Feeling My Way Through Blind
On the Road to Greatness
Thesis
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Acknowledgement

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Abstract

As a manager, envision the work ethics and abilities of the people that work in your environment. You will notice that there are those that are qualified with great abilities of leadership and they have the education and skills to back it up. Then there is the majority of the group; individuals that come to work in the organization to do whatever is necessary to get the job done and that’s it. Nothing more or less is what they do so that they can pick up their paycheck every two weeks. From that group stems yet another group, they almost look like the first group because of their dedication and abilities, but they are missing something. Examples highlighted would include most levels of employees in an organization: the janitor, secretary, program analyst, supervisor and a manager. You can put your finger on it, and maybe you have addressed it with them, but they are not able to see it. These individuals are traveling on the road to greatness. Their abilities are great because they desire to make an impact in the organization with their unusual efforts.

You might be wondering how a manager helps them along the way and why they cannot see what you are seeing in them. They are feeling their way through blind as they travel on the road to greatness. It is the goal of this paper to address guidance and to give a road map to effective managers that recognize and desire to help those in their organization to travel successfully on the road to greatness. This will include the example of Nathaniel Xavier Ross, a leader, mentor and successful multi-millionaire that traveled on the road to greatness by feeling his way through blind. In addition, Catherine Hughes, professional broadcasting leader and owner of ‘Radio One’, who also traveled along the road to greatness. Her example is worth examining because she had to make some course corrections along the way.

The research and findings that were developed in this paper will ultimately give managers a better understanding of individuals in their organization that are on the road to greatness. Learning how you can assist this latter group to become the best they can be overall, would be a great asset for them and the organization.
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Chapter 1

Statement of the Problem/Need for Additional Training

Greatness - The state, condition, or quality of being great; as, greatness of size, greatness of mind, power, etc.

Autopilot - a cognitive state in which you act without self-awareness; a state lacking normal awareness of the self or environment.

Is it possible that Greatness comes out of you without your permission, when you are unaware and unfamiliar to your purpose? It cannot be taken from you; you can’t even give it away. You must be born this way. Whether you are aware of this realization or not is irrelevant, greatness comes through all of us, no matter who you are, there is something great about you. So why do so many of us not become aware of it or even obtain it in our lifetime? What prevents many from reaching their greatness?

Some people are born with their lights on; with every opportunity imaginable at their finger tips. They go to the best schools, have the best training so that their mindset is healthy, prosperous and full of life. It’s like being in a car with your headlights on driving along a well lit road at night with a road map, cell phone and a GPS device. Reaching their destination in life is almost a certainty but they choose to drive at night because there are not that many cars on the road and they can reach their destination more quickly. Experienced drivers of greatness in life realize that, at night, their destiny is easier to reach avoiding those that drive during the day on autopilot.

Most people however, are born blind, not knowing who they are, why they are here, what is the purpose of their life. They live their lives in autopilot never reaching or accomplishing anything great in their lives. They are accustomed to the everyday, mundane realities that they
create and are perfectly fine with the results. They are aware of those that reach greatness in
their lives but feel it not something they can accomplish in their lifetime. These are the masses
of people that travel though life during the day. They hustle and bustle, on the same road
everyday, to reach the same destination with no real purpose in life but to maintain what is
familiar to them.

Then there is the group of people who are also blind but strive to obtain the unreachable.
They do not settle for ordinary, even though it is familiar to them. Continually feeling their way
through life in every aspect reaching for a day when they can see their way through the road map
we call life. This is equivalent to driving a car with no headlights on an unfamiliar road at night.
Although they are told by many they are not supposed to be driving without headlights, one
decides that they are willing to take a chance. They recognize the possibilities that they might
make it to their destiny after experiencing some bumps along the way. They have seen what is
all around them; drivers that go about the day on autopilot. This is familiar, but something inside
of them is willing to take the risks. It is called greatness. It is this group of people that will be
focused on in this paper.

This illustration involves a pertinent question; why are those striving to find greatness
driving at night? In the night time of life there are many opportunities that become available to
greatness that are not in view during the day. The daytime is where most people live; they are on
autopilot when they drive. The day is filled with little thinking and many opportunities go
unnoticed. Drivers on the road to greatness think differently than others. They drive at night
because the roads are clear, easier to maneuver, faster and more productive to reach their destiny.
Like being on a road, if someone doesn’t know where they are and, turn after turn, they realize they are lost, it is always better to stop, look at their surroundings to see where they are and to see if the place is familiar, then ask for directions. It is interesting to note that usually, around the time when one need directions the most, someone shows up who has reached the destination where they are going to help them along the way.

*Feeling My Way Through Blind, on the Road to Greatness* is an appropriate title for this thesis paper because it highlights the eventual discovery of greatness reached in one’s life with no prior direction. It is the latter group of people discussed that are lost on the road to greatness due to a lack of knowledge regarding Ethical and Legal Bases of Management, Economics and the Workplace, and Leadership Strategies for Women. It is a difficult reality that some face during their travels. In the course of the author’s study at Rosemont, it became clear that the MBA program makes the assumption that people at this level of education inherently understand the principles of finance in business.

This is not the case with those feeling their way through blind. Financial principles were not taught in many home environments during one’s youth or even adulthood. This is because they were not taught to their parents or their grandparents. One can imagine the feelings that are experienced during their classes, work environment and life; anxiety, frustration, and being lost. All of these feelings expressed are because they do not know these basic financial principles. Although being a professional with an MBA has a lot more to do with knowing the principles of financial matters, it is a key element that many graduate level students have not obtained during their lifetime. Not having this knowledge can contribute to feeling your way through blind.

Upon completing the research and development of this thesis it became clear that Rosemont
College would benefit from developing collaboration with *Choices Program Inc.* to address this needed concern.

This paper will provide the road map to assist managers in recognizing various aspects of people working in their organization who are feeling their way through blind. In addition to providing the road map, steps will also be given so they can mentor these individuals to reach a higher level in their life. These steps were developed by *Choices Program Inc.*, to be accomplished by individuals while learning the importance of knowledge, insight and letting go of the past. Providing clear direction for managers will be accomplished by combining the lifetime experience of a night driver that traveled without headlights in the past; Nathaniel X. Ross, President of Choices Program Inc., a Personal/Professional Motivational program and the success story of Catherine Hughes President of Radio One as well as the course materials covered in the classes taken at Rosemont for the MBA and Choices programs.

From a management perspective, this thesis will provide the needed road map to assist managers win getting employees on the road to greatness on all levels of employment within their organization. This can be accomplished through mentorship of the fundamental life skills needed so that they can become successful in every aspect of life not just their professional careers. This includes helping those individuals understand that cars are not made without headlights. In most situations, inexperienced drivers on the road to greatness think they do not have headlights when in reality they just do not know how to turn them on.
Chapter 2

Review of Pertinent Information

There comes a time in one’s life that they take a hard look at who they are, examine where they are, and what they have accomplished or not obtained to best represent themselves. We are all familiar with the words of the past: “When I grow up, I want to be a…” this is not the examination of accomplishments that are discussed in this paper. Many individuals want to be something they are not or have discovered as an adult and then changed their minds. “Who am I? and/or Why am I here?” is what many people use as a navigational tool to assess their abilities to travel through memory lane for the answers. Many individuals with their inability to answer these pertinent questions find themselves lost for words and definitions. How do they get to this point when they recognize there is a need for change and development? One day they look at their paycheck and they say to themselves: ‘the money is not worth it’. This may lead them toward various paths. “Lack of a well defined purpose in life. There is no hope of success for the person who does not have a central purpose, or definite goal, at which to aim. Ninety-eight out of every hundred of those whom I have analyzed had no such aim. Perhaps this was the major cause of their failure.” (Hill, N., 2005, pgs 138, 142, Organized Planning) This is not a comfortable place; not even if it is visited and revisited over a period of time. Coming to this awareness may lead someone to depression, anger, frustration, suicide attempts, and even to tears.

However, there are those that make a decision to seek a new turn on the road to greatness. They look deep inside and recognize that there are skills, talents and abilities they have not tapped into that need to be discovered. How they will accomplish this or use these abilities is unknown and unfamiliar to them but they are willing to take the drive. It is these individuals that

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will be the focus of this paper because they are worth it and should be able to accomplish their goals in life.

If one can imagine these individuals in their development of this thought process, it must be very frightening and a bit scary. They are willing, ready, but unable to comprehend what they should do or what is next. “The principle of creative thought: Emerson said that what we think is what we create; he called this principle the ‘law of laws’.” (Gershon, Straub, 1989, pg. 22, The Principle of Creative Thought…) Job (from the Bible) stated, ‘thou shall decree a thing and it shall be established unto thee.’ James Allen said, ‘The outer conditions of a person’s life will always be found to reflect their inner beliefs.’ Seth (from the Bible) said, ‘What exist physically exists first in thought and feeling. There is no other rule.’ These are just a few of the many significant thinkers who pondered the nature of reality and came to understand the same principle: Our thoughts and beliefs create everything that happens in our life. (Gershon, Straub, 1989, pg. 22, The Principle of Creative Thought…) What manifests in our life is a direct result of the thoughts that we are affirming. What this means in practical terms is that the conditions and circumstances of our life at this very moment in time are directly a result of what we presently believe.

If we want to change any part of our present life, we must first change those beliefs that created it.” (Gershon, Straub, 1989, pg. 22, Crafting Reality with Thought) As a manager, think about the person on your staff that when there is an emergency at the office, he or she can be counted on no matter what the task. They may not be qualified or have the credentials to take on the task but they are there and will see the job through to the end. You know they give their very best in any position you put them in regarding work related tasks. They are equivalent to the
reliable cars that are not your first choice until something goes wrong with your usual chosen car in the event of an emergency.

They are similar to that old car you had in the past. It wasn’t that good looking but it gave you the least amount of car trouble. You traded that car in because you desired a newer one with all the bells and whistles despite the old one running great and was getting good mileage. In comparison to the car you have now, you had less problems with that car than the one you are so proud of now. Remember, the interior seats were torn and worn out from wear because so many people used to drive and/or ride in it. The stereo was old but it was reliable. This car had to be warmed up for ten to fifteen minutes before you could drive it, but when you did, it ran smooth. You had to make sure you changed the oil more often than newer cars so that it would keep running. The paint job was not that great and it was not worth it to you to put money into a new one so it was better to just keep washing it so that it looked decent. You remember being embarrassed when driving this car to the supermarket, in your neighborhood, or to special events in your life. Remember how you couldn’t wait to the day that you could buy and own a new car and get rid of this one. Looking back, it is clear to you that this car was more reliable to you than the one you own now with all the bells and whistle in place. Everything worked so well in the new car, until the warranties ran out. So, how does this illustration transfer to the people that exist in the working environment of your organization?

