



Hello Jim,

I have just returned home from Japan. It is not often I am able to share the realization of Personal Best dreams come true! With this message, I am able to confirm at least two dreams, and imagine there may possibly be others as well. I have wanted to facilitate TLC in Japan for many years, and the experience proved to be beyond my imagination! This TLC opportunity was made possible for me and others as a result of The Personal Best Leadership Challenge of Hiroshi Watanabe! His endeavor began over 12 years ago, and he has been working to bring TLC to Japan since that time. This past week, he championed the first TLC workshop and Facilitation training events in Japan!

As we might expect of any complete Personal Best Leadership experience, his efforts reflected each one of the Five Practices of Exemplary Leadership:

Model the Way: Watanabi San has a burning passion for Leadership development! He is clearly convicted about the value of Leadership Development and more specifically, has literally digested each word of The Leadership Challenge. He labored countless hours over the course of the preceding years, all of this culminating in the events of last week. His conviction is so clear and strong, that even with the passing of his dear mother, and her services the day prior to the workshop, he continued his support of me and the program without hesitation. How he was able to accomplish this extraordinary feat is beyond my ability to comprehend!

Inspire a Shared Vision: While Watanabi San maintains the vision of TLC workshops across Japan, it has become even larger, with interests expressed for Korea, China and beyond! It is rare indeed for one person to begin with the understanding of TLC, and to take that understanding to the benefit of an ENTIRE COUNTRY! His burning passion is so clearly evident, others have literally caught fire to the ideas of TLC for the Japanese populous! Translating TLC materials for months prior to the session, he wants others to be able to see the meanings and potentials of TLC. From the meeting location at the convention center, the TLC materials, to the professional look and actions of each participating member, this was the vision of Leadership Excellence and Extraordinary Performance realized!

Challenge the Process: The initial workshop itself represented a fine example of a Leadership Journey! The first time we do anything it is a learning experience. There are experiments to take, mistakes to make, and small wins made all along the way. There was advanced fear and anxiety about the success of the session. How would it go? How would it be received? As a first time facilitator in Japan, I certainly made some mistakes in my delivery of day one, and am thankful for the help and support I received from Watanabi San, Nakajima San, and Konda San to make day two and the facilitation training events kaizen.

Enable Others to Act: The workshop and Facilitation training events were a TOTAL TEAM SUCCESS! The JMA Team, the Right Management Team, the translators and

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the meeting hosts worked incredibly well together. These teamwork examples created ideal models for the program participants to view and follow. Within these teams, there are some specific individual contributions that deserve mention:

Konda San: He worked tirelessly to make certain every program detail and logistic was taken into account. His efforts and long hours of dedicated focus resulted in the finest example of a TLC open enrollment program imaginable.

Jakajima San: On multiple occasions through the two day events, he stepped forward and demonstrated behavioral examples only possible to conceive and demonstrate from a Leadership MASTER! His ability to bravely model behavior outside the parameters of "The Japanese Way" provided hope and inspiration for the other, less advanced program participants.

Right management team members: They consistently modeled open questioning behavior, demonstrating how a Leader can and should question in order to better understand. I am thankful they were in attendance.

Encourage the Heart: Allow me to share the workshop closing as the finest of EtH examples: As a closing celebration, will you imagine the 31 program participants, including the session translators and JMA support team members, all standing in a big circle, holding hands, and doing the WAVE! It was one of the most moving workshop celebrations I have ever experienced, and it was created by one of the Japanese team tables! Wow!

Talk about an extraordinary celebration event! One of the participant groups even created and awarded a TLC workshop program contract to the JMA group! It was just a most fantastic, high energy and cohesive closing to the workshop imaginable. We might even call it a MIRACLE EVENT!

This is not the end, but rather a major milestone along the way of Watanabe San's Vision. The journey will continue, and many more learnings are to be had along the way! I am honored to have been a part of this amazing experience. I now have some memories and experience that will remain an important part of the rest of my life! Thank you Hiroshi! Thank you Katsunori, Thank you Takashi! Thank you Lisa! Thank you CJ, Thank you Jim! I am privileged to have each of you as colleagues and friends!