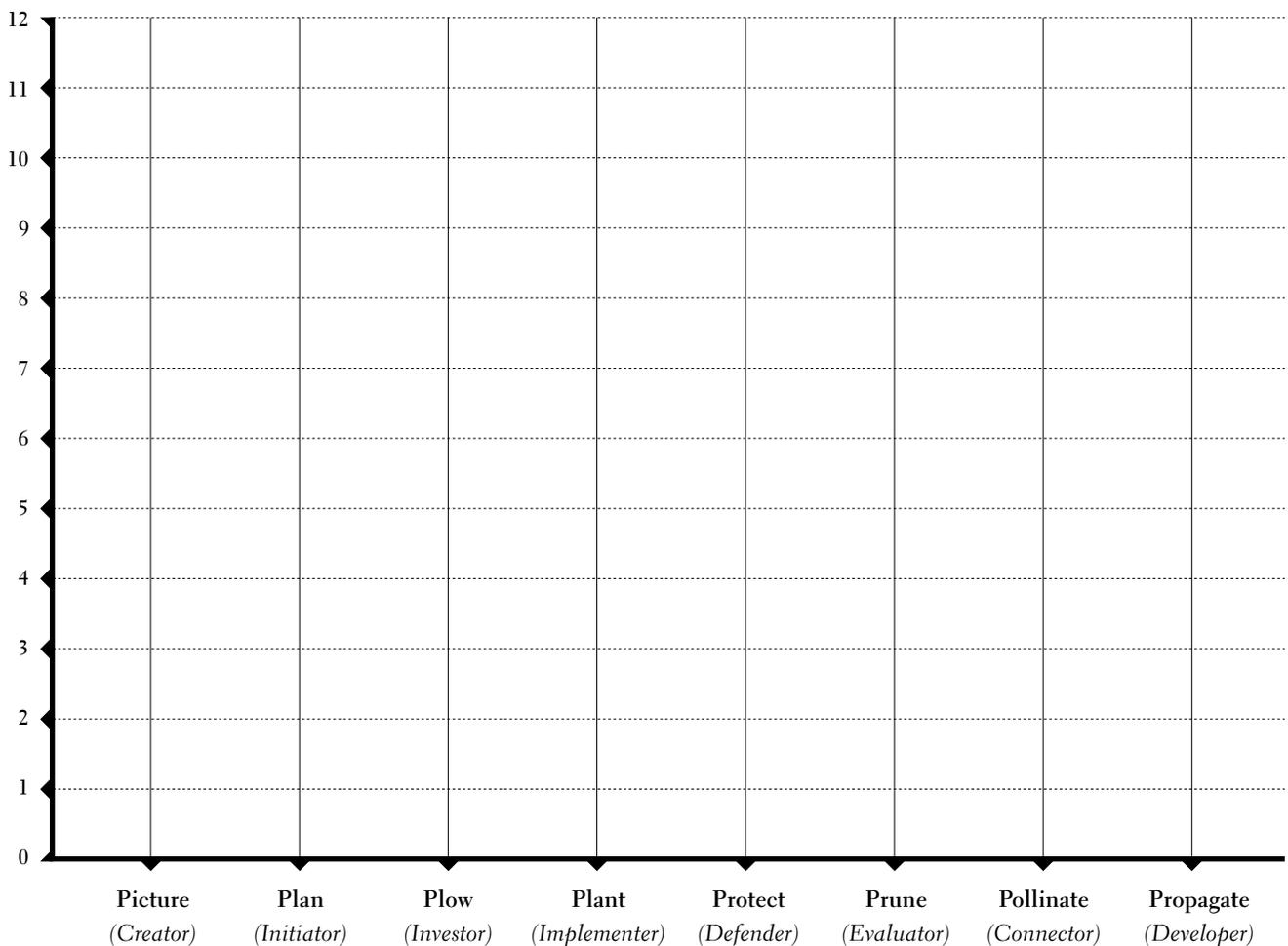
Now that your individual profile has been completed, what are your skills in comparison with other members of your group? This exercise is a great way of engaging with the material, getting to know others in the group personally, and visualizing how *The Amaryllis Way* model applies to different people in a practical way. Using the web chart that you completed, do the following:

1. Have everyone open their book to the web chart.
2. Collect all the books with only the web charts showing.
3. Shuffle and redistribute the books randomly among the group with only the web charts showing.
4. Divide the larger group into smaller groups of twos or threes.
5. Have each group discuss their insights on how they could work effectively with the person they were assigned based on insights from the web chart. Don't peek at the name!
6. After a few minutes of discussion, bring everyone together again and have each person show the web chart they received to the group, and then speculate how they would work with that person. Allow each person 1-2 minutes to work on this exercise.
7. Identify to whom the web chart belongs and have members comment on what they heard.