How people operate in their everyday lives determines where they are in life. Those that are on the road to Greatness have exceptional abilities that stick out and sometimes go without notice. As a manager how can you use a road map as an essential tool to identify those that work for your organization? Think about the janitor who has never taken a day off sick in the past 15 years that he/she has worked in your organization. They mop the floors like Michaelangelo
painted the Sistine Chapel. You notice this and appreciate them and have expressed your interest in encouraging them to go back to school or night classes to get their GED. After promising you they will do it every time you mentioned it over the past 10 years, they have not progressed to sign up for the course.

What about the secretary that you call in the middle of the night to take care of the preparations of a meeting that you have outside of the office but forgot about the materials that were needed? She handles all of the details needed before 9:00 am. She is dependable, ‘reliability’ is her middle name, but you noticed in the past year her small body frame that use to be a size 4 is more skeletal and down to a size 2 or 0 and you can’t remember the last time you actually saw her eat something.

What about the program analyst that not only completes her assignment on time, she also does twice the work that everyone else does, but she never complains because she enjoys it? She has an innate ability to understand the details about the organizational process and procedures and the ability and willingness to assist her co-workers when needed. You notice the other analysts rarely ask her anything and laugh at her because her hair is slightly odd. It looks like she just did not know what to do with it and it appears that her wardrobe has not changed since the turn of the century. You want to help her but you are not sure how your “Help” will show up or whether it is your responsibility to address it in the first place. Then there is the supervisor that always has your best interest in mind. You know he could step into your place and best represent you whenever you need him and you want to promote him but he lacks the confidence to do it and it is unimaginable to him and he shuts down completely whenever you address the topic.
Or perhaps it’s you; the manager of a team of people that support you like a well oiled engine. Your leadership qualities are exceptional and they love working with you and follow you from organization to organization even if it means taking a pay cut. This team is able to adapt and blend in with any organization you have taken them to successfully.

The difference between those that are on the road to greatness and those that operate in autopilot is this: those that are on the road to greatness, when you take this road map, present it to them, and they get it, put it into place in their lives, the headlights will come on and there is no limit to what they can and will accomplish in their lives and for your organization. Those that operate in autopilot are unaware for various reasons that they even need a road map. They drive on the road everyday, the same way, with the same starting point and destination. They clock in right at 9:00 am (if they are not late today) and definitely leave at 5:00 pm. Their lunch hour is usually around one hour to one hour and fifteen minutes and they never let you forget they have two fifteen minute breaks that they must take. They do whatever is necessary to complete their job with satisfaction enough to be eligible for the standard raise at the end of the year or their evaluation period. Nothing extra or extraordinary can you put your finger on that they have accomplished in the time they have been with your organization and yet they keep most things running and in place. They do not have to think about their job because it is familiar to them and ingrained in their lives. They are unaware of the need for change or that they need to do anything differently. From your perspective as a manager, those that operate on autopilot have no major impact in their job, your organization or, in your mind, are just filling a needed space/position.
There is another, deeper level to examine in this illustration. Imagine life from the car's perspective. Using a value system that is in place will give the car conditions to work from as it drives down the road to greatness. What are these values? They are:

- Spirituality
- Health
- Family/Friends
- Career
- Community and
- Education

Is this order of values important? Yes, because a person that does not recognize there is a higher being ultimately providing for us will not be able to address the values that follow spirituality with success in their life. When they accept there is a higher spiritual being, they can then process why it is important to take care of their health. Taking care of their health is important so that they can properly take care of their family and friends and relationships and so on. Spirituality is the universal acknowledgement that the car recognizes that there is someone taking care of its needs and they cannot do anything without their Provider.

Driving at night on the road to greatness, it is evitable that you will come across people that are unaware that they are driving without their headlights on. The reality of this metaphor parallels the fact that some people go through life unaware that they’re traveling without their lights on. It is also clear that this lack of awareness can result in accidents, unwarranted traffic tickets and a greater change of experiencing unforeseen occurrences. This could happen to almost anyone: for example, an inexperienced driver who just received their licenses, a well seasoned or expert driver, or a very safe driver. In every case, driving without your headlights
on in the night can occur at any time or any point in anyone’s life. However, knowing what to do once this awareness is available to you; whether someone beeps their horn at you or you just recognize you cannot see ahead of you, knowing how to turn your head lights on is the key factor in this particular case on the road to greatness.

Suppose you drive and you don’t know how to turn your headlights on? Even worst, you are unfamiliar with the fact that you have headlights. This key knowledge can get you into a situation where not knowing this one component of the car while driving can cause major hazards in your life and the lives of others that you are connected to while on the road to greatness. This is also linked to the mentality or thought processes of individuals of their past and how relevant it has contributed to the way they think about direction. “The principle of mental clearing: To be able to create the new we must first clear out the old. We can’t effectively manifest a new belief if we are simultaneously holding on to an old, entrenched belief that opposes this new idea. One of the major mistakes made by people working with the manifestation principles is to think that all that is required of them is to affirm what they want and it will happen. They don’t realize they must first clear from their mind the self-limiting beliefs. What manifests is what we really believe, not what we would like to believe. Until our self-limiting beliefs are made conscious and transformed, they will continue to get in the way and inhibit our ability to create what we want.” (Gershon, Straub, 1989, pg. 23, Crafting Reality with Thought) Finding out where you are and what you are equipped with is similar to driving a car and finding out about all of the key components of operation of that car and being able to utilize them.

The road to greatness is equivalent to being in a dark place. There are bumps called “uncertainty” and road blocks called “insecurities” along the way. It is helpful to avoid these
detours at all costs but sometimes they are unavoidable. To overcome these obstacles is sometimes very difficult because one may not be able to see their way clear. It is dark at night. “The principle of vision: It is hard to get motivated to clear out the rocks, weeds, and stumps that presently exist on our plot of land without a vision of a garden. We need to have a vision of the joy we will experience by loving before we will release the fear we have of being hurt. The principle of vision is: In order to create anything you must have a vision of what it is you want to manifest. The more definite and clear the vision, the more definite and clear the manifestation.” (Gershon, Straub, 1989, pg. 24, Crafting Reality with Thought) Developing a clear vision is what it takes to maneuver through this path and it will require more than the average person is willing to put forth.

The road to greatness is a lonely, tiresome road in which travel requires diligence and heart. It is not for those that give up easily; no, on the contrary this would not work. Having the ability to focus and re-focus one’s thoughts are necessary to reach their destination even when they are discouraged along the way. “Discipline comes through self-control. This means that you must control all negative qualities. Before you can control conditions, you must first control yourself. Self-mastery is the hardest job you will ever tackle. If you do not conquer self, you will be conquered. You may see at one and the same time both your best friend and your greatest enemy, by stepping in front of a mirror.” (Hill, N., 2005, pg. 138, Organized Planning) There comes a time when one has no idea where they are and traveling any further appears fruitless. It is at this time that being still, pulling over to park and re-examine their surroundings would be beneficial. This is probably more difficult for some because they are striving to reach their goals and destiny. In the stillness that one takes, after pulling over on the road to greatness, helps to bring clarity and even direction to one’s travelling. However, this stillness is not always
wanted because it feels familiar to the past before the decision was developed to make the trip in the first place. This uncomfortable feeling is what drives them not to take the appropriate time to get directions.
Chapter 3

Description of Methodology

The car is the individual, the road represents life. How an individual travels on the road to greatness and the stops they make along the way, will determine how they end up in their life. It is interesting to know that many individuals have been traveling on the road to greatness for a long time with very little success. This is because they do not have a road map. Traveling without a road map to any destination will limit your ability to reach that destination successfully. Another important factor for individuals on the road to greatness to reach their destination successfully is that they must have fuel, or in this case a value system. This value system encompasses their internal beliefs. This is an example that can be used as a starting point. Think of a series of concentric circles (example-a bull’s eye). This circle has six (6) rings and the core is Spirituality.

Core values are: Spirituality, Health, Friends & Family, Career, Community and Education. The order that is presented in this example represents the value system taught by Nathaniel Ross, president of Choices Program Inc., mentor, motivational and professional development trainer. It is important to look at the value system in this order because if one of these values is out of place your entire structure is out of place. Everything on this road map to greatness links back to the essence of these values individually and as a whole system. The definition of “essences” is related to following values as the individual, real, or ultimate nature of a thing especially as opposed to its existence.

Spirituality is the essence of knowing that God is…it is essential for an individual on the road to greatness to identify that God exists and is the center of everything that exists. Having a
spiritual relationship with God by putting Him first in everything they do is the most important value they will have in life. “All agree that there is but one Principle or Consciousness pervading the entire Universe, occupying space, and being essentially the same in kind at every point of its presence. It is all-powerful, all wisdom and always present. All thoughts and things are within it. It is all in all. There is but one consciousness in the universe able to think, and when it thinks, its thoughts become objective things to it. As this Consciousness is omnipresent, it must be present within every individual; each individual must be a manifestation of that Omnipotent, Omniscient and Omnipresent Consciousness. As there is only one Consciousness in the Universe that is able to think, it necessarily follows that your consciousness is identical with the Universal Consciousness, or, in other words, all mind is one mind. There is no dodging this conclusion.” (Haanel, C., 2007, pgs.16, 17, The Master Key System) When spirituality is not the core of an individual existence and value system, everything that goes on in their life is out of balance or synchronization even when it may appear that everything is going well. Putting spirituality in any other place on the bull’s eye will ultimately produce an unbalanced value system.

Health is, in essence, eating healthy, exercising and taking care of your body. Health represents the second circle of the bull’s eye. Many individuals that drive on actual road trips do not stop to eat healthy meals but instead buy “fast food”. They do not stop to exercise; they stop to stretch at the gas stations.

It is no different on the road to greatness. They have been driving around aimlessly. It takes effort and commitment to make doctor, dentist and optometrist appointments each year and to actually keep them. For women, each year it is necessary (at a certain age) to make additional
appointments for mammograms and Pap smear testing. For men, prostrate testing. Finding out what an individual feels and how they maintain their health will tell you a lot about them as well.

Valuing one’s health means they will make a conscience effort to ask questions or concerns when they meet with their various doctors. They will make an effort to eat and live healthily (not just to diet) by getting and preparing the right foods and drinks for their bodies. They will find time each day to exercise so that it becomes a normal routine in their lives. “Even if you’re at a healthy weight, not exercising is simply bad for your heart. In fact, a lack of physical activity is now listed as a major risk factor in the new guidelines from the American Heart Association, putting it in league with smoking and eating a high-fat diet.

Why the alarm? “Experts now know that, in addition to strengthening your heart and lowering blood pressure and cholesterol, exercise can actually diminish or reverse other damage, burn up stress hormones before they can hurt your arteries and even slightly reduce the negative effects of smoking – in short, exercise just makes your heart work better.” (Mosca, M.D., L., 2008, pg. 214, 5 New Ways to Save) Keeping a healthy diet, getting at least eight hours of sleep each night, exercising regularly and stopping all unhealthy habits, (smoking, over drinking of alcohol, illegal drugs and over indulgence of legal drugs) are the necessary steps needed and will strengthen an individual on the road to greatness.

