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FROM THE PUBLISHERS

Welcome to the Spring 2020 edition of Forum Magazine.

Sebastian Falinski and his company Reno Gurus find themselves designing and creating notable and spectacular renovations for discerning clientele in the most sought-after areas. In his early 20's, interior design and renovations sparked an interest. Little did he know that years later his penchant for the latest design trends nuanced by artistic imagery and functional solutions would be an addiction that takes design to another level to push the envelope.

Oakville Sight & Sound embodies creative automation and can shape your whole home technological strategy. They can configure your whole home's audio, video, lighting and shade systems; not just home theatres, although their systems are the best. For more visit oakvillesightandsound.ca

Spring is hopefully right around the corner. I know it has really been a long winter and golfers are ready to go once there is a hint of double-digit weather values. But there is no reason to wait here, why not jet off to the always sunny and dry and of course warm Scottsdale. The Phoenician resort has recently redesigned their spectacular golf course and the grounds are nothing but a golfer's paradise.

Who doesn't like to travel? Recently I came across this quote from the late Anthony Bourdain, "Travel changes you. As you move through this life and this world you change things slightly, you leave marks behind, however small. And in return, life – and travel leaves marks on you."

This is so true, enjoy your time wherever life takes you!

Until next time,

Ana & Sean Patrick
Publishers



RENO GURUS

Design Addict

TEXT Krista Deverson

Art breathes life into a space, giving it character, vitality, and freshness



For Sebastian Falinski, Owner of Reno Gurus, taking an artistic approach to the design and construction of his renovation projects is his passion and is complemented by a thoroughly-developed renovation skillset. With his artist's soul, Sebastian loves to transform spaces from average to inspired.

Having immigrated to Canada from Poland ten years ago, Sebastian started a construction job where he could earn a living while improving his spoken English abilities. At 23 years old, having first arrived in Canada and starting this kind of work, Sebastian had no idea just how much his passion for the home construction and design industry would flourish. Starting the career out of necessity, he

never expected that renovations would become so meaningful to him. However, from the very beginning, he found that he loved the process of making the homes more beautiful for his clients. Towards this end, he dedicated extra time to perfect his skills and to learn from other contractors on each job.

During the two years that it took Sebastian to become an independent contractor and start working on his own, he spent so much of his time improving himself in every capacity. He had a vision for the spectacular and creative designs he wanted to create for clients' homes and he knew these kinds of projects would require specialized knowledge and a confidence in his own skills and abilities. So throughout the

ten years that he has been working in construction, Sebastian has always been improving himself; constantly reading self-improvement books and growing his personal and professional capacities from entrepreneurial skills, to design, to business management, to communication, and superior client service.

With this comprehensive design and construction experience, Sebastian started Reno Gurus in 2012. Because of his natural creative flair and innovative ideas, he was always looking to do unique interiors and create a unique product for his clients. He didn't want to do average home makeovers, but instead he was always seeking to create something more notable and spectacular. As an entrepreneur, he wasn't afraid to



take risks and set himself apart in the renovation field. Even still, his aim is to constantly try and improve and be the best that he can be and to come up with new and different ideas to turn his client's homes into true masterpieces of design and construction.

As the owner of the company, Sebastian has the last word when it comes to a project, however he collaborates with a whole team of experienced individuals from designers, to architects, to engineers. The entire process is carefully planned with his associates, but he brainstorms

and implements many of the unique ideas. It invigorates him to be busy and take an active role in all aspects of the design and construction process.

He admits that he is especially addicted to design inspiration which constantly keeps him overflowing with new ideas.



He is always on the lookout for the latest finishes, newest designs from around the world, different looks, and luxurious interiors. To keep inspired, he is often looking on the internet, shopping around for himself and his clients. He stays on top of the latest trends through magazines and the Instagram pages of artists, designers, and companies in the industry. And he always pays attention to the big-name designers and builders. He attributes his creativity and love for design to his artistic soul, which he says that he was ever since he was a child who enjoyed painting and playing music. His clients are always impressed with the unique ideas that he proposes for their projects.

Working throughout the Greater Toronto area from the heart of Toronto to Markham and King City and out to Oakville-Burlington area, Reno Gurus are becoming well-known for their luxurious and spectacular projects.

A recently completed full renovation of a seven million-dollar, five level townhome in the upscale Yorkville area of Toronto features a stunning and dramatic modern kitchen with European melamine, granite, brass-gold finishes, and oversized porcelain tiles. High-end Italian mosaics was shipped from Italy and creative LED lighting solutions capped off the gorgeous features throughout this elegant home. Every detail of the home was



thoroughly planned out and executed to meet the discerning tastes of the client and create the lavish feel of such a prestigious address.

For Sebastian, every project he completes is a favourite one, however he loves when his clients also share his passion for beautiful homes with fabulous finishes. For him, the coolest thing is to transform an entire space. He loves the challenge of rejuvenating a closed-in space and making it open concept. Playing with the space and being able to open up a living area and creating something fresh and new is a creative challenge he loves to take on.

But with each project, he is truly proud of every aspect of the design and finish. For him it is not just one part, but how the project comes together and how the details all add up to the overall finished product. He feels that he pours his heart and soul into the entire renovation and doesn't finish until everything is done



properly and perfectly. He wants to ensure that the completed work is well-done and will last a long time for the homeowner.

Reno Gurus goal is to make their customer's dreams come true. To ensure they are thrilled with the results, every

project is carefully planned and thought out and the clients are consulted to get a thorough understanding of their dreams and wishes. The functionality of the space and how it will be used is also taken into consideration before the design and building process begins. From there, the design and creation process begins





and the team works together to develop the right aesthetic and use of the space. Truly talented craftsmanship takes over to complete the project from top to bottom and transform the living space into an extraordinary dream home. For both residential and condominium projects, Reno Gurus are experienced in the redesign and construction of bathrooms, kitchens, basements with a specialization in open-concept living spaces.

Sebastian's impeccable tastes and exquisite designs bring a sophisticated vision to each project and truly stand out for their fine finishes and precise details. His passion for gorgeous interiors and love for each project leaves an unforgettable impression on his clients.



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Keep your eye on the goal or be swept away

TEXT Dano Ybarra

Spring means hitting the backcountry on horseback for me. This past spring was no different. In early March a very good friend of mine and I headed out for an all day ride to make sure the trails were clear for others and to get the horses in shape for summer.

The trails were in great shape, not much snow left. The heat wave had melted most of it in a matter of days. The fast snow meltdown this spring also increased the flow of water down the streams and rivers we typically cross.

After making our plan on how and where to cross a particularly treacherous area of the river we nudged our horses to step into the raging waters. My horse was bigger and stronger than my friends so he went first. Things were going great until his horse was midway across the river.

