

**SHAPING A POSITIVE FUTURE:
Creating Cultures Of Positive Engagement**



With Julian Hitch

Working with Purpose Led Businesses to help them Win (not Fight)...



Wing Tsun Kung Fu Schools:
Transform Peoples Lives



Leon Restaurants:
*Making it easier for everyone to eat and
live well*



Grow Up Farms:
Better Food For All



Kwoon:
*Preserve and Share Ancient and
Modern Wisdom*

**Winning Not
Fighting
Approach**

詠春拳

WINNING

NOT

FIGHTING

詠春拳

A JOURNEY TO WHOLENESS...



— STRESS OR RELAXED?

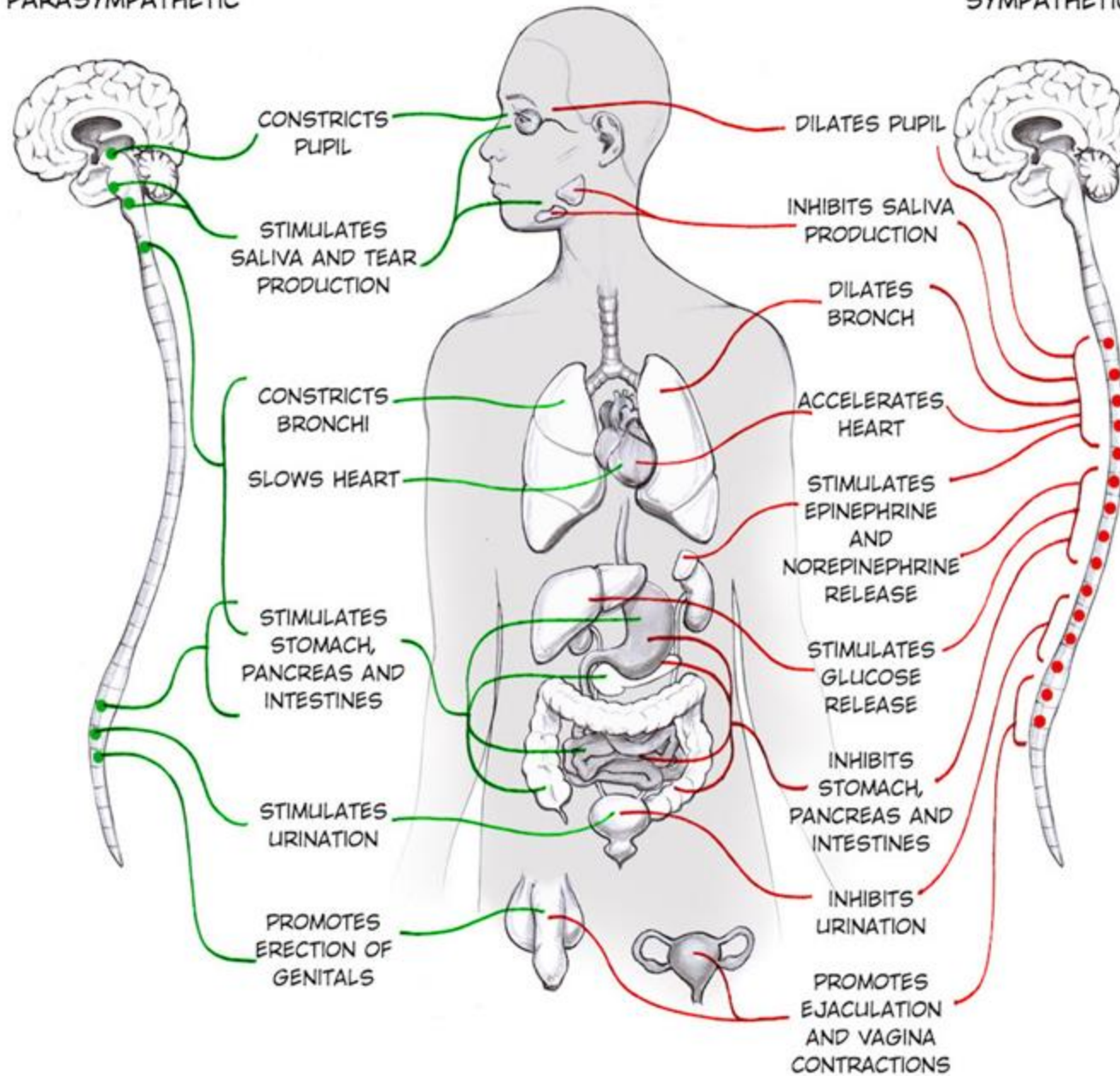
The language we use impacts both us and the people around us

The Challenges We All Face...