The United States has the most obese youth and adults in the world. This is a known fact and there are so many references to back up this statement. “The argument that I have held is: Obesity (and it's related diseases) is now identified as the number one preventable cause of death in the United States. The population that is most negatively affected by this American Epidemic, from a health standpoint, consists of the poor, underserved and uninsured in our country. The
population that bears the greatest economic impact of this American Epidemic consists of all who pay taxes, use health facilities, pay for insurance premiums and life insurance. The chronic diseases that are fueled by an obese body will end up undermining our health system, and further destabilizing the infrastructure of an already weakened health delivery system.” (Marshall, Dr. B, 2006, Should the Government be…) There are major health initiatives sponsored by the government to assist in correcting this problem. One of the key reasons for obesity in America is fast food and imbalanced and improper diets.

On the road to greatness, an individual must understand this key point. “No person may enjoy success without good health. Many of the causes of ill health are subject to mastery and control. These, in the main are: Overeating of foods not conducive to health; Wrong habits of thought; giving expression to negatives; Wrong use of, and overindulgence in sex; Lack of proper physical exercise; and inadequate supply of fresh air, due to improper breathing…The most damaging forms of intemperance are connected with eating, strong drink and sexual activities. Overindulgence in any of these is fatal to success.” (Hill, N., 2005, pgs 138, 142, Organized Planning)

Gaining knowledge of what foods to eat, the appropriate amounts of foods and when to eat them are essential for the individual to know for healthy living. Individuals are more apt to take care of their bodies because of their relationship with God and their ability to understand that staying healthy is a gift. Creating and maintaining balance in all aspects of one’s life, health and relationships will provide the foundation for a balanced and fulfilling life. When an individual takes care of their health, they will be around to spend quality time with their family and friends.
Family and Friends are the essences of an individual’s core beliefs system and outward expression of themselves. For most individuals, families and friends are very important in their lives. This represents the third ring of the bull’s eye. Interacting with other human positive energies is very fulfilling. One can learn so much from others and even their reactions to others. When there are issues with an individual, managers may recognize this in the office as well. During and after receiving needed treatment, it is the family and friends of these individuals that usually continue the support. “Family and friends are essential in helping those who are depressed. Sufferers of depression are often unable to function and need family and friends to help recognize and manage their condition. Health care coverage may not provide enough psychiatric visits or hospital stays. Family and friends are left to fill the void…Family and friends are very much affected by depression. In helping a depressed person, they take on additional responsibilities at home and work.” (“Families for Depression Awareness”, 2008, Why Family and Friends) Not everyone has supportive family or friends. Most individuals on the road to greatness have been raised in what society considers a dysfunctional family.

“Although this term is used casually in popular culture, health care professionals define dysfunctional family as one where the relationships among family members are not conducive to emotional and physical health. Sexual or physical abuse, alcohol and drug addictions, delinquency and behavior problems, eating disorders, and extreme aggression are some conditions commonly associated with dysfunctional family relationships. The concept of the dysfunctional family is based on a systems approach to mental health diagnosis and treatment, where the individual's symptoms are seen in the context of relationships with other individuals and groups, rather than as problems unique to the client.” (“Healthcare Industry”, 2008, Dysfunctional Family) It is not good to judge a person by their family. This old saying is
actually true. Understanding a person from their perspective and actions is the best way to deal with individuals.

Loyalty among friends is a privilege that many individuals do not have on the road to greatness. It is evident that this is a lonely journey. Friends (and family) do walk away because they remember these individuals being one way and now they are changing and it causes a matter of concern and disbelief. It is with this value section that many of the people on the road to greatness are lost. One prime example would be selecting the wrong person to marry. “This is a most common cause of failure. The relationship of marriage brings people intimately into contact. Unless this relationship is harmonious, failure is likely to follow. Moreover, it will be a form of failure marked by misery and unhappiness, destroying all signs of ambition.” (Hill, N., 2005, pg. 140 Organized Planning) They may not be able or willing to trust, love, and share their inner feelings, believe others, etc. because of past dealings with relationships, family and friends.

As a manager of someone that exhibits this dysfunction, it is important to allow them to express their feelings and extend to them an invitation to believe and trust again. Why is this so crucial for those on the road to greatness? It is at this time that many of them have decided to walk away from their family and friends to travel this road. Many of them do not have the support for this venture from their family and friends and they must go it alone to reach their destiny. It is encouraging to know that along the way, they will meet others that will support and help to bring out the best in them as they reach their destiny. Developing a loyal, healthy relationship with others who have the ability to see an individual for who they are, is a wonderful and most needed feeling.
Although individuals cannot choose their natural born family, they can choose who they will spend their time and positive energy with, in their families and with their friends. Once these individuals on the road to greatness have surrounded themselves with loved ones that genuinely care for them, it will be easier for them to provide and do things for their families and friends. It then becomes essential for these individuals to select a career that best fits their lifestyle and skills.

The essences for having a career is doing what you love to do and knowing that the money will come to you. This is an unusual concept for many people that travel during the day. They work hard for their money. Having a job that contributes to them being able to pay their bills and occasionally enjoying themselves with entertainment is the norm. Most people on autopilot go to a job every day, and if you ask them why, most likely they will say they don’t know or everyone else is doing it. They may work on a job ten, twenty years or until they retire with a party and a gold watch for all their years of service. They spend the remainder of their days living and wondering why they are here.

“Technically, a job is defined as anything that has to be done, as the action of completing a task or duty. In the employment world, a job can also be considered that which provides income to meet basic needs. It gets you out of the house and provides an opportunity to contribute in society. A job does not necessarily make you want to get up in the morning, take an interest in what you do, or provide you with fulfillment. A job provides the basics, cash and an activity.” (McMahon, C, 2005, The Employment Times, A Job Vs. A Career)

This is not why people on the road to greatness work for your organization. They believe their work ethics and abilities mean something. They believe that one day, (if not today) someone will notice their dedication, something will make a difference and they will be
appreciated, rewarded for their efforts. Something will be better because they were there and they made a difference. Their position in the organization is not a job, it is a career.

“A career is technically defined as a profession or vocation that is pursued as life work. A career does meet the basic definition for a job since it can also provide cash and an activity. However, a career is more than income and benefits. It can also provide opportunities for advancement, allow you to challenge yourself and nurture your personal growth, and provide intrinsic satisfaction with what you do.” (McMahon, C, 2005, The Employment Times, A Job Vs. A Career)

Take a moment and think about the individuals highlighted earlier in this paper…the janitor, secretary, program analyst, etc.; their career is paramount in their life. It is only when they realize that they don’t matter or what they do has not made an impact at all for their organization that they consider moving onto another position with another company. They strive to know that they have made the right choices with their selection of a career. How are they accomplishing this task? Through their imagination of what will become of their service to the organization where they work. They internally recognize their abilities of greatness and they do what they love to do knowing wealth will follow. Ultimately, they realized internally the road to greatness starts with service.

As a manager “if you are one of those who believe that hard work and honesty alone will bring riches…perish the thought, it is not true! Riches, when they come in huge quantities, are never the result of hard work! Riches come, if they come at all, in response to definite demands, based upon the application of definite principles, and not by chance or luck. Generally speaking, an idea is an impulse of thought that impels action by an appeal to the imagination.” (Hill, N., 2005, pg. 109, Imagination) It is essential to acknowledge to these individuals their value and
support them in their endeavor to be the best in their career. In most cases, they are not in your organization for the paycheck; they are there because of the service they provide to the company has meaning to them.

*Community* is expressed by the essence of understanding the value that everyone is interconnected and being responsible to others outside of one’s self, family and friends is essential to being successful. This is the fifth circle on the bull’s eye. Gaining an understanding about others and a sense of human compassion is expressed through serving others. Providing *Community* service for others should never feel like a responsibility to an individual, or an obligation. True services to those in one’s community are an expression of love; this helps them feel better about how they have spent their time at the end of a day of service. Community service is important because it helps people in a community and because it has pushed those that provide services to those in need to step outside of their comfort zone and take initiative. Society cannot be truly successful with a mentality that every individual should only worry about themselves and in the end things will work out for the best. Community service is about building a stronger community everywhere. This is because it benefits individuals providing the services just as much as the people they serve. There is no better feeling than to know they made a positive impact on another individual’s life. Community service is everyone’s responsibility.

Those on the road to greatness have usually acquired a passion for their ability to serve or provide services for and to others. The road map will assist them in understanding that everyone is the community and they are interconnected to each other in the world. Do unto others, as you would have them do unto you; is a key principle to operate towards the community. This biblical quote is a principle because, it matters not that those whom receive a service provided by an individual appreciate or returns a service to them. When individuals have a correct
understanding for providing services for others in their community (even those they may not know) in this manner their actions will ultimately produce the universal law of abundance in return.

*Education* is the essence of obtaining the knowledge necessary to put these core values into place in your life always. It is the sixth and final circle on the bull’s eye. How will obtaining a master of business administration degree at Rosemont College fit the educational, personal and career goals of individuals on the road to greatness? Here are several reasons why an individual will benefit by pursuing this degree. They already have the desire to succeed and they have or need to make some significant educational accomplishments along the way to reach their destiny.

Many of the individual examples highlighted earlier in this paper need additional higher education and in most cases they have been out of school/college for more than 5 – 15 years. Exploring the MBA option at Rosemont College would be one of the best options for them to consider. For instance: in the course, *Ethical & Legal Bases of Management*, one would develop an understanding that the process to create contract negotiations/agreements is very complicated but equally necessary. There are so many loopholes and problems that can cost both the buyer and seller financially if they are not careful in what they say and write regarding their negotiation/agreements. It is of the utmost importance for the key players in the negotiations to have well thought out plans, being a very good listener for details on both ends of the conversation and to relate their decisions carefully in writing. You will learn to have a better understanding of why all of the legal verbiage is presented in contracts negotiation/agreements. It is necessary. Unfortunately, even being careful in writing contract negotiations is not a guarantee that they will be protected completely. However, having this knowledge will give
individuals a better understanding of how the legal system works and they can use this to their advantage for their organization.

In the course; Economics and the Workplace, one would learn the economic development of this country has evolved with great complexity over the past 200 years. With its history of one civil war, many external wars and two world wars, history shows a fluctuation of the economy and why various schools of theories were developed and later challenged. When comparing the economical theories of Adam Smith, John Maynard Keynes and Karl Marx, it is clear that Keynes’ theory was recognized by many economists as the best represented economic theory today. His interest was in stabilized wages, employment, reduced taxes and governmental spending. Keynes’ approach was developed as a solution to whatever state the economy was in at the time. “Keynesian theory, with its emphasis on activist government policies to promote high employment” created the framework of many contemporary economists’ beliefs today. He developed a win-win situation to compensate recession and depression times. This showed insight on his part regarding the passion he felt in holding the government responsible for being aware of the economical conditions of society and maintaining overall stability. Of the three schools of economical theories, Keynesian best represents today’s society and the economy. This information is beneficial for individuals to understand how and why the economy functions in the United States. The belief system of this nation regarding the economy will help individuals devise business solutions that are beneficial to their organization.