Now, surrounded by rushing waters on all sides and struggling to stay on his feet, the horse turned and looked down stream. Having lost sight of the landing point on the other side of the river; the horse and my friend started stumbling and the river began to sweep them away. My friend

immediately lifted the horse's head and turned it to the destination.

Now, with a new focus on the landing point, the horse was able to recover and they made it safely to the other side of the river.

Before you start a new business or direction within your company, make a plan. Think through it carefully. Visualize the final outcome of this new venture. Plan for the best-case scenario and the worst-case scenario. Be clear. Be exact. Write down every detail. Remember, the plan is for you. It doesn't have to be nicely formatted and printed on expensive paper. It just has to be specific.

Answer yourself three questions.

The Mission

First, what is the mission of this new product, service, or company? Think of

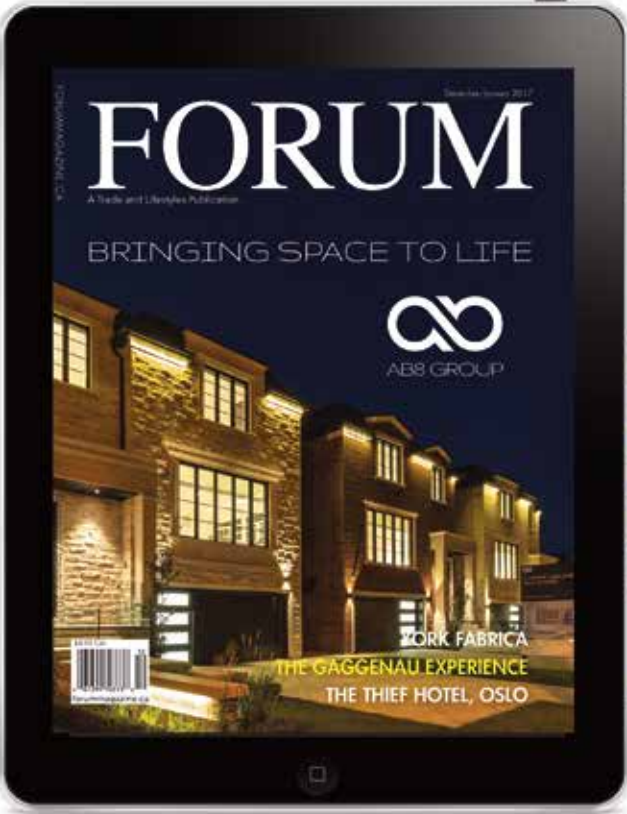


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the mission as the purpose. Are you trying to change the way the world performs a certain task? Are you offering the world a less expensive or more efficient way to perform a task? Are you providing a service that proves to be more cost effective or thorough than someone trying to do this themselves? When you can answer one of these questions in a sentence or two; you have written your mission statement. Yes, write it down. Immediately below it, write your vision.

The Vision

Your vision is nothing more than a statement of where you are going. Perhaps you are inventing a new, environmentally friendly mousetrap — your mission. Your vision could be to market and sell a portfolio of environmentally friendly rodent control products worldwide.

Think big. This is not the time to worry about how you get there, but rather where you want to be. Write it down just below your mission statement. It should only be a sentence or two. Below your vision statement write your goals.

The Goal

Now that you have a clear mission or purpose and you have

a vision of where you are going, it is time to get some details written down. Start with the bigger tasks and then break them down into smaller tasks. Goals must be measurable.

I like to build a chart with four columns. The left column is the task. The next column names the person responsible for getting it done. The third column has the due date. The fourth column has the actual completion date. I also break the chart into functional areas even if I am the one doing all the tasks. For example, I may specify engineering and then list all the engineering tasks under this topic.

Then marketing with all the marketing tasks listed below that title. Then sales, operations, finance, etc. You can do this in a word processor using the columns feature or in a spreadsheet. Be specific.

You have to be able to measure your progress so your goals

Keep your eye on the goal
or be swept away

must be specific, quantifiable, and achievable. For example, you may want everyone in the world to know about your new product. This goal would be too broad, difficult to quantify, and may not be achievable.

However, you may set specific goals to write a press release and submit it to two online press services, call 20 editors who cover your products and services with a goal to schedule two interviews. Write down detailed lists of what you will do. After having accomplished every item on your list, collectively, they will accomplish your mission and be a steppingstone towards your vision.

Now that you have a clear mission, vision, and list of goals, get going. As you work through the day-to-day tasks checking off each goal as you complete it, keep focused on your goals and mission. Each time you complete a task you are one step closer to your destination.

Don't get side tracked by something that looks fun and could easily be justified, but does not get you closer to achieving your goals and ultimately accomplishing your mission. Read your mission, vision, and goals before you start each day. Read them as the last thing you do each day. Do not get disoriented by the rushing waters all around you and do not look downstream. Keep your head focused on the destination or you will be swept down the river.

Foresight is 20/20

How to sharpen the clarity of your focus

TEXT Kris Cavanaugh

It has been well stated that clarity accounts for 80% of success and happiness. If you're a business owner or executive, and frustration is a big part of your day or week, it's likely that you don't have total clarity. If you're not progressing as far as you should in your career or in your business, lack of clarity is often a factor.

People who have clear, written goals accomplish far more in a shorter period of time than those without them could possibly do. This has been proven time and time again across all industries and in professionals of all levels of education and backgrounds.

It's been said: "Success is goals, and all else is commentary."

In relation to your goals, there are 3 "must haves" for high achievement. In order of importance, they are:

1. Clarity
2. Clarity
3. Clarity

If you are crystal clear about what you really want from your personal and professional life, this largely determines

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the amount of success you experience throughout your lifetime.

How often do you write down your goals? You goals will become amazingly clearer the more you write (and rewrite) them. By repetitive training of the mind, you'll tend to become more consistent in attaining those goals when you know exactly what you want.

A strange phenomenon then occurs – you

will begin to do less and less of the activities that hinder you from accomplishing your goals!

A 7-Step Process for Goal Achievement

If you're looking for an easy-to-implement process you can use to achieve your goals easier and faster, then try this approach...

1. Specifically decide exactly what you want throughout each area of your life
2. Write it down in clear detail
3. Set a deadline. If it is a particularly large goal, then you will want to break it down into prioritized sub-deadlines
4. Make a list of everything you're going to have to do to make your goal a reality. When new items come to mind, be sure to add them to your list
5. Organize the items on your list into a game plan by prioritizing them in the proper sequence
6. Take immediate action on the most important thing you can do on your game plan.
7. Every day choose to do something that moves you toward achievement

of one or more of your important goals.

As few as 3% of adults have their goals written down, along with daily action steps to work on. When you take the time to write down your goals, you move yourself to the top 3%. Once you've begun this step, you'll begin to see the same results they do!

An important daily activity is to be sure you're studying and reviewing your goals. This confirms that they are still the most important goals to you.