Team Graph

This team exercise is designed to give you a visual picture of your team's scores, and to identify the strengths and weaknesses within your group. Take the total scores from each section of your inventory, and graph out the results to create a line graph that shows your scores visually. Do the same for each person in your group.

- Your score represents the number of statements that were most like you.
- Mark an X in the row that indicates the number that corresponds for each section.
- Then join the X's in each column by drawing a line.
- Use a different colour to identify each person in your group or team.
- Reflect on your observations and what you learn from your scores. Where are you similar (lines close together)? Where are you different (lines far apart)? What are your strengths and weaknesses as a group?



Insights

Write down any perceptions or insights you have gained from your web chart and team exercises. Based on the inventory, how do you think you can contribute best to your management team and in what areas?

Skill Development

In reviewing each of the eight areas of growth, identify five key areas or skills you would like develop, and write down any ideas you have for developing them. You can review the statements in each section for clues.

1.

2.

3.

4.

5.

Reflection Questions

1. If you could improve in one area, which one would it be and why?
2. If your team members were asked which areas are your strengths, which ones would they indicate? What do you think they would identify as your weak areas?
3. Which areas of growth are deficient in your group/team? How does this deficit affect your team? How does it affect the overall growth of your business/organization?
4. There are four stages to change: envisioning, initiating, managing and actualizing. In which stage of change do you think your team/leadership group is currently? In your opinion, in which stage of growth should it be? What will it take to get where you should be?
5. What does your default approach to change and growing people tell you about your leadership approach? How does it hinder or encourage growth?
6. Based on the insights gathered from the tool, what specific things can you do to ensure the success of your team?

The Amaryllis Way

The Amaryllis Way is simply shepherding potential in love or managing people with care. How can this happen under your leadership with your team? Write down your insights in point form and discuss with the group.