- Chronic stress damages our health
- Stress is contagious

PARASYMPATHETIC

SYMPATHETIC



We are immersed in the Language of War...

Does it help us?

“Choose your battles”

“Destroy the competition”

“War room”

“Target the customer”

“In the trenches”

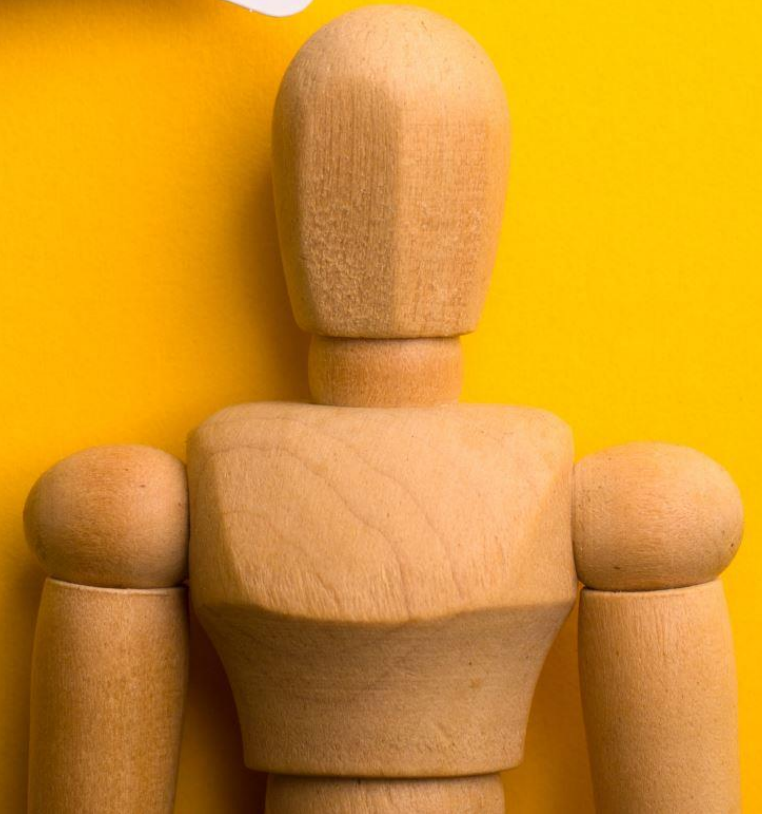
“Aggressive business plan”

“Attack the problem”