As time goes on, you'll continue to add new goals that are also important and possibly delete goals that are no longer important to you. The most important thing to remember is this: plan them on paper and work on them every day. This continues to be the key to peak performance for business owners and executives.

Here are 3 steps you can use to involve

this practice immediately:

1. Make a list of the top 10 goals you would like to achieve this year. Write them down in the present tense, as though you have already accomplished them.
2. With your top 10 goals in front of you, ask "What one goal, if I were to accomplish it, would have the greatest positive impact in my personal or professional life?" Put a circle around this goal and move it to a separate sheet of paper.
3. Practice the 7-step process described above on this particular goal. Set a deadline, make a plan, put it into action and work on it every single day. Make this goal your primary focus for the days, weeks and months ahead, and be sure to keep your eyes out for all the amazing possibilities within and around you!



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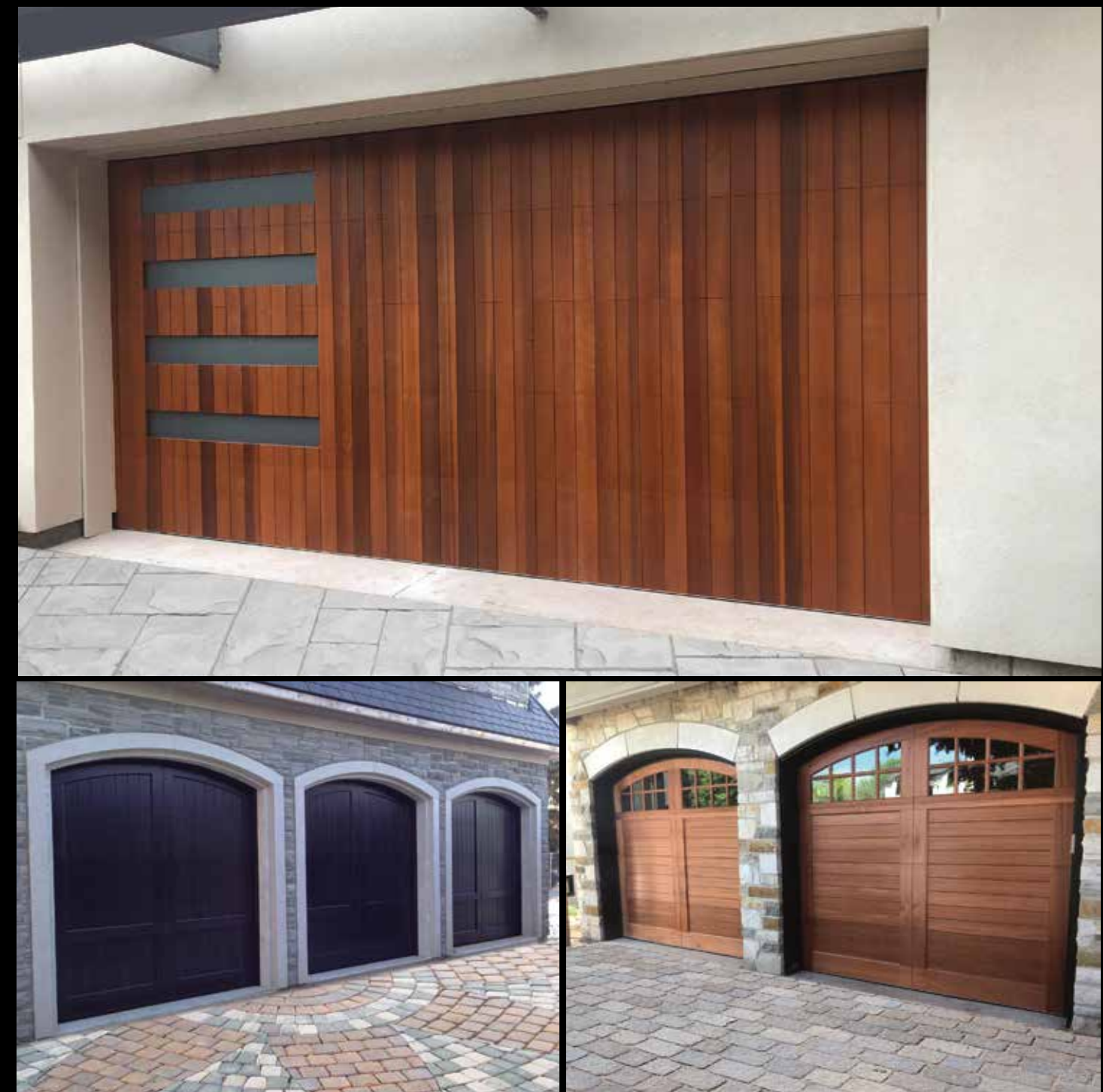

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How are you holding yourself back?

TEXT John Robson

What do you want to achieve this year? If you don't know, how are you possibly going to get it?

And if you know but don't have an action plan, how are you possibly going to get it?

Please excuse the preaching. But so many of us give lip service to goals without making even the smallest effort to support change in our lives.

Statistics show 95% of North Americans do not write down goals. Of the 5% that do, 95% of these folks don't follow up with the goals they've set. Only a special few in a thousand follow through with

creating progressive, meaningful change in their lives.

Working with goals is empowering! When you set and continually review your goals, you accomplish what's really important, stay organized and focused, bring more meaning into your life, overcome procrastination and increase your productivity, improve your decision-making ability, maintain your motivation and inspiration, attain clarity, balance and peace of mind

Goal setting is all about honouring yourself! About getting what you want. About achieving success, happiness, meaning and abundance.

Yes, it takes time and effort to build the discipline to stick with your goals. But the return is far greater than the investment.