About the Author

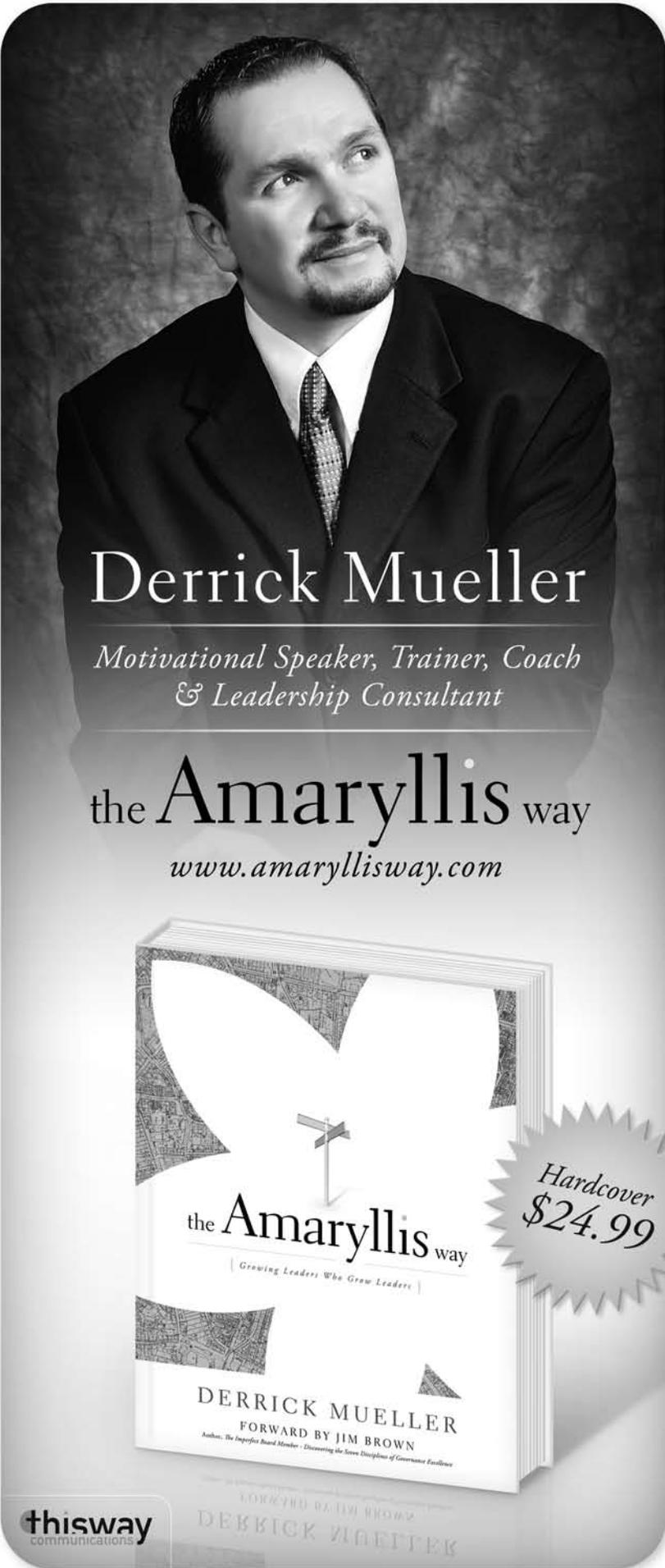


Dr. Derrick Mueller is a leadership consultant, trainer, writer and motivational speaker. At the time of this publication, he is the President of Emmanuel Bible College in Kitchener, Ontario and operates his own consulting business, Thisway Communications. He is a trainer of trainers. Along with his doctorate degree, he has a masters degree in administration with a major in organizational leadership, and a bachelors degree with an emphasis in communication and counseling. For the last fifteen years he has been working with organizations who require a highly dynamic, public-oriented, team-oriented visionary leader.

He has provided leadership training for the police force, libraries, call centers, human resource professionals, retail and service agencies, accounting firms, and more. His deep insight, as well as his creative and interactive style is sure to refresh, encourage, and equip any business or organization.

He has been actively involved in leading the visioning and strategic planning aspects of the organizations he has served. He has served in a variety of areas of administration including human resource management, team development, mission statement formation, coaching programs, public awareness, and stakeholder awareness. As a leader of leaders, he has developed hiring procedures, designed employee assessment tools, and acted as a consultant to various small businesses and non-profits. As a trainer and presenter, he has the unique ability to combine leadership theory, comedy, and theatrics to make presentations not only enlightening but memorable and practical.

His accomplishments have included publication across Canada and the USA, being an executive coach, leadership consultant, trainer, TV and radio personality, and director of publishing. As a motivational speaker he has been called upon to address crowds of over 2,000 people. He offers a unique blend of humour, knowledge, and experience, packaged in a way that specifically reinforces the values and mission of any organization or business. As one organizer commented, "You do not know when listening to Derrick whether to laugh, cry, or take notes." If you are looking for an engaging and truly motivational personality, "Dr. D.", as he is known, is ideal for any event.

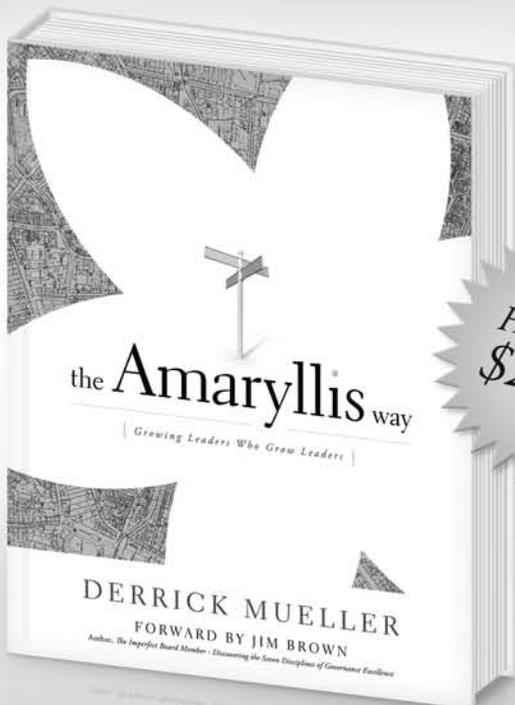


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Based on the book, this 1-2 hour module is interactive, motivational and uplifting. It is ideal for conferences, team development, coach training, or as a keynote motivational address. Can be combined with other modules for all-day training or leadership retreats. The expanded all-day version includes theory and skill development about how to coach people to success.