In the course, Leadership Strategies for Women, one learns about various leadership characteristics of successful women in the present and the past. For instance, there is no doubt that both Oprah Winfrey in the present and Eleanor Roosevelt in the past have set excellent examples of successful women in leadership. From humble beginnings in their youth, they
discovered uniqueness about their abilities to succeed in reaching their own goals and helping others along the way. In discovering the motivation behind their personalities and character, it became clear that they have something in common. It is not surprising that Oprah, a philanthropist and Eleanor, a humanitarian have similar styles in leadership. In essence, the leadership styles of both women speak out to women on all levels, from all cultures and all races to reach out and find the passion and desire to accomplish their goals to be successful in everything. Without a doubt, these women have proven that regardless of your beginnings, it is possible to be exceptional as a woman in leadership. This course gives individuals a better understanding of the rise of women in leadership positions throughout history and how their individual styles of leadership can be traced back to their characteristics.

These courses highlighted, are just a few of the curriculum offered at Rosemont College that are beneficial to the growth and development of one’s education. The MBA curriculum at Rosemont College is comprised of a blend of online and in-class participation. The MBA program allows students to apply the lessons learned while succeeding in business. Being able to maintain a dual life as both a career-minded individual and a student is something many travelers of the road to greatness will find helpful. The concepts learned at Rosemont College act as a catalyst to apply the theory, case studies and chat room sessions to real-world problems. As a manager, you can assist these individuals in the benefit of obtaining the MBA degree to significantly stimulate and accelerate their career.

For many successful professionals that travel the road to greatness, it's not just about getting their MBA that ensures their success. It is about making the most of the experience not just to give them reason to ask for a raise. Earning an MBA is the key to opening a whole new world that would otherwise be out of reach to them. In addition, individuals in the Rosemont

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MBA program develop positive and strong relationships with their peers and contacts for networking.

With the WebCT at Rosemont MBA program, students are using web conferencing, chat rooms and virtual teams to enhance the learning experience. Rosemont College developed this process with their students in mind so that they can engage in real world business challenges. They will learn the abilities to role-play as a manager who has to develop a marketing strategy or implement a technology plan and/or create a financial formula for decision making practices of a business.

What happens when an individual acquires all of this beneficial education and does not know what to do with it regarding their career and personal life? How can someone who is willing to go the distance to receive their MBA not know what to do with this education once they obtain it? It is simple; here is where they are traveling on the road to greatness blind. They recognize there is more to life than what they had experienced and after going throw this course/curriculum, they can come out of this MBA program clueless of what to do with their life. They can be unaware of the power of knowledge they have acquired. These individuals need additional direction and assistance, and it is worth it for Rosemont, management in corporations and mentors to invest this time into them because they exhibit extraordinary accomplishments of acquiring higher learning on purpose.

Having higher education is one part of three essential experiences to empowering those on the road to greatness. “Power is required for the accumulation of money! Power is necessary for the retention of money after it has been accumulated. Let us ascertain how power may be acquired. If power is ‘organized knowledge,’ let us examine the sources of knowledge: Infinite intelligence; this source of knowledge may be contacted through Creative Imagination,
Accumulated Experience; the accumulated experience of humankind may be found in any well-equipped public library. An important part of the accumulated experience is taught in schools and colleges, where it has been classified and organized. Experiment and Research; in the field of science, and in practically every other walk of life, people are gathering, classifying and organization new facts daily.” (Hill, N., 2005, pgs. 193, 194, Power of the Master Mind) In order to be truly successful on the road to greatness, individuals must encompass and embrace education through experiencing all three levels of knowledge. Discovering why is this important will ultimately lead those on the road to greatness to an alternate state of being.

In the movie, The Matrix, Neo had greatness inside of him that he was unable to understand or bring forth in his life. He lived his life like everyone else did in society; on autopilot. Neo internally realized and became aware that there was something going on that was unexplainable to him. A series of events led him to an alternate reality in that he learned the truth about his life and his choices to move forward. The following are direct statements from the movie the Matrix: Morpheus: “I imagine right now you feel a bit like Alice, tumbling down a rabbit hole. You have the look of a man who accepts what he sees and expecting to wake up. You’re here because you know something that you can’t explain, but you feel it. There is something wrong with the world. You don’t know what it is, but it is there, like a splinter in your mind, driving you mad. It is the feeling that has brought you to me. Do you know what I’m talking about? Neo: ‘The Matrix.’ Morpheus: ‘Do you want to know what it is? The matrix is everywhere, it is all around us. Even now in this very room. You can see it when you look out your window, or turn on your television set. You can feel it when you go to work, when you go to church, when you pay your taxes. It is the world that has been pulled over your eyes to blind you from the truth. That you are a slave, Neo, like everyone else, you were born into a prison
that you cannot see, that you cannot smell, or taste or touch. A prison for your mind. You have the look of a man who accepts what he sees and expecting to wake up. You're here because you know something that you can't explain, but you feel it. There is something wrong with the world. You don't know what it is, but it is there, like a splinter in your mind, driving you mad. It is this feeling that has brought you to me. Do you know what I'm talking about? ‘Unfortunately no one can be told what the Matrix is. You have to see it for yourself.” (The Movie, The Matrix) This alternate reality is what many on the road to greatness will feel when they learn the following road map. It is inevitable that those on the road to greatness must at some point in their travels free their mind from all the deceptions, lies, negativity, mental blocks and false accusations that have been inculcated in their lives in order to release the greatness in them. This is definitely necessary for them to move unto the proceeding road map.

Understanding these truths and putting them into place requires (taking the red pill); knowing there is no turning back to the blindness of their past way of doing things. If they decide not to use this course of reasoning and development (thereby taking the blue pill), because they do not understand it or it is unfamiliar to them, they will in fact continue through life in a spiral with the feeling that there is a splinter in their mind. Morpheus: “This is your last chance. After this, there is no turning back. Take the blue pill, the story ends, you wake up in your bed and believe whatever you want to believe. Take the red pill, you will stay in wonderland, and I will show you how deep the rabbit hole goes. Remember, what I am offering is the truth, nothing more. Follow me.” (The Movie, The Matrix)
Chapter 4

Findings

Going a little deeper, it is important to know that acquiring higher education (i.e. - an MBA) without knowing what to do when one receives it or how to benefit from it in all aspects of life, is not true higher learning. Not having or setting clear goals in the beginning and along the way, is what attributes to those on the road to greatness being blind. As a manager of these individuals, it would be helpful to take the time and allow them to examine their options through their imagination and creativity. Assist them in seeing and developing a plan or road map for their future career as a starting point. This will ultimately lead to them turning on their own head lights.

An example of how all of the preceding values tie into education which leads to knowledge and knowledge leads to power of turning the head lights on is expressed in the following biographical sketch and success story.

Nathaniel X. Ross was born in 1961 and grew up in poverty. His parents’ earnings were in the lower 5% of the American population. Moving from one foster home to another made life extremely challenging. Amidst his trials and tribulations as a young boy, Nate persevered. Nate worked his way through the public school system and found that school was not preparing him for college or life. Nathaniel believed that he needed to redirect his focus in preparation for his future successful endeavors.

With Nathaniel’s strong belief in making a difference in his community, he immersed himself in politics and became the first high school aged Administrative Assistant to the Vice President of the Baltimore City Council. Among his many accomplishments in this role was the creation of the Baltimore City Council for Youth. The Baltimore City Council passed a

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resolution recognizing the organization as the official “voice of young people.” This organization was the only non-government organization to ever have full access and use of the Baltimore City Council Chambers. Nathaniel has developed life-long professional and personal relationships with elected officials on the local, state and federal levels.

After receiving his bachelor’s degree in Mass Communication and Public Relations with a minor in Television and Radio Broadcasting from the University of Maryland at Towson, Nathaniel began his professional career as Assistant Director of Residential/Conference Services at Oberlin College. Within six months Nathaniel was promoted to Director and was subsequently promoted four times within 8 years of service.

Driven to do more and to succeed on his own, Nathaniel left higher education to become an entrepreneur. He successfully owned and operated three of four independent businesses. While one was a monetary failure, the lessons learned were invaluable. While pursuing these ventures, Nathaniel joined the staff of Jones Lang LaSalle, one of the world’s leading commercial real estate firms. He served clients such as Ameritech, ACE, General Motors, HSBC and CIGNA. As Vice President within the Corporate Property Services division, Nathaniel achieved outstanding success and numerous management excellence awards. He managed and saved millions of dollars for his clients.

As a skilled businessman and team leader Nathaniel often assembled cohesive and motivated management teams and effortlessly established positive, solid working relationships with his clients. The clients’ strategic and financial goals were not only met, they were constantly exceeded.

Nathaniel is now a successful real estate investor and business owner in his own right. After growing up in the lower 5% of the economic structure, his earnings are now in the top 5%
of the American population. Nathaniel currently serves as Training Manager for Jones Lang LaSalle Integrated Facilities Management and is active in numerous community activities.

Attending an entrepreneurial and personal growth program in 2001 changed his life. Nathaniel was motivated to be a promoter of the Entrepreneurial Program called *Money & You* for over 4 years. Nathaniel utilized his talent, his entrepreneurial and business skills to create a life success program called *Choices Program*, a program destined to be an eminent success. Nathaniel, and his united team’s mission and purpose is create wealth and abundance in all areas of their lives and teaching an assembly of people, families, and children and, eventually, the world, the same way.

Nathaniel exhibits an excellent example of one that traveled on the road to greatness and became very successful by putting key values in his life and following various principles and other forms of positive theories. He also shows that when one is not born with the necessary knowledge for a successful life, they can still obtain it.

Can applying these core values attribute to others that have been successful on the road to greatness? Yes.

When looking at the life of Catherine Elizabeth Hughes, success gives new meaning to the words, never, ever give up on the road to greatness. She is an excellent example of an individual who was born with her headlights on. She had the GPS, cell phone, road map and everything else that was needed to succeed. Why is her example worth looking at?

She is an excellent example of one that had the abilities to know when to make the needed *course corrections* (as highlighted in the following story) in her life when things did not go as planned. Like the GPS devise in one’s car, Catherine had the ability to navigate her life.
towards success, even when there were some wrong turns and unplanned stops along the way on the road to greatness as highlighted in the next example.

Catherine created a radio empire; from her dream of owning a broadcasting company when she was a child. She “was born April 22, 1947, in Omaha, Nebraska, the oldest of four children. Her father, William Alfred Woods, an accountant, and her mother, Helen Jones Woods, a registered nurse, lived modestly in a public housing project. When she was nine, her parents gave her a transistor radio. Her incessant listening was a portent of things to come.” (Sanders, J., 2004, Catherine Hughes) It is clear that her parents, both educated, successfully instilled in her the importance of living her dream and they promoted her by giving her a taste of what she needed to accomplish that goal. During a time in history where the majority of African Americans were either under-educated or not educated at all, both of her parents accomplished positive careers and set a fine example for Catherine. Being focused at an early age is an advantage over many youths that really do not know what they want to do when they grow up.