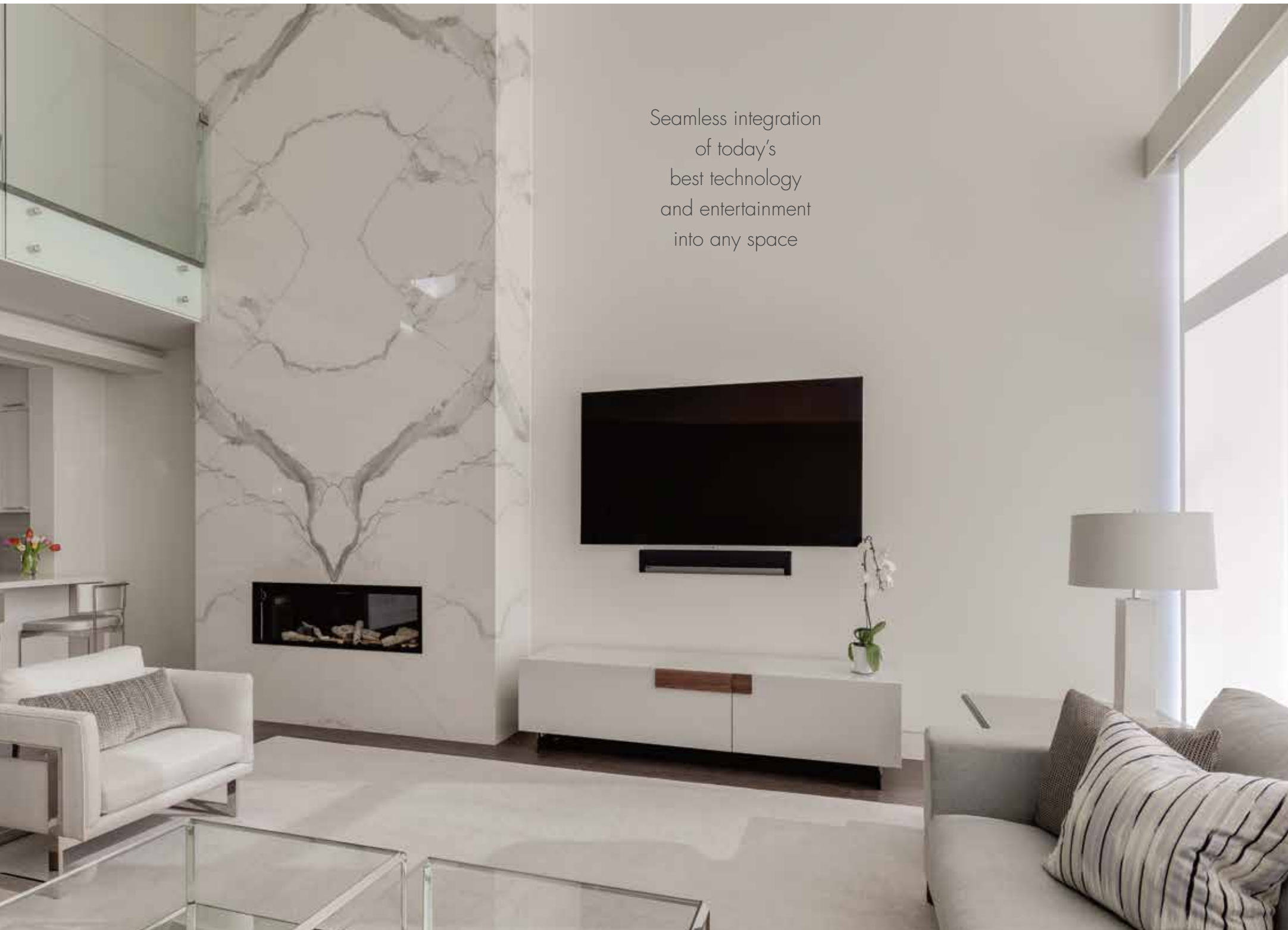
If you want positive change in your outer world, you must learn how to change inside. You must change some of your

perspectives, behaviour, and habits. It only takes minutes each day to focus your attention on what matters to you.

Have you heard the definition of insanity? Expecting different results from the same old behaviour.

This is a great opportunity to practice basic awareness. Each time you procrastinate something, see what attitudes, behaviours and feelings come up. What self-talk do you use? How do you justify your failure to act? How do you make up excuses? You probably use these same ones in many places in your life. And yes, they get the same results - nothing.

How do you undermine your integrity and commitments? How well is what you're doing now serving you? Time for a change? Resolve to learn the simple awareness and goal-setting skills that will make a difference in your life now!



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Creative Automation

TEXT Krista Deverson

Some of the world's most high tech homes may not even have a television screen in sight, nor speakers, nor even a single wire snaking its way across the floor.

Although they're not visible at first glance, it doesn't mean they're not there. They've simply been expertly incorporated into the home's functional aesthetic.

For Oakville Sight & Sound, technology in the home is about creating a whole

home technological strategy. Dependent on the look and feel the client is hoping for, the team at Oakville Sight & Sound considers how to beautifully configure all elements of a home's audio, video, lighting, and shading systems into a design that enhances the interior of the home instead of detracting from it.

Their smart home automation includes consultation, design, installation, service, and support to ensure all the home's

PHOTOS by APi 360



electronic systems work as they should and are visually pleasing to the client.

Typically, the process starts with a wish list from the client for the technology in their home and Oakville Sight & Sound know how to do it all. They offer solutions

for home theatres, automated lighting control systems, motorized shading, audio and video setup, thermostat regulation, outdoor entertainment systems, as well as smart phone integration to keep watch over and

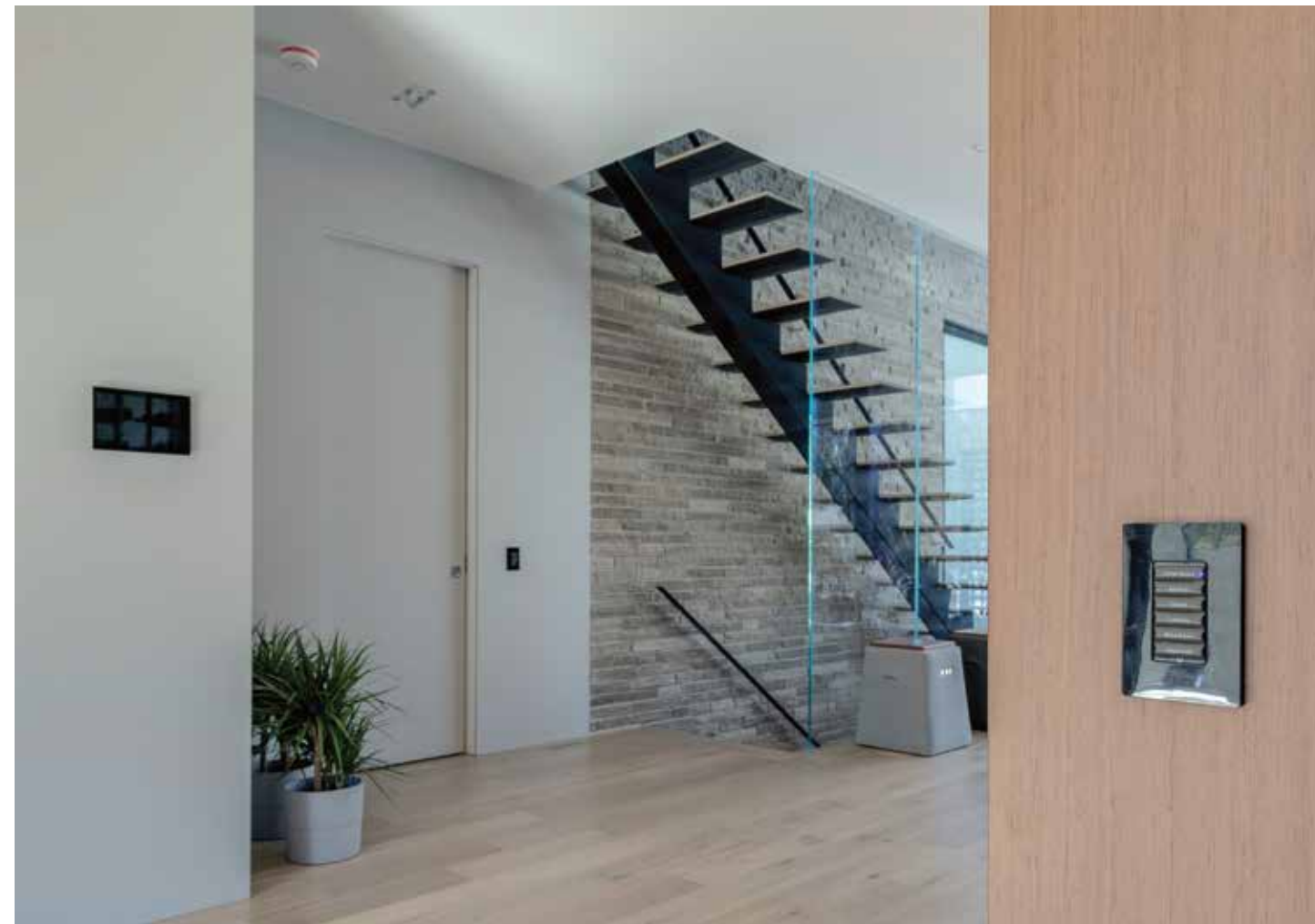
control your electronics from anywhere in the world. Sometimes a client may be only looking for a TV installation or audio installation throughout the home and then they decide to expand to a fully integrated system. And there are lots of options to consider.