Developing a Future that Impacts

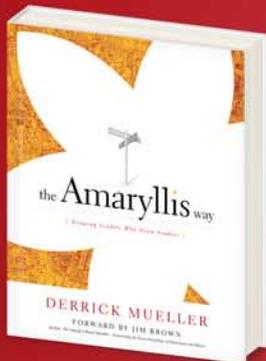
This training focuses on strategic planning and development of vision. Organizations who are looking to develop a better future for their business or organization will discover the strengths of what they do, be facilitated to dream of what can be, learn to design a preferred future and understand how to sustain change. Learn to engage and plan for the future. The material can be addressed in 1-2 hour modules or all-day hands-on training events.

Teams that Impact – Working Together Effectively

Learn to understand the strengths and deficiencies of your team and each of its members. The flexible seminar assesses, analyzes and profiles your team. You will learn to understand the dynamics of how you are working together. Includes personal and team assessments with group or individual consultation.

RESOURCES

Find out more at www.derrickmueller.com

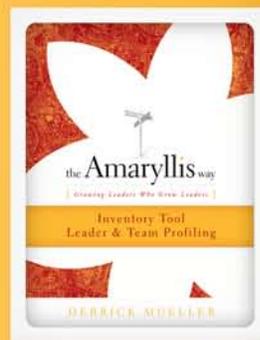


Book: The Amaryllis Way – Growing People Who Grow People

Hardcover 2008, \$24.99 (Free corporate seminar with purchase of 50 or more books) – Call for quantity discounts on using book for corporate gifts. Also available in CD format as an audiobook. Audiobook version also available on Hi-Speed USB stick for \$24.99

Amaryllis Way Workbook & Personal Inventory Tool

\$15.00 each (discount on quantities available) The workbook compliments the book and expands on the concepts. Ideal for team development and seminars and application of principles.

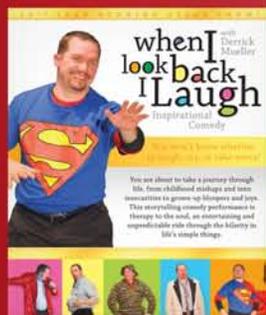
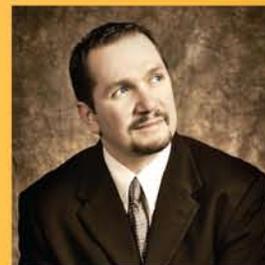


Amaryllis Way Memory Bracelets

\$5.00 each – A unique reinforcement tool depicting the 8 P's – picture, plan, plow, plant, plan, protect, prune, pollinate, and propagate – from the book.

Corporate Motivational Training Seminars

Topics include: Strategic Planning, Time Management, Developing Vision, the Art of Coaching and Mentoring, Creative Communication, Developing an Effective Team, and Leadership 101 for Managers. (A 50 percent discount for charities and nonprofit organizations).



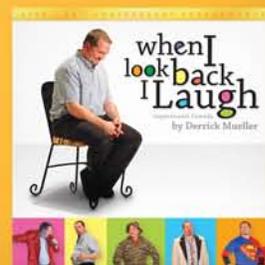
1-2 Hr. Stage Production, “When I Look Back I Laugh”

...or the Business version, “Office Hours” is sure to entertain all audiences. This inspirational comedy is ideal for conferences, special events and client appreciation functions. A mixture of improv, stand-up comedy and storytelling. Check out www.youtube.com/whenilookbackilaugh for video clips.

Book and/or Live CD Recording,

When I look Back and Laugh, 10th Anniversary

Book or CD \$15.00 each – Comical stories about the stages of life based on the play of the same name. Check out www.whenilookbackilaugh.com for sample chapters and free comedy tracks.



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PRICE

US/CAN \$14.99

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