Catherine was the first black student to attend a very prestigious Catholic school in Omaha and she had much success with her education. “At age fourteen, she sold classified ads for the African-American-owned Omaha Star. She has credited that experience as shaping her philosophy about the responsibility of black-owned media.” (Sanders, J., 2004, Catherine Hughes) This was no small feat for her in a time when many children her age were satisfied in receiving passing grades. She had a voice in the community of African Americans through this newspaper that focused on the issues pertinent to them. This characteristic later gave her the foundation to speak her mind on radio concerning the African American community. This is a true leadership style of a Red Realist. “Deeply observant, they collect a wealth of information about people and from an early age have an unusual understanding of the hot buttons of
others…They are most irritated by people who are disloyal and by intellectual snobs.” (Zichy, S., 2001, pg. 173, The Realists) The Realists welcome the lime light and use every moment to publicly create positive change. This is truly a better way to affect change in a larger way.

Change is inevitable. Sometimes things occur in one’s life that initially appears to be bad, but in the end it creates a change for the good. This is what occurred when Catherine became pregnant (wrong turn). “Surprised at sixteen to learn she was pregnant, she was depressed and in denial. She dropped out of school and married the baby’s father. Two years later they divorced, making her another sad statistic—single, black, teenaged mother with an unfinished education and few prospects.” (Sanders, J., 2004, Catherine Hughes) Being a single black mother in the early 1960’s was something that was uncommon and distasteful to many adults. Her own mother threw her out of the house because she refused to get an abortion due to their embarrassment of the situation. She chose to keep the baby and was forced to marry the baby’s father (course correction). This was indeed a trying time for Catherine and as a Red Realist she handled each situation and crisis as it occurred.

It was during this crucial time that she enrolled in “the University of Nebraska, carrying the baby in his tiny bassinet…She worked during the day and attended classes in the evening.” (Zichy, S., 2001, pg. 186-87, The Realists) This worked for a while until her son started running around during classes (unplanned stop) which presented still another problem for her. She did not give up and the Dean of the college noticed it. He presented an opportunity for her to run Howard University’s radio station (course correction) that was failing at the time.

She increased their revenue in the process of 6 years to over 3 million dollars. This opportunity created the foundation of the experience she needed and desired to accomplish her
goal as a radio personality. During this time, she used her time on the air to express her beliefs and opinions regarding various issues concerning African Americans and politics.

Like many Red Realists, she became bored with working for the radio station (wrong turn) and decided to purchase her own. Still another challenge presented itself when she tried to get a loan for her vision from thirty two different banks but she did not give up. “She finally got a break from another woman, a Puerto Rican loan officer who had just started at Chemical Bank. It was a time of high interest rates (20 percent or more) and meeting monthly debt payments was almost impossible. She lost her car and house but kept creditors on her side.” (Zichy, S., 2001, pg. 187, The Realists) Catherine and her son suffered tremendously with the loss. Living at the radio station, taking showers and cooking meals prepared on a hot plate for her and her son was no easy feat (unplanned stops), she never lost her dream and vision of success. It took 6 years before she acquired enough profit to purchase an additional 11 radio stations (course correction).

During the time of financial growth for the radio station, she set out to create jobs for African Americans in her company and to expand the station across the country. At the time of the interview, “she want(ed) to increase the African-American portions of her staff to 1,000. This meant increasing the number of employees to 1,400. ‘If I do this,’ she says thoughtfully, ‘it will mean that in my lifetime I will have given opportunities to 1,000 members of minority groups. And that will make me feel like a success. On that day I will turn off the machine and sign and cut each paycheck by hand.” (Zichy, S., 2001, pg. 190, The Realists) Today there are more than 1,600 employees in her company in which more than 1,000 minorities are employed. She reached her goal with interest. In this characteristic, the Red Realists had desires to help others become successful in their career.
In spite of many obstacles that occurred during her lifetime, Catherine Hughes never gave up on her dream to own a radio station and to give back to the African American community. Although she became a single parent, she instilled in her son the necessities to succeed in the business she created as her parents instilled these qualities in her. She eventually remarried and divorced again in which she bought out the shares of the company that belonged to her second husband. This proved to be a great move for her in which a short period of time, her company Radio One became the first African American owned organization to be publicly traded on the stock market. The first day of trading they grossed 44 percent increase in shares. Her suffering for many years finally paid off. “Hughes’ dream of providing a good life for her son (Alfred Liggins) has become a reality. Alfred Liggins began working for Radio One full time when he was twenty-one.” (Zichy, S., 2001, pg. 173, The Realists) In the end, she triumphed in being a single mother who raised a son who successfully completed his MBA at Wharton at the University of Pennsylvania and is now the CEO of Radio One, the station which she still chairs.

This great example of leadership clearly shows the amount of effort a Red Realist puts into success; not only for themselves but for their children and others. She treats everyone in her company as a family member; she even addresses them in written documentation with these words, ‘To The Family’. She does not baby them or take on their personal problems as a weight. She does, however, listen to their ideas and concerns to promote harmony and unity.

The success of her organization in time reached national attention, “In 1995 she received an honorary doctorate from Sojourner-Douglass College in Baltimore, and in 1998 was the first woman to receive the Lifetime Achievement Award from the Achievement in Radio Awards. Other honors include the first annual Black History Hall of Fame Award and the Prudential...
Media Black Woman on Wall Street Award. She has also been named by Essence as one of ‘100 Who Have Changed the World. (Sanders, J., 2004, Catherine Hughes) This is clearly a great example of successful leadership period. What has been accomplished in her lifetime is nothing short of a miracle! From small but strong beginnings, Catherine Hughes has become a leading legend as the first African American woman to own a company that is involved in public trading. Being pregnant at 16, thrown out of her home and giving birth to a son did not deter her from her destiny but it propelled her to make a difference. Due to not one, but two failed marriages and struggling to keep her station due to financial difficulties, she ultimately discovered the necessary ingredients of being a successful leader. No matter what happens, never ever give up on your dream.

Starting this road map involves helping individuals on the road to greatness acquire the knowledge to apply:

- Responsibility
- Habits
- Prayer
- Principles
- Process and Systems
- Financials and
- 7 Steps to Decision Making, and
- Miracles to every value (Spirituality, Health, Family and Friends, Career, Community and Education) to acquire consistency in one’s life.

One of the reasons this road map was developed and used by Nathaniel Ross, was to assist the masses of people that are in need of this knowledge, but do not have the financial
means to obtain it; in addition to leaders and managers that mentor those on the road to greatness. Many leading, innovative organizations understand the importance of mentorship and using roadmaps to visualize innovative ways to improve their cross functional collaboration with other organizations. However, management have not formulated the knowledge of how to communicate to employees effectively planning processes of mentorship and assisting these individuals in make informed decisions about their life, career and future. It is for this reason that the following proven existing strategic road map is crucial for those on the road to greatness.

The first stop on the road to greatness is **responsibility**. One must take responsibility for their life regarding, spirituality; be responsible for their relationship with God, health; taking time to make and keep their yearly appointments, family and friends relationships; keeping their word and commitments to them, career; being the best at what they do, community; providing needed service to assist those in need, and education; taking the needed steps to obtain higher learning. In assisting individuals with this first step is necessary before you proceed to the others. It is important to remember that each step ties one back to all six (6) core values and to each other.

The next stop on the road to greatness is **habits**. Habits are formed from repeated actions. “The beginning of a habit is like an invisible thread. Every time you repeat the act you strengthen the strand. You add to it another filament with each repetition, until it becomes a great cable and binds you irrevocably to each thought and act. First, you make your habits and then they make you. Your thoughts lead you to your purpose. Your purpose always manifests into action. Your action forms your habits. Your habits determine your character, and your character fixes your destiny. Your habits are either the best of servants or the worst of masters.” (Ross, N., 2007, Habit) How one’s habits tie back to the spirituality is their quest to develop and

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maintain a relationship with God habitually, or is it just during the holidays, health; nutritional eating and exercising daily, are they handled consciously or are they handled sporadically, family and friends; are the actions they manifest in their life exhibiting good or bad habits to their family and friends, career; help them imagine what their co-workers would say about them regarding their habits in the working environment and would it reflect a positive or negative result; community; does their actions show their connection to the community through actively participating in events or not, and education; do they have an internal drive to learn something new or improve on the learning when it pertains to every aspect of the life. When they have taken the responsibility to develop habits that will benefit them in all 6 of their core values, they are ready to move onto the next stop.

The next stop on the road to greatness is prayer. Understanding the power behind this key step in one’s life is crucial to their success. Prayer directly communicates individual’s requests, thanks and feelings to God and he hears them. This selected passage highlights the power of prayer from various people in biblical times.

- "1Kings, 9:3, The LORD said to him: ‘I have heard the prayer and plea you have made before me; I have consecrated this temple, which you have built, by putting my Name there forever. My eyes and my heart will always be there.
- 2Kings 19:20, ‘Then Isaiah son of Amoz sent a message to Hezekiah: ‘This is what the LORD, the God of Israel, says: I have heard your prayer concerning Sennacherib king of Assyria.
- Isaiah 38:5 ‘Go and tell Hezekiah, ‘This is what the LORD, the God of your father David, says: I have heard your prayer and seen your tears; I will add fifteen years to your life.
• 2 Chronicles 7:12, the LORD appeared to him at night and said: ‘I have heard your prayer and have chosen this place for myself as a temple for sacrifices.

(BibleGateway.com, 1984, NIV)

Prayer strengthens your spiritual relationship with God. Understanding that He hears your prayers will assure you that you can ask Him for what you need and desire to have with confidence.

With prayer and meditation, one can rely on Him for healing and good health;

• 2 Kings 20:5,"Go back and tell Hezekiah, the leader of my people, “This is what the LORD, the God of your father David, says: I have heard your prayer and seen your tears; I will heal you. On the third day from now you will go up to the temple of the LORD. (“BibleGateway.com”, 1984, NIV)

God also answers prayers of people today. Praying on behalf of one’ family and friends, career, and community will result in positive affirmation and answers from God.

• “Psalm 6:9, The LORD has heard my cry for mercy; the LORD accepts my prayer. (“BibleGateway.com”, 1984, NIV)

To help someone with their understanding of prayer when they have not seen their desired results, must be directed to their beliefs.

This is affirmative throughout the scriptures and various spiritual writings numerous times.

Mark 11:24, “Therefore I tell you, whatever you ask for in prayer, believe that you have received it, and it will be yours. (“BibleGateway.com”, 1984, NIV)

Not everyone on the road to greatness knows this powerful information, therefore it is important for them to educate themselves with this knowledge of prayer as stated in Philippians
1:9, “And this is my prayer: that your love may abound more and more in knowledge and depth of insight.” (“BibleGateway.com”, 1984, NIV)

The results of this knowledge will lead to the ability to understand their connection with God and always communicate in prayer.

Philippians 4:5-7, “Let your gentleness be evident to all. The Lord is near. Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus. (“BibleGateway.com”, 1984, NIV)

Taking the responsibility to develop habits surrounding the importance of prayer in all 6 of their core values is essential and necessary before they move onto the next stop.