Audio and video can cover a plethora of choices from very simple to elaborate solutions. A touch keypad in one room or a smartphone can play music on speakers throughout the home.

Or a home theatre is an option that can be anything from a wall-mounted television with speakers to a fully-engineered room with proper acoustics that eliminate sound transfer inside and out. Or they could even come up with solutions for audio and video systems for a cabana, pool house, or the outdoors.

For a clean finish, Oakville Sight & Sound ensures that no components are visible and the cables are hidden neatly out of sight.

Excited by clients who bring them



aesthetic challenges, Oakville Sight & Sound has invented some unique solutions to accomplish both the client's technological and aesthetic goals.

Often clients want a high tech home without a high tech look and Oakville Sight and Sound has provided endless custom options for this outcome. They've designed both invisible speakers and custom speakers that maintain their high performance, but blend seamlessly into a room.

For example, for clients that don't like the way a TV sounds nor the look of speakers in a room, they have created a sound bar that looks like it was built with the TV, resulting in a custom manufactured solution that looks sleek.

Another recent creation was a mirrored television that goes from looking like a mirror in a room to an actual high quality TV when turned on. Oakville Sight &

OAKVILLE SIGHT
& SOUND
is focused on design,
details and
durability

Sound specializes in creating ideas to overcome technological roadblocks and enhance the decor of the home while using the most modern equipment.

Their repertoire also covers lighting control and motorized shading throughout a home which is designed to clean up clutter on the walls and allow the homeowner to have more lighting control from a single global keypad in the room. Other benefits of this automated system can create certain lighting scenes where multiple zones of one room will react at the same time. On the other

hand, motorized shading is easy to use and provides great benefits like protecting floors and artwork from sun damage while giving the homeowner privacy as needed.

For today's world, Oakville Sight & Sound also considers digital integration allowing homeowners to access and control their home from anywhere in the world from the palm of their hand. Smart phones can control anything from garage doors, to lighting, to security systems, to home heating and cooling, and everything in between.

From brand new homes to existing homes needing modern solutions, Oakville Sight & Sound has the inventiveness and experience with electronics to make any technological and aesthetic look a reality.

oakvillesightandsound.ca

Kick Start the New Year by Setting SMART Goals

TEXT Linda Cattelan

Many people are not able to articulate what they really want in life in clear and concise language. Oddly enough, people are generally pretty good at articulating what they don't want. So it's no wonder that a large percentage of the population go through life getting what they don't want and don't fully realize their goals and desires. You get what you focus on!

A good place to start when setting 'SMART Goals' is to sit down and make a list of all the things you don't want or are really unhappy about. For example, I don't want a mortgage, I don't want to work until I'm 65, I don't want to be overweight, I don't want to be a smoker.

Next, look at your list of don't wants and convert each one into something you really want instead. For example, I don't want a mortgage becomes I want \$200K equity in my home. I don't want to work until I'm 65 becomes I want to retire by the time I'm 55 years old. I don't want to be overweight becomes I want to reach and maintain my goal weight. I don't want to be a smoker becomes I want to become a non-smoker.

Notice not only how the language changes but also how the language feels and the emotions that are evoked. Instead of feeling like you have to move away from something you don't want, you are drawn to moving toward something you want instead. That feels better, doesn't it?

You are more likely to be motivated and achieve your goal if you are moving toward something you want and desire as opposed to something you don't want.

The next key step is to turn your wants and desires into specific and measurable

goals as a way of gaining clarity and focus. So, let's start by defining SMART goals.

S is for Simple and for Specific

The simpler you make your goal, the more clarity the goal will have. You should be able to articulate your goal in 10 words or less. Here's an example: I weigh 150lbs by December 31st, 2020.

M is for Measurable and for Meaningful to you

You have to be able to measure whether you have successfully achieved your goal. The goal must also be meaningful to you. Consider my weight goal above. Is it measurable? Absolutely, all I have to do is stand on the scale on December 31st and weigh myself to determine if I have achieved my goal. Is it meaningful to me? Absolutely, I have total control over whether or not I personally achieve the goal.

A is for As if now, Achievable and All Areas of your life

Often goals are stated in the future tense. For example, I will have or I want to have. The language puts the focus out into the future. Stating the goal as if you have already met the goal or are in the process of meeting the goal keeps the goal achievement close at hand. I weigh 150lbs by December 31st, 2020 is more powerful than I will weigh 150lbs by December 31st, 2020.

Now ask yourself Is the goal achievable? Is it possible? Is it probable? How will it affect other areas of my life? For example, you may have a goal to travel around the world this year. While possible is it likely? How would your business or job

be affected, or your family? Therefore, goal setting is also about prioritizing and making choices that honours not only what's really important to you but also considers the impact on all areas of your life.

R is for Realistic and for Responsible

Is the stated goal realistic? I know someone who has a goal of winning a lottery. The chances of anyone winning a lottery are so slim—that's not a goal, that's just plain luck. So, let's stick to realistic goals—sure they can be and should be a stretch, but they must be doable for it to be a goal. As for responsible—please make sure your goals are ethical, moral and responsible.