**A POSITIVE CULTURE
STARTS WITH HOW
WE SPEAK...**

**What type of language
do you currently use?**

**What other metaphors
could you start to bring
into your life and
teams?**



Positive Comms Charter

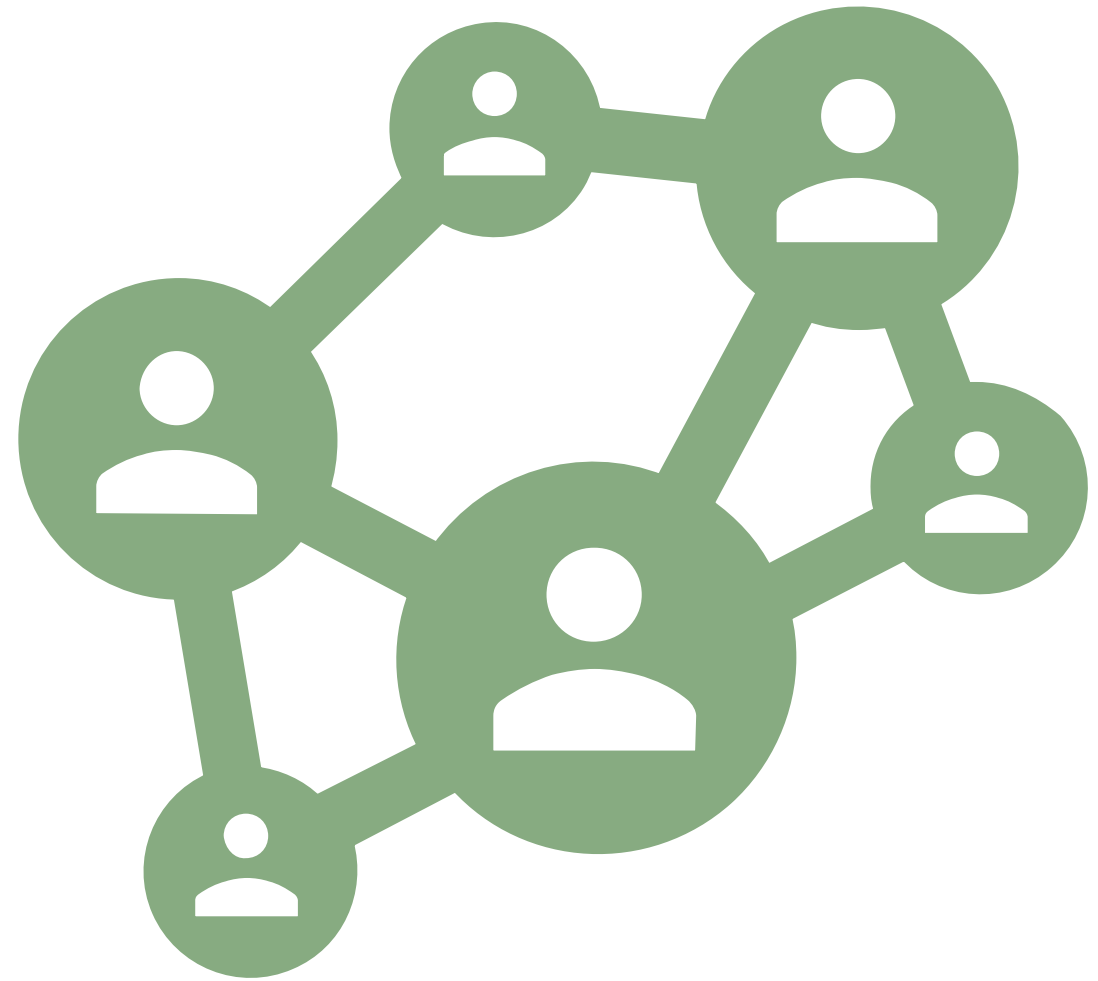
1. We talk about people as if they are there