The next stop on the road to greatness requires much traveling in understanding key principles. Principles are laws because they are constant. For example, the law of gravity is a principle. It does not matter who you are, where you are in the world or how good or bad you are as a person, if you fall out of a plane, off a mountain, out of a tree, or off a chair, you will hit the ground. Developing a list of principles that pertain to all 6 core values of one’s life is essential for growth. There is an old saying that is also a principle, ‘one must stand for something or they will fall for anything’.

Awareness is a principle; it involves being in tune with what is going on around an individual. This includes being authentic in who they are and being consistent as a person. It is a matter of being not doing. Are they aware of who their authentic self is and what does that look like to them?

Truth is a principle in dealing with the uncomfortable feeling inside an individual when they are asked probing questions; for example, what is it that everyone else is seeing about me
that I am not seeing? They will never be sharp on everything, truth is, no one else is either. Therefore, being who they are and interdependent on others that are in their life exhibiting positively and will hold them accountable to operate out of responsibility is crucial for their development. Truth also stems from receiving clarity. With clarity they become powerful.

*Time is a principle* because it is consistent and does not stop. It is because of this fact that people cannot manage time. They can only manage events, during the course of time, not time itself. Time is one of the key reasons many individuals are falling short in their life. How they manage events in their life and/or waist time by allowing others to rob them of it will need to be reviewed.

*Foundation is a principle* that requires putting what is needed in their life in place. Understanding money and the power that it has are also essential. “How you handle or mishandle your money tells us who you are and, more important, it tells YOU who you are. Your priorities, passions, goals, and fears are shown clearly in the flow of your money. Your value system or lack of one causes money to flow around you, past you, or to you. When money is in your possession, what you do with it screams loudly who you are. (Ross, N., 2007, Money …)* Investing in their children and building a strong foundation for them is a telling example. For example, taking $2,000 per year to invest in each one of their children for a period of 12 years, from the time they are young in mutual funds will grow to such a rate that when their children reach ages 47 to 65, they will become millionaires. This is accomplished due to compounded interest. The knowledge they acquire regarding financial matters must be passed onto their children so that they do not do them a disservice.

*Financial Principles* are necessary to follow to successfully protect yourself, your loved ones and your possessions. In many homes it is not talked about. In order to heal themselves

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from the past, they must talk about it. Sharing this financial check list with those on the road to
greatness will be very beneficial for them now: to see where they are and what is missing; and in
the future; to prepare them for what is ahead. Do they have the following financial elements in
place. A Will, it is important to have one. If they don’t have a will in place, their money and
financial assets will go to the government. Seek legal advice for creating one so that it covers
their best interest. A Trust, is money set aside for their loved one. A trust is a legal separate
entity. They must educate their children about this, otherwise they will lose it. Emergency fund,
it should cover at least one year’s salary and living expenses. Due to the current job market with
unemployment being so high, people will fare better if they have this in place. A Checking and
Savings Account, and CD/Money Market Accounts, are all essential to have from paying one’s
bills, saving at least 10 percent of their income to pay themselves and 10 percent to pay tithes
and investing money that can be put aside to grow for an extended period. This would also
include investing in mutual funds with larger amounts of money that will grow with compound
interest.

Insurances, most people have the mindset that it (tragedy) will not happen to me. Help
them to understand that they need to cover themselves and their possessions. Pay the extra
finances for rental insurances. Other insurances that are beneficial for individuals are income
protection and health insurance. Buy a house/property instead of renting one if they plan to live
there longer than 4 years. There are many benefits in buying a home; the fact that they can write
off their taxes and mortgage cost is one of the key benefits provided. It is important that they
learn to understand taxes and how this system works. One helpful tool is the book, “Rich Dad,
Poor Dad, by Robert Kiyosaki “Money is only a reflection of who you are. If you are a good or
bad person, having money will amplify who you really are. If you fail to plan, you plan to fail.
We have to be real clear about our needs and our wants before we pull our money out of something. (Ross, N., 2007, Financial Responsibility…”) Mostly importantly, it is important that individuals develop an understanding that they are responsible for their finances.

*Abundance vs. Scarcity* is defined by the way one thinks about the universal principles and laws. When they examine where they are operating from, or thinking about life in general, this will be a much needed experience for them to reflect on and grow. When one operates from abundance, they recognize that the universe is filled with more than enough of everything that is desired and needed in one’s life. When one operates from scarcity, they believe there is not enough to go around and they must do whatever is needed to get what they can, by any means. The latter course of reasoning is damaging, dangerous and also unhealthy thinking and it is necessary to address by each person that believes this lie so that they can be healed.

*Result is a principle* that delivers a key. Twenty percent of what they do will give them eighty percent results. Knowing and practicing this principle is the difference between successful people and those that are unsuccessful. Individuals need to know what they are doing with their twenty percent (especially the first 20%) of their day. Tackling the hard things in their life first and then the easier things will bring about peace and tranquility overall.

*Attraction is a principle* that points out whatever comes to a person; they attracted it. To create positive things to show up in one’s life, they must think about it, write about it, speak about it and it will manifest in their life. Most people think, speak and write about the opposite. This only makes more of what they don’t want show up more. Everything is a system or a process. Difficulty and Frustration comes when they don’t understand the system or the process. In order for individuals to get the best out of life, they must understand the system.
Attraction is one of the most difficult principles to put in place. Why is this true; because of the individual mind. The difference between the brain and the mind is: Brain handles all body function with thinking. The Mind is it own entity, it is not the person, it likes itself the way it is. Change is the mind’s enemy; therefore, the mind is going to fight a battle with individual by lying, cheating or doing whatever it needs to do to survive. Determination to change will ultimately lead many individuals into a very dark space. Like driving at night without their headlights on; it is worth it when they get to the other side or their goal. As long as traveler debate and have conversation with them, they will lose. Sharing their vision with others (i.e. their manager) is essential to their growth and development.

Giving is a principle and is one of the most beneficial because it stems from an ability that most people are not willing to do; but most individuals on the road to greatness have already mastered it. There is a level of joy that one experience in giving. “Happiness comes from giving, not getting. If we try hard to bring happiness to others, we cannot stop it from coming to us also. To get joy, we must give it, and to keep joy, we must scatter it. – John Templeton

People who give money to charity often experience joy and satisfaction in having given. By deciding to make a difference in someone else's life, they give more meaning to their own. Giving not only helps others. It's good for you too. In Psychology Today, heart specialist Dr. Herbert Benson states, ‘For millennia, people have been describing techniques on how to forget oneself, how to experience decreased metabolic rates, lower blood pressure, lower heart rates and other health benefits. Altruism works this way, just as do yoga, spirituality and meditation. One of the best-known studies regarding the benefits of altruism was reported by psychiatrist George Vaillant in his 1977 book, ‘Adaptation to Life,’ which was based on a 30-year study of a group of Harvard graduates. Observing which men were healthy or ill by the time they reached their
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fifties and comparing this with the attitudes they lived by, Vaillant concluded that adopting an altruistic lifestyle is a critical component of mental health.” (Templeton, B., 2008, Vaillant, 1997, The Gift of Giving) When individuals give to others, charities, causes, etc., that they care about, their heart will be open to experience a level of joy unimaginable. This genuine feeling of meaningfulness of life through one’s attitude of giving cannot be compared to any other joyfulness in the world.

*Unconditional love* is the most awesome principle of all. It is one’s ability to love someone else without limitations. “The greatest power known to man is that of unconditional love. Through the ages, mystics, sages, singers and poets have all expressed the ballad and call to love. As humans, we have searched endlessly for the experience of love through the outer senses. Great nations have come and gone under the guise of love for their people. Religions have flourished and perished while claiming the true path to love. We, the people of this planet, may have missed the simplicity of unconditional love. . . Simply stated, unconditional love is an unlimited way of being. We are without any limit to our thoughts and feelings in life and can create any reality we choose to focus our attention upon. There are infinite imaginative possibilities when we allow the freedom to go beyond our perceived limits. If we can dream it, we can build it.

Life, through unconditional love, is a wondrous adventure that excites the very core of our being and lights our path with delight.” (Becker, H., 2008, Unconditional Love) The key to loving unconditionally is not the ability to continually go through painful experiences on behalf of others, but it is the ability to know that one can love another unconditionally from afar off. Keeping positive loving people in one’s life and surroundings will produce more and more positive energy that will ultimately work towards them, their environment and global solutions.

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Unconditional love teaches people that it is not about the individual; it is about God, the universe and our connection to everyone and everything.

Taking the *responsibility* to develop *habits* surrounding the importance of *prayer* will be the foundation for one to inculcate these beneficial *principles* that connects to all 6 of their core values. Each principle highlighted in the previous text are individual stops along the road to greatness and must be visited before they move onto the next stop.

The next stops on the road to greatness require much thinking in understanding **decisions**. There are seven steps of problem solving that formulate effective solutions.

The first stop is identify and/or defining the problem. Many individuals get this first step wrong. When one does not clearly find the root of a problem, they can end up with the wrong solutions.

The second stop is brainstorming possible solutions to the problem. Here is where they can look toward getting through the problem with a plan in mind instead of complaining continuously about it.

The third stop along the way is to figure out positive and negatives results for the plans that were developed though brainstorming possible solutions.

The forth stop is to choose a solution. Know that a choice is better than no choices in this process.

The fifth stop is to try it out. No plan is beneficial if it is not put into action. Many organizations fail this one step because they make a lot of plans but never put them into action. What good is that?
The sixth stop is to evaluate their findings or the results. If the plan was successful, this is great. If the plan was not effective, they will need to go to the seventh stop which suggests that they repeat steps 2 through 6 if needed to find the best solution.

Taking the responsibility to develop habits surrounding the importance of prayer will be the foundation for one to inculcate these beneficial principles along with decisions that lead to effective problem solving will ultimately connect individuals to all 6 of their core values.

Miracles are unexplained phenomena that occur in one’s life. When they happen for an individual, they sometimes believe it was a coincidence or supernatural experience. The truth is; evidence show that miracles are real. They defy all thinking and natural logical reasoning. “Natural laws do not describe absolutely the limits of what can and cannot happen in nature. They only describe nature to the extent that it operates according to laws. To put the matter differently, we might say that natural laws only describe what can happen as a result of natural causes; they do not tell us what can happen when a supernatural cause is present.

On this understanding, a physically impossible event would be one that could not occur given only physical, or natural, causes. But what is physically impossible is not absolutely impossible, since such an event might occur as the result of a supernatural cause.” (Levine, M., 1989, Miracles as an Outside Scope of…) Many Scientists has difficulties in accepting or explaining miracles. The fact is that miracles violate natural laws because of where they come from. There are the miracles of; life, health, and love to name a few and therefore do not operate according to these laws. Is it for this reason that many scholarly professionals do not believe in them. Miracles are what occurs in one’s life when they recognize they have done everything they can possibility do and the results are no longer in their hands. They are able to release their imagination to the universe and to God for the results. Miracles are what happens when
individuals do not know what to do or are unaware of circumstances beyond their control; and then something happens that bring everything into alignment for them and others.