T is for Timely and for toward what you want

The last consideration in setting SMART goals is to ensure there is a time element to the goal and that it is written towards what you want rather than away from what you don't want. Using my weight example, By December 31st, 2020 I weigh 150lbs. This has a time element as well as provides a target weight that you can work towards.

This is the perfect time to set goals for the year and years to follow. I personally keep a list of all my SMART goals and read them out loud regularly. Maintaining focus on your goals is key to successful goal achievement.

Now, take action. No matter how big or small the action is, taking a first step toward the goal puts the wheels in motion. Before you know it all your goals become reality.

THE BREITLING NAVITIMER

A Faithful Tribute to a Legend

In 1952, Breitling developed the Navitimer, a revolutionary wrist-worn chronograph that instantly became a mainstay of every cockpit.



It was worn by pilots for some of aviation's most impressive developments, thanks to an innovative slide rule that enabled them to make all critical flight calculations. Breitling has now unveiled the Navitimer, which celebrates one of the most iconic early designs of the Navitimer, released exactly 60 years ago.

Breitling has announced the release of its first re-edition timepiece, with subsequent launches also planned for the future.

The Navitimer is a chronograph that replicates – almost to the smallest detail – the design codes of one of the most venerated early Navitimers, the Breitling Ref. 806, including an all-black dial with tone-on-tone subdials and a rotating beaded bezel.

The Breitling Navitimer is a direct link to one of the most impressive legacies in all of watchmaking. In celebration of the year this specific design was produced, it has been created in an edition limited to 1959 pieces, all individually numbered and engraved on the caseback.

First developed in 1952, the Breitling Navitimer is not only the most iconic of all Breitling wristwatches but also one of the industry's few true legends. This twentieth-century classic remains popular in the twenty-first century, more than 65 years after it was first launched to meet the needs of a growing commercial and recreational aviation market.

Thanks to a circular slide rule enabling the wearer to make all critical calculations

they might need when in the air, the Navitimer was quickly adopted by pilots and especially favored by the Aircraft Owners and Pilots Association (AOPA) in the US. Its status would be further enhanced in the 1960s when it was worn by cult figures such as jazz great Miles Davis and Formula 1 champion Jim Clark.

The Breitling Navitimer has been created with painstaking attention to every detail of the 1959 Navitimer design. Like its inspirational ancestor, it has an all-black dial with tone-on-tone subdials and, recreating one of the signature elements of the original in 1959, the dial is adorned with a Breitling inscription in capital letters and an unsigned winged logo. A little-known fact is that the



unsigned winged logo was used for the European market, while the watches sold in the US had an AOPA-signed logo.

The Navitimer has a rotating beaded bezel made of precisely 94 beads, exactly the number found on the 1959 model. In the course of the production period for the original Navitimer Ref. 806, the number of these beads – the small markings around the bezel – varied from as many as 125 in the early 1950s to as few as 93 in 1960. This may be a small detail, but for enthusiasts of historical wristwatches, it is an important one.

Even the stainless-steel case, measuring

precisely 40.9 millimeters, has been developed specifically for the Navitimer, with the same lugs profile and finish as the original Ref. 806.

The watch is presented on a black vintage-inspired leather strap. The famous circular slide rule, positioned beneath a piece of high-domed acrylic glass fashioned in exactly the same shape as the original, will be familiar to every passionate Navitimer fan.

In fact, the only concessions to modernity are the water resistance, which has been increased to 3 bar (30 meters), and a Super-LumiNova® coating. While this is a modern luminous material, very

special attention has been paid to its colour to ensure it remains faithful to the luminescent material on earlier watches. Its hand-finished application gives the dial an additional touch of vintage allure and character.

In respect to the original manual caliber that powered the early Navitimer, a completely new manual (hand-wound) movement has been developed. The in-house Breitling Manufacture Caliber B09 mechanical movement is based on the brand's renowned in-house Manufacture Caliber 01 and is a COSC-certified chronometer. This movement will power many of the other hand-wound historical re-editions to come.

Stop existing and start living!

TEXT Patrick Brennan

Are you still daydreaming about the goals you had set for yourself, but still have not achieved yet? So you start to daydream about what it would be like IF you really had achieved the goals you had hoped for.

Is it fear of the unknown? Fear of failure? Fear of change? Fear of success?

Don't laugh. These are real fears that a lot of people have to overcome to move forward. This is not the same type of

fear that you get when you're scared... You know, sweaty palms, shaky knees, goose bumps, etc.

No, this fear stalls you in your tracks while you're trying to reach the goals you have envisioned for yourself.

So you ask yourself..."self, why can't I move forward and reach my goals?" Mainly, because of the big gorilla in the room-fear, in one form or the other. It sneaks up on you and stalls you cold.

You've heard of procrastination? This is actually another fear that can totally shut you down as you never quite move forward on anything. If you repeatedly do this it actually becomes a habit and it's very hard to break.

Perfectionism is another example of fear. You never finish anything because you feel that it's not quite right or good enough and it becomes a problem that

can also shut you down. Have you ever felt overwhelmed when doing something and so you just don't start. This is a very common fear that you need to address and get over or you won't be able to move forward.

Be especially careful about perfectionism because this one can cause you to read endlessly and educate yourself, but then you fail to take action so the process of reaching a goal or goals you wanted for yourself just stops.

Doing busy work all day long, but not accomplishing anything, is yet another form of fear. You seemingly work hard, but unfortunately not toward any of your goals.

One of the best ways I've found for overcoming some of these "fears" is to just take action. It's amazing how simply taking some action gets you moving in the right direction and closer to those elusive goals you wanted for yourself. I've found once you get some momentum going, in the right direction, those fears you had start to diminish. Soon your fears subside and your enthusiasm takes over.

However, none of this will mean anything if you start taking action that is the wrong kind. By that I mean you need to choose a goal that is very clear and that can be measured. If it isn't clear and can't be measured you're not going to know that the direction you're moving is correct. You also need to create a "road map" as you would if you were going for a walk or drive, so you know where you are going and where you should end up.

I hope this short article gets you thinking about how to improve your existence and starts you thinking about really living. When you are reaching your goals you will find yourself feeling alive as you now have a purpose about you and you know where you're going.

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Helping others to progress creates business success

TEXT Anne Bachrach

If you are in a position of authority then you must be conscientious of two areas: ensuring a quality job (or upholding a directive) and training others to progress in the same field. Essentially, you might be teaching the person who may some day replace you. Is this a fair outlook? This is certainly a common fear among some authority figures that believe instituting such efficient systems could backfire and cause rapid changes in managerial structure. So what are the alternatives? For a leader to actually restrict information from his delegates in hope of securing his job? This would be a poor way of doing business, from a commercial point of view as well as a personal one.