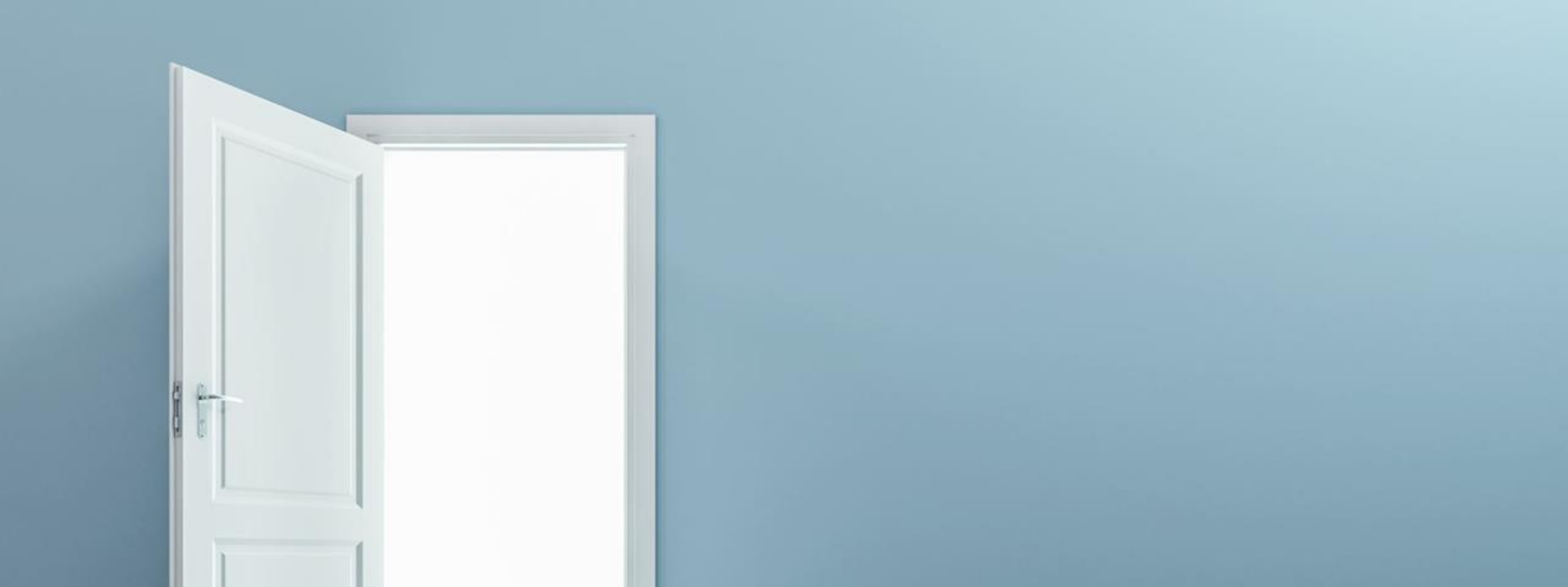
2. We speak to the appropriate person

3. We have honest, open conversations using kind language

**What simple positive
comms charter can
you set up?**

**What do you commit
to uphold?**

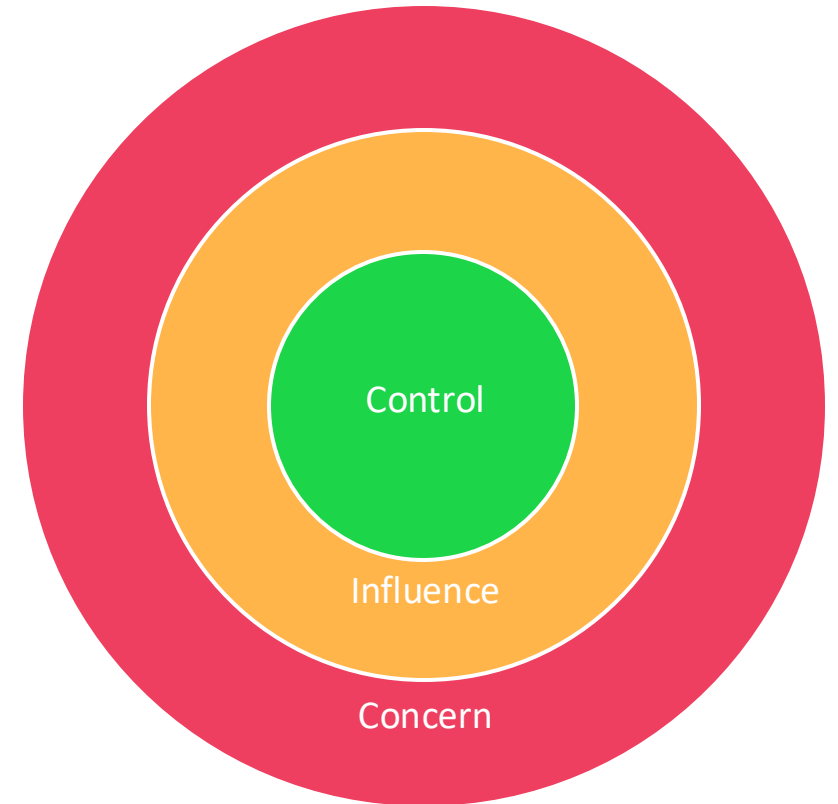




**THE FIRST DOOR IS...
KNOWING YOURSELF**

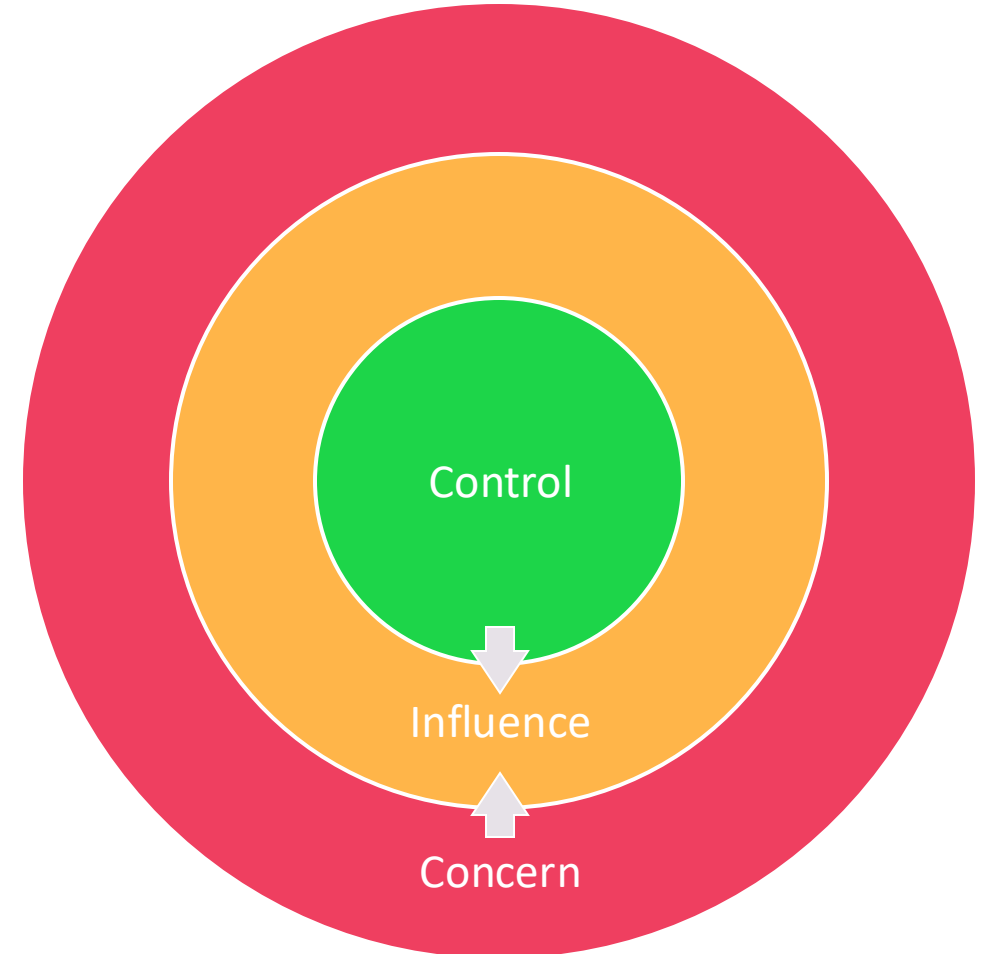
Circle of Influence