“Suppose a child who is riding a toy motor-car gets stuck on the track at a train crossing. A train is approaching from around a curve, and the engineer who is driving it will not be able to see the child until it is too late to stop. By coincidence, the engineer faints at just the right moment, releasing his hand on the control lever, which causes the train to stop automatically. The child, against all expectations, is saved, and his mother thanks God for his providence; she continues to insist that a miracle has occurred even after hearing the explanation of how the train came to stop when it did. Interestingly, when the mother attributes the stopping of the train to God she is not identifying God as its cause; the cause of the train's stopping is the engineer's fainting. Nor is she, in any obvious way, offering an explanation for the event - at least none that is intended to compete with the naturalistic explanation made possible by reference to the engineer's medical condition. What makes this event a miracle, is its significance, which is given at least in part by its being an apparent response to a human need.” (Holland R.F., 1965, Coincidence Miracles)

This example shows that human needs, at many different times in one’s life, outweigh what can be attributed to natural law and therefore, because the need exist and the desire is present, miracles are happening every day. When an individual’s life is changed for the better in an instant in time, they have experienced a miracle. When a person applies for a position and they have the determination but not the experience and they get the position that is a miracle. When their ability to see their way through feels like they are blind and they believe that everything will be alright, God provides a miracle; by making a way out of no way. There is nothing too hard for God to accomplish and miracles are affirmation of this fact. Many
individuals on the road to greatness attribute their success to miracles. There is no other explanation for the opportunities, wealth, and advances they have made in their lives. Putting this road map into place in one’s life can lead to success; but it is not the only way that many successful people have reached their accomplishments. There are other drivers on various roads that lead to greatness. What this road map and others have in common is the fact that they travel at night to their destiny. This road map will equip an inexperienced night driver with the ability to turn their headlights on and drive safely to their destiny. There are many motivational programs offered by high profiled individuals including Authors: Anthony Robbins, Jack Canfield, Donald Trump, T.D. Jakes, and Robert Kiyosaki to name a few. However, all of them will attest to the fact that along with having a road map; miracles were the key factor in their success.

Taking the responsibility to develop habits surrounding the importance of prayer will be the foundation for one to inculcate these beneficial principles along with decisions that lead to effective problem solving. Miracles will ultimately connect an individual’s destiny by propelling them as a cognitive wheel working on their behalf to activate and amplify all 6 of their core values. All of the components of this effective road map were designed to best suit the needs of individuals on the road to greatness to clearly see their way through by turning their headlights on.

Just as there are essential principles to develop in one’s life, there are also non-essential bumps along the way. This will include but not limited to: not knowing the importance of having a relationship with God which leads to feeling lost; over indulgencing in anything that leads to harming their body (i.e. uncontrolled eating habits, suicidal tendencies and depressions) or potentially harming others; not understanding their place and responsibilities in taking care of
and providing for their family, in addition to the importance of their relationship with friends; staying in a dead end job that they hate and leads them nowhere; believing that it is not their responsibility to do anything for their community as long as they are providing for themselves and their own family; and finally, not understanding the importance of further education and that everyone is always learning as long as they are truly living.

It is the goals of this road map created by Nathaniel Ross, to help individuals on the road to greatness understand the overall importance that every value, habit, prayer and principle are all interconnected and essential to one’s reaching their goals in life. Missing one of these things will contribute to an imbalance of one’s internal being. Creating shortcuts by skipping any of the stops along the way may temporarily get them to their goal, but it will be short lived. Prime examples are those individuals who win the lottery for millions of dollars and are broke (or in more debt) one to three years later. Another example would include people who get yearly raises of three to six percent or more and are still in debt if not more in debt each year.

In the Disney Movie “Cars”, Lighting McQueen was in his first race and the norm was to make several stops along the road. Some of the stops were for gas and some were for gas and tire changes. These tire changes were important because of the speed the cars traveled burned up the tires quickly. He decided he wanted to win and he thought he had an advantage over the other cars by only stopping for gas on the final run when everyone else in the race know they needed gas and tire changes. One quarter of a mile from the finish line, Lighting McQueen blew out two of his back tires. This propelled those behind him to speed up and potentially take the lead. Lighting McQueen crawled on his two front tires for the remaining lap and he along with two others originally behind him, made a photo finish with a three way tie.
He was arrogant, he answered to no one, (lack of spirituality), he took unnecessary risks when he was driving to show off to his fans (lack of health), he had no friends to invite to the award ceremony that was going to take place at the three way tie race the following week (lack of family and friends), his whole team quit because he did not value them or their opinions regarding the fact that he needed a tire change during the race (lack of career), he was very unappreciated of the sponsors that gave him his break into this race and constantly looked for ways to avoid them (lack of community) and he received the best education he could possible deserve when he was accidently unloaded from his sponsors truck because the truck fell asleep due to exhaustion because Lighting McQueen would not let him stop to take a nap. In an unfamiliar town is where Lighting McQueen ended up, stuck for one week. What he learned in that one week summed up the total of the 6 core values highlighted in this paper. How he benefitted from this seemingly unfortunate dilemma of a bump on the road ultimately changed his whole perspective on life.

With these additional words of wisdom, one will take in and process positive thoughts now and throughout their journey of life. “Take what you learn from this road map and internalize it. Fifteen minutes in the morning and at night should be spent on quiet time with nature and God every day. A Habit is created after doing something 21 times consistently and it takes 3 times not to do it, to destroy it. A Principle is a law: it does not matter, who, when or where, it will happen. It will not change the outcome in life; the results are going to be the same. (i.e. - do unto other as you would have them do unto you.) Get real honest with yourself. Operate from Responsibility (above the line) instead of Justification, Shame and Blame (all below the line). Listen to the words and vocabulary you use to go with experiences, where are you operating from? How is it showing up in your life? Learn to fix yourself not external
people. Being comfortable during the day (driving) results in no learning taking place. Being uncomfortable and vulnerable (with night driving) is where learning takes place. Experiencing uncomfortable feelings is when growth occurs. Go into a meeting with the objective that you are going to leave with one good thing of value that you will be able to bring out beneficial to you and your job. The differences between honesty and integrity: Honesty is what you do when everyone is watching. Integrity is what you do when nobody is watching. Where are you operating from in your life? Truth is dealing with the uncomfortable feeling inside of you when you ask probing questions like: What is it that everyone else is seeing that I am not seeing about me.” (Ross, N., 2007, Choices Program)

Nathaniel X. Ross, like many other masters and/or authors of extraordinary personal development lessons provides a much needed service for those on the road to greatness. In his book (and CD), The Strangest Secret, Earl Nightingale highlights the secret to success and failure “We become what we think about. If you think about nothing, you will become nothing. The human mind does not care what we plant success or failure. Our minds were given to us free. Things that we place value on cost money. Things that are free, we do not. It should be the reversed opposite. Everything that came to us of value is free, our mind, body and soul, hope, dreams, ambitions, and intelligence, all of these thing of value are free. Material thing that we pay for are cheap and can easily be replaced. A wealthy man can lose everything materially several times and obtain it again. The things we got for nothing can never be replaced. Plant the seed of success and it cannot fail. It is a law, like the law of gravity. Visualize your goal. Every one of us is the sum total of our own thoughts. Start today, you have nothing to lose, but a life to gain (Nightingale, E., CD 2006, The Strangest Secret…)” Individuals on the road to greatness have missed many, if not most, of the personal development processes highlighted here
in this paper. This is why it is essential to gain knowledge not just education from higher learning.

What is the best way to approach individuals that you recognize need assistance with turning their headlights on?

It is important to recognize that individual’s contract their identity based on the quality of relationships they have with others. Developing a positive trusting relationship first with these individuals is a key to the success of this process for both the individual and the organization.

“A sense of purpose and the ability to be purposeful are key to personal and organizational success. Mentoring can be a highly effective means of evoking purposefulness, and so generate high levels of motivation and corporate intent. Executive management needs to be able to continuously reinvent themselves creating the necessary changes and can involve a wide range of programs and initiatives such as culture change, process re-engineering, benchmarking total quality management, values alignment, and so forth.

Executive mentoring is an intervention designed to assist key staff in making the necessary behavior changes. This specialized form of management development and education is particularly suited for senior executives who have risen above the scope of formal management development programs and require highly focused development and support tailored to the particular challenges facing them in their business. Executive mentoring stimulates and manages the individual growth necessary to deliver business performance beyond present levels and beliefs of what is possible.” (Turner, 1995, Mentoring on Purpose) This is a win/win situation for both the manager and those on the road to greatness. This is accomplished by helping those that are being mentored in your organization: build a solid personal foundation.
and help them demonstrate strong confidence in themselves and others; developing their personal vision and uncovering their values and priorities. If these are unfamiliar to them, then the manager can assists them in thinking strategically and inspiring shared vision, mission and values. In many cases, these individuals have a clear vision of the goals of the organization, but not their own dreams. “Champions aren’t made in gyms. Champions are made from something they have deep inside them; a desire, a dream, a vision. You can choose to wander aimlessly through another year or you can surround yourself with likeminded individuals that are committed to the success of the team, as well as their personal success.” (Ross, N., 2007, Champions) Most of all, it would be effective for managers to uncover their self-sabotage, and develop strategies to remove repeating patterns of ineffective behavior that will lead to commitment, positive personal changes and behavioral improvements.

It is important to recognize that being mentored can be a challenging and stretching experience for many individuals on the road to greatness. Inviting managers to depict and develop hidden personal resources and qualities can be an exciting, stimulating journey on the road of self discovery and development which opens up new opportunities for personal fulfillment and achievement. It can also be an ordeal that will destroy the mental state of an individual if and/or when the trust barriers or confidences are stripped or misused by a mentor. Interesting to know that this journey into the unknown and into the unfamiliar ways of being and doing requires that individual on the road to greatness to confront their fear of failure, fear of success and beliefs about themselves and what they are capable of doing and becoming. This will include resisting strong beliefs and impact of negative pressures from family and friends that would normally cause them to regress back into habitual ways. Being able to assist these
individuals in the process will powerfully motivate and lead them to being successful by turning their headlights on.

Once the road map is implemented, the managers will know that the program they have in place is effective when these individuals know who they are, who they are becoming and what contribution they make in their organization and life. They will have a sense of purpose when their lives have direction and meaning. They will be on target in their understanding that their lives, at work and home are aligned with their purpose which leads to true meaningful living on a well lit road at night.
Chapter 5

**Recommendation and Conclusion**

We initially explored the definitions of Greatness and Autopilot. On the road to greatness, there are two options, making the necessary stops along the way to obtain the tools and fuel that is needed for higher learning, development and regeneration. There are some stops along the way that require more time and energy than others, but because they were willing to venture out in the first place, they recognize the need to take the time along the way and enjoy the lessons each stop has to offer.