Commercially speaking, the company wants to listen to any new input and utilize all available experience. In creating an efficient machine, there would be no reason to deliberately hinder employee advancement as this would directly affect productivity and eventually profit. Personally speaking, it makes sense to train new staff members according to the same criteria that you would live by. When you teach by example and are helpful to new workers, they will remember this training in future years, considering you more of a personal mentor than just a boss.

The single most important factor in overseeing progress is that of individuality. You cannot assume that delegation or training can be lazily standardized and yet simultaneously help an entire staff progress rapidly. Teaching involves taking an interest in people as individuals. Some people will progress faster than others, others slower, and still others will require special training because their perceptions are totally different from most of the other workers. Some staff will be particularly hard working, convergent thinkers. Others will be very good at “thinking

outside the box.” The key is to identify the skills of each particular team member and then individually hone those skills until every worker progresses at a comfortable pace. It may also involve you identifying the weaknesses of some workers and coming up with ways to train them into becoming more efficient performers, or give those tasks to someone else who can be or is efficient at those tasks. Leverage people inherent skills.

For example, let’s say you are writing an evaluation of one of your favourite delegates. First, start by focusing on their positive characteristics. You would describe them as a steadfast worker. They always come in a few minutes early and volunteers whenever there is overtime. They are respectful and diligent in customer service.

Now focus on some areas where the worker needs improvement. They often make mistakes in their reports. They have a tendency to alienate other co-workers. Some of their proposed ideas are out-of-sync with the rest of the office. Now that you have an understanding of this worker, personalize the training to match their personality and state of progress. Always focus on the positive, remembering that every institution and every staff member could benefit from self-improvement.

When it comes time for training, the ones you teach should be approached respectfully and with an attitude that encourages improvement. A new worker needs to feel confident that you believe he or she can accomplish the task ahead. Once a team member knows that you have this confidence, and that there is a network of information and assistance available, he or she will feel ready. Avoid babying new workers that are looking to advance. A team member will respect

you if you tell them what to do, but he or she would much prefer it if you gave them an opportunity to showcase their talents.

What if a delegate that you trusted makes a big mistake? This calls for balance between playing educator and friend. If the worker does something wrong you owe it them and to the company to offer helpful criticism. Do not criticize the effort itself; try to explain why the decision was a mistake and how it negatively affected productivity. If you sense that the team member was pursuing the right direction or had a good intention, which is probably the case with most people, then thank them for it.

After praising the effort put forth, make it clear why modifications will be needed. The objective of counseling should be to ensure that the subordinate understands the problem. Next, that he or she is helped back to a confident state and is ready to avoid making the same mistake in the future. One way to make sure they don’t make the same mistakes is creating procedures for everything being taught. Put all procedures in binders or store them electronically to recall when needed. This may take a bit more time up front but saves a ton of time in the short-term and long-term.

Employee training and delegating authority are part of overseeing a company’s progress. It is a golden opportunity to advance your interests while helping others grow into their professional roles. It is a great feeling to see others make progress with your training and mentoring and it makes everyone more effective and efficient which means people are more productive overall and that leads to goal achievement.



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CALM THE OVERWHELM

TEXT Carrie Greene

You walk into a room and look around. Wow, there's a lot to do. You don't know where to begin. You feel an ache in your stomach. It's hopeless. You walk out of the room. You're disgusted with yourself and the situation.

There's a project you've been meaning to do for ages now. You have set aside yet another afternoon to finally get it done. But there's so much to do on this project.

Where do you start? Besides, it's probably going to take more than just one afternoon anyway.

Maybe you need to set aside a whole day to do it. Oh well, maybe you'll tackle it next weekend.

We are all unique people and what we find overwhelming varies from one person to the next.

Maybe you get overwhelmed dealing with the details involved in planning a party or some other event.

Maybe you feel overwhelmed when faced with all of the decisions involved in decluttering your home.

Maybe you feel overwhelmed trying to

get all of your to-dos crossed off your list.

How you handle yourself when faced with these overwhelming situations is the key to success.

Here are four strategies that will help you create a plan for these big overwhelming projects so that you can finally tackle them with confidence and ease.

Give yourself a physical place to work.

Not surprisingly, I work with a lot of my

Continued on page 45

BEST INDOOR KIDS VENUE

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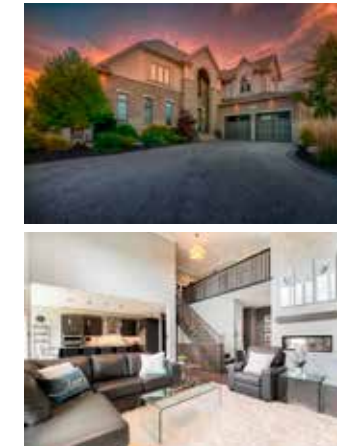
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SUPERCAR CAPSULE

The Finesse of Italian Design, Complemented by Global Experience

Developed by a team of architects and designer for a taste of bespoke luxury, which includes supercars. Therefore spectacular supercars has led them to create a distinct spatial design that enhances the car's features. After all,

your luxury car should get just as much attention as your home and its design.

The SUPERCAR CAPSULE a new concept by SUPERFUTUREDESIGN, so you can add that to the portfolio in addition to their award-winning

architecture and design work. The SUPERCAR CAPSULE is a palette of unique ports that keep the automobile in a closed space, allowing owners' supercars to emerge as if from a dedicated showroom. It's an exclusive design service to transform your garage

The UAE and its key players love their supercars, so SUPERFUTUREDESIGN decided to create the SUPERCAR CAPSULE, a unique concept that gives your expensive toys a center stage to captivate the audience.





into your private showroom, so now you can feel like a millionaire from a superhero movie (we're looking at you, Tony Stark).

This unique space will encourage visitors, guests, and the owner to appreciate its

qualities. As a result, your supercar contributes to a distinct aesthetic experience at home, even when it's not on the roads.

The Finesse of Italian Design, Complemented by Global Experience

SUPERCARCAPSULE is the brainchild of Italian consultancy firm ASZarchitetti Group, comprising ASZarchitetti and SUPERFUTUREDESIGN. Combined, the design collective has completed well over 400 projects across the residential,



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Continued from page 36

clients on decluttering. The first thing we do is to create a space to work in. That may mean clearing off a table, a counter, a desk or a bed. You don't necessarily have to put those things away just create a space so that you can focus on one thing at a time.

Give yourself
the mental space
to work.

Eliminate distractions. Turn off email. Turn off your cell phone. Send the kids and dog outside.

Break the project
up into steps.

Even though these types of overwhelming projects often end up as a single line on a to-do list, they generally involve more than one step.

Break the project into multiple steps and give yourself permission to focus on only one step at a time. Instead of the overwhelming task of "organize office", define the things that need to be done.


*We are all
unique people
and what we find
overwhelming varies
from one person
to the next.*



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For instance, step one may be "handle the things on the right corner of the desk" or "gather the papers on the floor into a single pile".