- “Proactive people focus their efforts in the Circle of Influence. They work on the things they can do something about.”



Using the Circle of Influence

1. Write a list of some of the things you are finding stressful currently.
2. Try to categorise them as follows:
 - in your control
 - within your influence
 - outside of your control





— THE ENNEAGRAM

<https://www.eclecticenergies.com/enneagram/test>



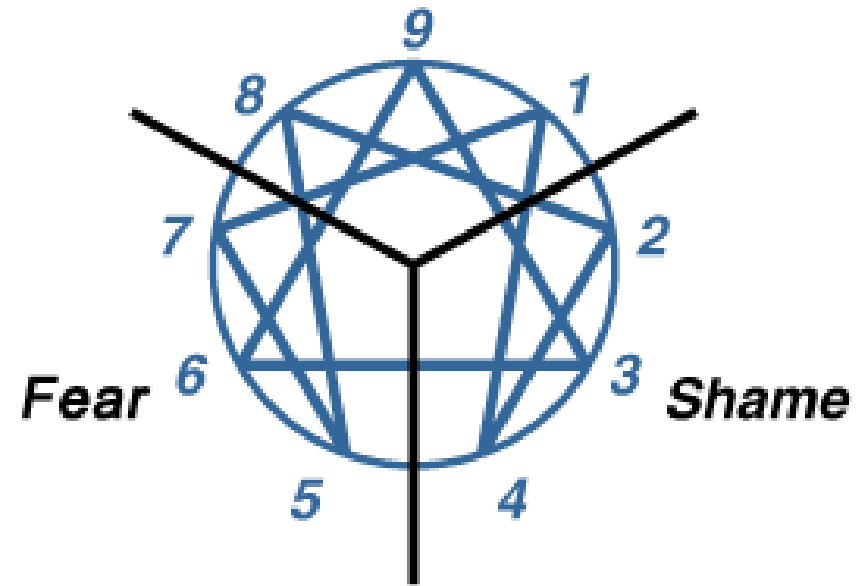
**THE LENS THROUGH WHICH WE
SEE THE WORLD**