Then there is the short cut that inevitably gets them to their destination quickly, but it leads to a life equivalent to a rollercoaster. Gaining and losing everything over and over again with no understanding of why this is taking place. Desiring to obtain their greatest goal is a step in the right direction; without taking the necessary steps to achieve it will result in a life similar to the janitor, secretary, program analyst, supervisor and manager discussed earlier in this paper.

Choices Program Inc. was developed for individuals in these categories and more to understand “there is always another choice. You don’t have to buy from anyone. You don’t have to work at any particular job. You don’t have to participate in any given relationship. You can choose. You alone steer the course you choose in the direction of where you want to be today, tomorrow or in any distant time to come. You hold the tiller. You can decide to alter the course of your life at any time. No one can ever take that away from you. You can decide what you want and go after it.” (Ross, N., 2007, Choices) Therefore it would be essential for them to be mentored so that they acquire learning this road map and recognize and put in place the needed stops along the way and avoid the unnecessary stops that are all so familiar to them.
On the other hand, they could be living their life on the same road in autopilot with no clear vision at all about spiritually, health, family/friends, career, community or education. Only visiting and revisiting the same starting point and destination day after day and never reach greatness. How could this be? “Do you know what most people wish for, when it comes to improving their own life? More stuff. Especially abundance. Because they think having more stuff will contribute to their overall happiness. But do you know what most people wish for when it comes to the lives of the ones they most love and cherish? Happiness, peace, creative work, and fulfilling relationships. Because they understand that once these things are in order, stuff, especially abundance, will automatically take care of itself.” (Ross, N., 2007, Choices)

When traveling during the day, most people are on the road and it is congested traffic, busyness, rushing and tiring with no real purpose. These elements are reflected not only in their jobs, but also in the lives as well.

As a manager, how can you mentor those on the road to greatness and others that are unaware and living their lives in autopilot? You present them all with the road map to greatness, and clearly identify to them directions that are presented in this paper so that they can choose their course. Whether they choose to take the road to greatness or they travel the road in autopilot is clearly up to each individual. This road map is one of many that lead to greatness. As a manager and mentor, your position would be to assist them in realizing this one simple fact “Life is about choices...what’s yours?” (Ross, N., 2007, Choices)  Provide the road map to greatness; identify the mechanisms in place in the car that best represents who they are by comparison, point out the stops along the way with clear explanation of each one of them. Highlight the necessity to interconnect all of these stops/steps and explain what would happen if they skipped even one of them and leave the decision of their choices for them to choose.
Overall, you as the mentor and manager will have accomplished in your ability to provide missing knowledge that will contribute to their success on the road to greatness more than many of these individuals had received in all of their lives. Aiding others in turning their headlights on so that they can reach their goals is ultimately the greatest choice you and they can ever make.

A manager will know that they have been successful when each individual fully understands each step or stop as indicated, before they move onto the next. In some cases they may even need to revisit previous stops as life directs them through unforeseen occurrences. Once they complete their goal, the road map continues yet to another level of a journey. The truth is, they are, like most successful people have discovered, always traveling and reaching new heights and goals in their lives. As long as they are living, they will continue on the road to greatness. The difference is now they are traveling with their headlights on (internal knowledge of values), they will have a GPS devise to see where they are going and where they need to make the rights stops in oppose to the wrong ones. They will learn to make the right decisions regarding their traveling and how to make the necessary course corrections ‘without invalidating themselves. Finally, understanding the power of prayer to call on God and the knowledge of universal law will keep them on their path as they reach higher goals all the days of their life. Miracles tie all of this together because it creates synergy to propel one’s life forward to their destiny.
References


4. Skloot, Rebecca, (Feb. 2008), 5 New Ways to Save Your Own Life, (pg. 214), Glamour Magazine


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Appendix A

Inspirational Books – Author’s recommendations

• The Bible (New International Version)
• Conversations with God: Author Neale Donald Walsch
• The Master Key System: Author Charles Haanel
• The Strangest Secret: Author Earl Nightingale
• Empowerment, The Art of Creating Your Life as You Want It, Authors: David Gershon and Gail Straub
• Think and Grow Rich: Author: Napoleon Hill
• Rich Dad, Poor Dad: Author: Robert Kiyosaki

Inspirational Movies

• The Secret - Believed to have been in existence for thousands of years, The secret is only now being shared to the world. It's supposedly what brought success to such greats as Plato, Leonardo da Vinci, Albert Einstein and Andrew Carnegie. In this video, The Secret is revealed and taught by over 50 teachers, including writers, philosophers, doctors and scientists, to empower viewers to achieve success in their careers, relationships and health. This movie teaches the importance of feeling good instead of feeling bad and the law of attraction.

• The Ultimate Gift - When his wealthy grandfather finally dies, Jason Stevens fully expects to benefit when it comes to the reading of the will. But instead of a sizable inheritance, Jason receives a test (gifts), a series of tasks he must complete before he can get any money. This movie teaches a series of 12 gifts that lead to the ultimate gift of life.

• The Matrix - In this complex story that aspires to mythology, a computer hacker searches for the truth behind the mysterious force known as the Matrix. He finds his answer with a group of strangers led by the charismatic Morpheus. This movie teaches sociopolitical views of the world we live in and the truth about it.

• Pay It Forward - Young Trevor McKinney responds to an assignment from his teacher with a plan to help three people who will help three more, and so on, in an ever-widening circle. Trevor touches more people than he expected: his abused mother Arlene, his physically and emotionally scarred teacher and a journalist who hears of the plan and starts investigating. This movie teaches the principle of paying it forward to help others in need that cannot ever pay you back for what you do and/or give them.

• 5 People You Meet in Heaven - Centers on Eddie, who dies at the age of 83, uncertain that he was able to save a girl from a horrible accident and doubting that his life had any significance. In heaven, Eddie meets five souls who, through flashbacks, show him how he affected the lives of others in amazing ways. This movie teaches that many individuals go throughout their entire life and do not know their true purpose.
• **Conversations with God** - This film traces the author's journey from an ever-struggling, hopeless shell of a man to a world-renowned author and spiritual messenger. Lonely, broke and uninspired, Walsch finds himself asking the heavens for answers to his problems. When he begins to hear responses from the God within himself, these answers change his life and become the basis for his first book, *Conversations with God*.

• **August Rush** - After cellist Lyla and guitarist Louis share an enchanted night together, circumstances rip them apart, and the child produced by the union is raised by a caring stranger who nurtures the boy's musical talent. Determined to find his parents, the boy, known as August Rush (Freddie Highmore), relies on music to draw his mother and father to him. This movie teaches the law of attraction, miracles and to never stop believing in your dreams.

• **The Greatest Game Ever Played** - With a pint-sized caddie at his side, amateur golfer Francis Ouimet shocked the world at the 1913 U.S. Open when he outplayed defending British champ Harry Vardon. But Ouimet's rise to the top wasn't easy, with a hard-nosed father and a hard-knock life to overcome. This movie teaches the reality that everyone, especially those that are close to you, will not always believe in your dreams. It is your destiny to keep believing them yourself.

• **Peaceful Warrior** - With the world on a string, skilled gymnast and collegiate superstar Dan Millman has everything he could ever want -- until an injury changes his life forever. During his recovery, fate presents Dan with Joy his future wife and a stranger named Socrates his mentor, who unlocks a world of sage wisdom and spiritual understanding. This movie teaches that life has a way of getting your attention when you think your success is all about you.

• **Cars** - Prepare to peel out with this revved-up animated adventure featuring classic automobiles, plenty of fender benders, guffaws galore and a Route 66 road trip with a crew that doesn't make pit stops. This Disney movie highlighted in this paper teaches the importance of acquiring true meaning and values in one's life.

• **Forrest Gump** - You'll never view the world the same way after seeing it through the eyes of Forrest Gump, a simpleminded man who finds himself in the middle of nearly every major event of the 1960s and '70s. Along the way, he makes friends, changes lives and searches for a soul mate. This movie teaches that what you believe (especially when you are young) can completely alter your existence. Jenny believed her father’s lie about her life and she did not find her own truth and love from Forrest until it was too late.
Appendix B

Choices Program Inc. Brochure

Testimonials from Graduates of the Choices Program

"Participating in the Choices program has not only given me a new lease on life but also helped me to break through my barriers as a young man. I was able to overcome my fear of success and learn to face difficulties head-on. Choices taught me to be myself and to take charge of my life. While my life may never be perfect, I now feel better equipped to face the challenges of my life.

"At Choices, I learned the importance of taking initiative and making decisions. It has helped me to take control of my life and achieve my life goals."

"Alex Estrada - College Student"

"I found the Choices Program to be motivational, educational, and informational. Other programs and activities can teach life skills, but this program was personal. What is most important is that it was implemented at a time when I was most vulnerable. It has had a lasting impact on me."

"Cheri M. Green - Business Owner, Entrepreneur"

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Choices Program Overview

Choices Program, Inc., is a community-based, nonprofit organization that targets audiences are teens and adults throughout the United States, that are seeking personal development towards a better life.

Participants will initially develop a holistic understanding that there is something greater than themselves operating in the universe. It is the ultimate goal of this program to assist participants in creating a road map for their journey to a successful and fulfilling life.

The capacity of our classes vary from around 20 to 25 people per session. We hold 3 day classes at remote locations to remove individuals from the distractions and to keep them focused on their own personal and professional growth. In addition, there are the day workshops that are in various localities. These events are also offered, there is an online community and weekly support call that allow those who choose to stay in touch.

The biggest need surrounding the core of Choices Program, Inc., is that people have forgotten and others don’t know that they have choices. The Choices classes focus on the importance of unconditional love, going from a habitual, judgmental understanding, encouraging him to experience and understanding the opposite.

Choices 1

This is an introductory boot camp course that allows one to disconnect from the everyday noise that surrounds us. It allows us to slow down and reconnect with self. This course provides clarity around the fundamentals of life that are essential to have in order to be happy and prosperous. This course helps one to pursue their own road map to an improved life.

Choices 2

This course helps one to examine the core strengths and weaknesses that are present in their life. The course is divided into 5 core strengths and weaknesses and the participants are encouraged to identify these and pursue their own road map to an improved life.

Choices 3

This course helps one to examine the core strengths and weaknesses that are present in their life. The course is divided into 5 core strengths and weaknesses and the participants are encouraged to identify these and pursue their own road map to an improved life.

Choices for Educators

This course information is presented from the perspective of educators and the focus is on the personal and professional development of the teachers. This is accomplished by using different courses information and covering it towards the benefit of educators. This is the primary focus of this course because of the impact that educators have on youth and society.

Choices for Churches

All course information is presented and tied to structures to support health, life principal, and financial growth for pastors, clergy and a congregational leadership perspective. The overall goal is to develop strong spiritual leaders in all communities.

Choices for Teens

This course structure is focused towards the development of Teens and their understanding of core principles in personal development, financial development and life skills. All course material is presented with teen issues and concerns in mind.

Choices for Corporations

Caring for professional development of corporate leadership environments.

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