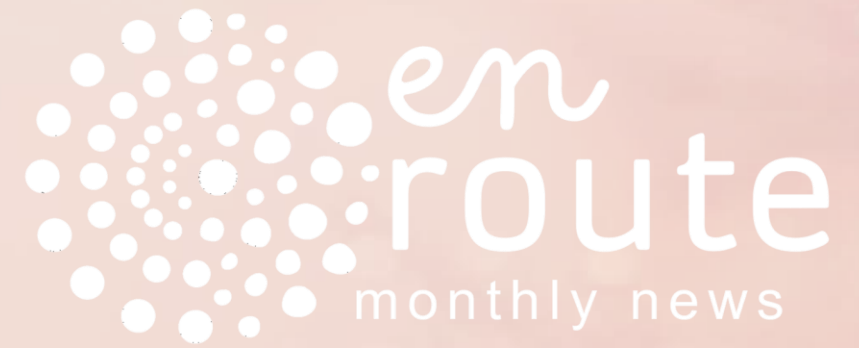




Spring has arrived! Welcome to the September edition of our monthly newsletter. After a busy August, we are resetting and recharging. It's getting close to the end of the year, and all of us might need a small boost to keep us going, so we have a few helpful tips for you to make it to the end of the year. Our new **AVOLVED leadership programme will also be kickstarting this month, which we are very excited about.**

Please feel free to visit our website to see pics of our very first Women's Event: www.routescoaching.co.za

The year is almost coming to an end...



Some of us may feel like we have had the longest year, even though it's September and we are so ready for a vacation. As I'm sure most of us can feel, summer is definitely going to be a brutal one. So, we are going to have to battle against some extreme temperatures as well.

So, how do we push through the next 3 months and end the year off strongly?

- Let's take a look at what we've accomplished so far this year and reflect on our achievements. Recognise the goals you made for yourself and take time to celebrate your achievements, whether big or small, and give yourself a pat on the back.

- As daunting as this may sound, reflect on your mistakes too! We are all human, and we all make mistakes. Gain some perspective on the mistakes or failures you've made. The importance here is that we learn from these mistakes and failures. Focus on not repeating the same mistakes.
- Identify the goals you haven't achieved yet. Unfortunately, we are not super humans, we can only do the best we can, and by the way, YOU ARE DOING YOUR BEST! Set realistic expectations for yourself and the goals you weren't able to achieve yet, make them a priority. There is still time this year but there is also always next year. You can do it! Perseverance is the strongest quality to adopt here - keep goooooinggg!

"Strong beginnings are ideal. Having a strong finish is epic." – John R. Miles

The year is almost coming to an end...

- Avoid feeling overwhelmed about your current workload. Break down those big tasks into smaller tasks that are achievable. This will help create a sense of accomplishment and not view things as a massive mountain to climb. Then, before you know it, it's the festive season and you're on the beach!
- Finally, practise self-care. Remind yourself of how you manage your stressors, how you energise and motivate yourself. Push yourself towards this year's finish line, you are almost there! Take the time to rest and relax because you DESERVE it.



AVOLVED

We are so proud to announce the launch of our Leadership Programme: **AVOLVED**. This programme has been in the making for just under 10 years! I wanted to make completely sure that this programme stands out from other programmes, as is the Routes way! This programme is aimed at participants who hold positions within a firm from Manager upward.

This programme will challenge you (again, the Routes way) and encourage you to find your authentic self and leader within you. We draw on the work from C.J. Jung in looking at our Persona's, Ego, Authentic Self and Shadow side as a start. This is a flexible and interactive programme, aimed at individual coaching.





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