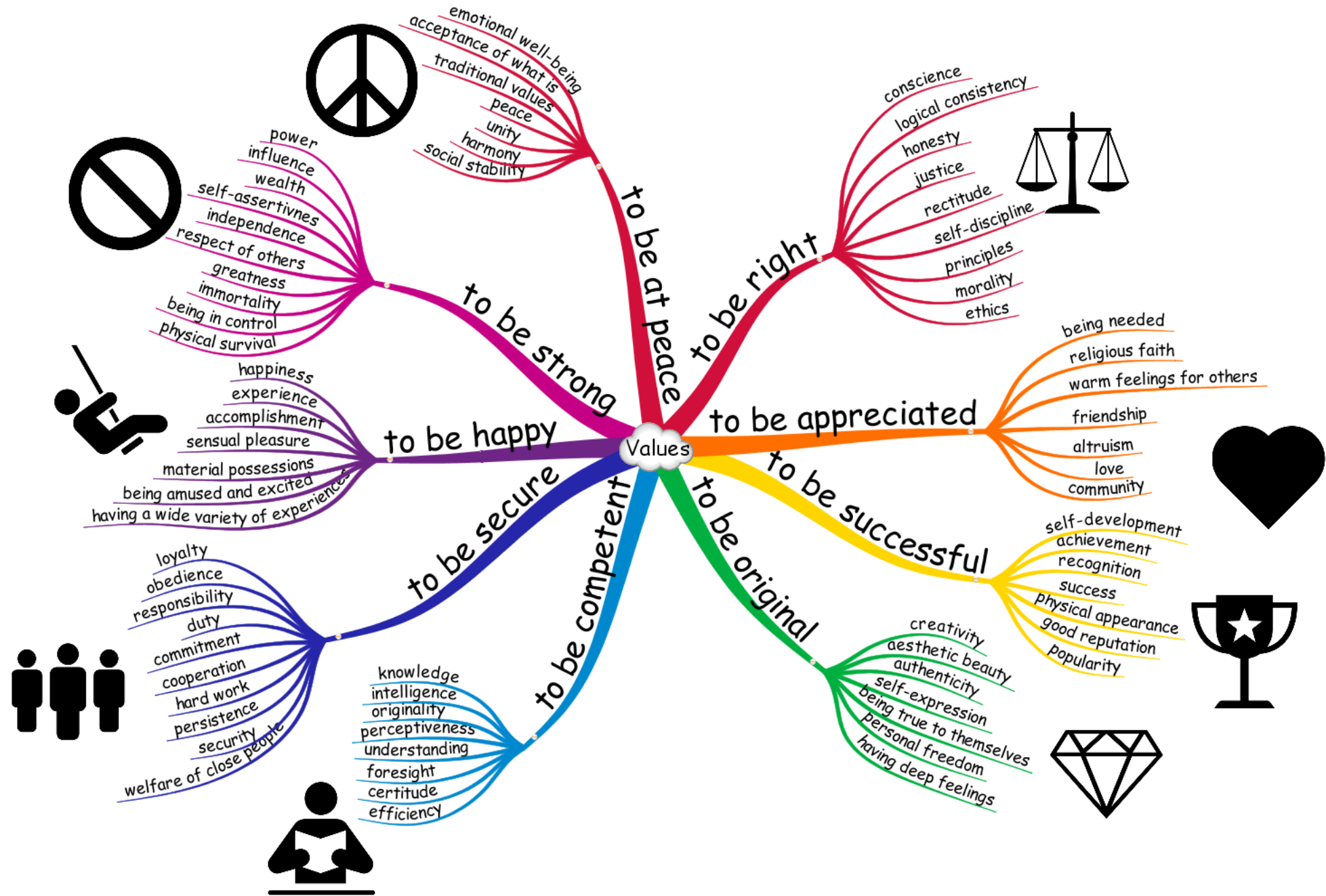
Know Yourself

Enneagram Overview



Anger or Rage





The core belief of each type is shaped by how they perceived they could gain love or a sense of security as a child.

- 1. Enneagram Type 1 (The Reformer):** They believed they would be loved if they were good, did things the right way, and followed the rules. For Type 1s, love often felt conditional on being virtuous and morally upright.
- 2. Enneagram Type 2 (The Helper):** Type 2s believed they would be loved if they were helpful, caring, and met others' needs. Their sense of love and worth became tied to how much they could give and care for others.
- 3. Enneagram Type 3 (The Achiever):** Type 3s often felt that they would be loved if they were successful, achieved great things, and gained recognition. They tied love to performance and external validation.
- 4. Enneagram Type 4 (The Individualist):** Type 4s believed they would be loved if they were unique, special, or different from others. They often felt that love would come through expressing their individuality and being emotionally deep.
- 5. Enneagram Type 5 (The Investigator):** Type 5s perceived that they would be loved if they were knowledgeable, self-sufficient, and competent. They felt secure and loved when they had the answers and could rely on themselves.
- 6. Enneagram Type 6 (The Loyalist):** Type 6s believed that they would be loved if they were loyal, responsible, and prepared for potential dangers. They sought love through proving their dependability and seeking security in relationships and systems.
- 7. Enneagram Type 7 (The Enthusiast):** Type 7s perceived that they would be loved if they were fun, upbeat, and optimistic. They associated love with positive experiences and being free from pain or limitation.
- 8. Enneagram Type 8 (The Challenger):** Type 8s believed they would be loved if they were strong, powerful, and in control. Vulnerability was often seen as a weakness, so they connected love with showing strength and protecting themselves and others.
- 9. Enneagram Type 9 (The Peacemaker):** Type 9s perceived they would be loved if they were easygoing, agreeable, and avoided conflict. They felt that by maintaining peace and harmony, they could receive love and acceptance.

Bridging with Others



A pair of hands is shown with red string tied around the fingers, creating a complex geometric pattern. The string is looped and crossed, forming a series of interconnected shapes that resemble a stylized 'X' or a similar geometric design. The background is dark and out of focus, highlighting the hands and the string.

**— HOW CAN YOU USE THE ENNEAGRAM
TO HELP YOU CREATE A POSITIVE
CULTURE?**

— POSITIVITY



— Culture is...

What people do when you're not watching

And

What they say about work to their friends



149 Effect

$$1 \times 1 = 1$$

$$2 \times 2 = 4$$

$$3 \times 3 = 9$$

$$4 \times 4 = 15$$

THE 4 MINUTE RULE





— GLIMPSE OF BRILLIANCE

A close-up shot of a hand reaching upwards, palm facing up, against a bright, hazy background. A rainbow is visible in the background, arching across the sky. The lighting is warm and golden, suggesting a sunrise or sunset. The overall mood is hopeful and aspirational.

— MOMENTS OF TRUTH

AN OPPORTUNITY TO DELIGHT



— HOW CAN YOU USE GOBS TO HELP YOU AND YOUR TEAM?

Power of Gratitude

▲ Life satisfaction

Rash, Matsuba,
& Prkachin, 2011

▲ Relationships

Emmons & Mishra, 2011

▲ Exercise

Emmons & McCullough, 2003

▼ Materialism

Tsang, Carpenter, Roberts,
Frisch, & Carlisle, 2014

▲ Resilience

AM Wood, 2008

▲ Optimism

Amin, 2014

▲ Energy

Emmons, McCullough
& Tsang, 2002

▼ Blood pressure

Shipon, 2007

▲ Self-esteem

Lin, 2017

▲ Altruism

DeSteno, Bartlett, Baumann,
Williams, & Dickens, 2010

▼ Depression

Lin, 2017

▼ Work-related stress

Cheng, Tsui, &
Lam, 2015

▲ Decision-making

DeSteno, Li, Dickens,
& Lerner, 2014

▲ Sleep quality

Jackowska, Brown, Ronaldson,
& Steptoe, 2016

▼ Physical pain

Seligman, Steen, Park
& Peterson, 2005

▼ Staff turnover

Ng, 2016

**What can you
find to be
grateful for at
the moment?**



A close-up photograph of a hand holding a gold medal. The medal is circular with a laurel wreath border and a central emblem. A red ribbon is attached to the top. The background is a soft, light blue gradient. On the right edge, a portion of a blue textured object is visible.

**— WHAT YOU
REWARD
PERSISTS...**

**How do you
judge success?**

The Leon Big 5



BIG WARM
WELCOME



PERFECT FOOD
EVERY TIME



FOOD IN 30
SECONDS AT
PEAK TIME



THE WORLDS
CLEANEST
RESTAURANTS



MAGIC
TEAMWORK

TO END...

**Your one
takeaway that
you're going to
implement**



Thank you



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Podcast: Winning not
Fighting Podcast
(Spotify, Amazon., Apple)



Ancient and Modern
Wisdom Platform:
Kwoon.co
(launching Jan 2025)