Do something,
anything.

Doing nothing will leave you in the same situation that you are in now.

Often the act of doing something will

help break the cycle of hopelessness and give you the push to get moving.

These four steps will help you create a plan. The project as a whole may still look big and overwhelming but the little steps you define are doable and more importantly approachable. As the smaller steps get done the bigger project gets done as if by magic.

ST. BARTH

The Christopher unveils New Villas



The Christopher has introduced new four-bedroom villas with private pools to its scenic property perched above the water on St. Barth's Pointe Milou.





With the addition of these spacious villas, the 42-room hotel concludes a tiered renovation following the hurricanes of 2017, which included the addition of the new Christo restaurant with a focus on sustainably sourced ingredients and a Sisley Spa.

Designer Olivia Putman, daughter of famed designer Andrée Putman and head of Studio Putman, wanted to create a feeling of calm and blur the boundaries between inside and out.

The spaces integrate a modern aesthetic with nature, using a mix of natural materials including bamboo, sandstone and volcanic stone that are accented which pops the hotel's signature orange.

Just above the hotel, the villas have large decks and private pools, melding the privacy of a villa rental with the comforts of a hotel.

Villa guests have full access to all The Christopher's facilities including the Sisley Spa, fitness room, and restaurants,



with the perks of renting a villa for instance, upon request, guests can have a private chef or in-villa spa treatments.

More about The Christopher

The Christopher is an under-the-radar gem on St. Barth with a strong base of repeat clients. With its prime location on Pointe Milou – among some of the poshest villas on the island and minutes from hopping Le Ti St. Barth night club – it has a coveted westward view towards the bay of St. Jean, making it the best place to catch the sunset.

Its Christo restaurant, new as of 2018, is one of the best on the island and its Mango Beach Club offers casual poolside fare.

The Sisley Spa treatment rooms look out over the water and have a natural soundtrack of lapping waves.

About St. Barth

Unlike other islands, visitors to St. Barth don't generally stay put at their hotel or resort. Instead, they visit the beautiful beaches around the island that have no hotels on them, go into the town of Gustavia for a gourmet meal or some shopping, or stop at bakeries for freshly made croissants. It is part of France, after all.

The Christopher is perfectly situated to enjoy all the island has to offer.

Where is the hotel on the island?

7 minutes to Grand Cul-de-Sac or Lorient Bays

10 minutes to Saline Beach or to St. Jean

15 minutes to town, Gustavia, the airport, or Gouverneur Beach

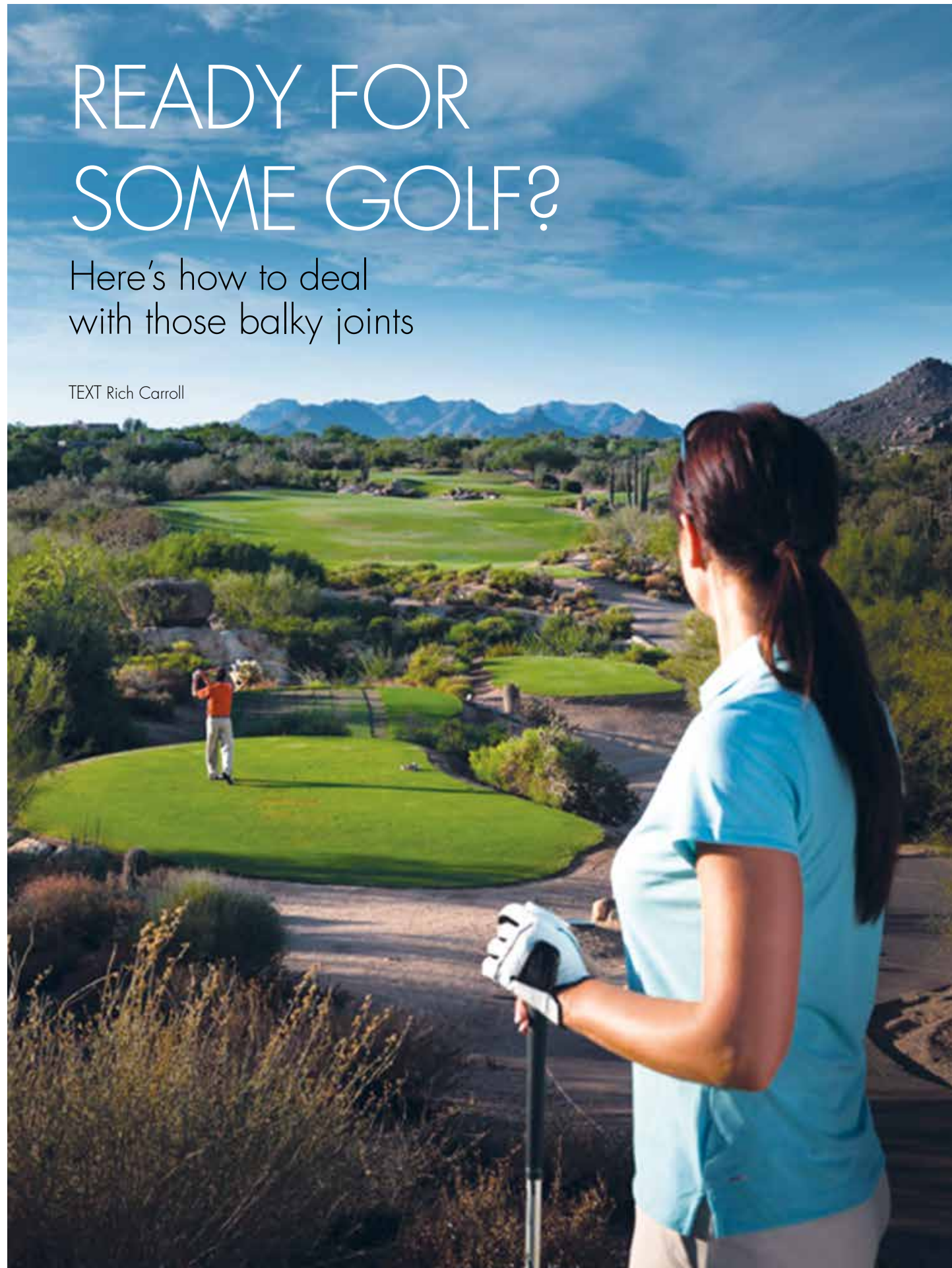
20 minutes to Flamands Beach



READY FOR SOME GOLF?

Here's how to deal with those balky joints

TEXT Rich Carroll



I know you golfers in Canada are itching to hit the links, then you gaze out on your favourite golf course and it's covered by a pretty white blanket. Now in Florida in the winter, we golfers...okay, never mind. But before you know it you too will be taxing those golf muscles and no-longer-so-supple joints.

Yes, every golfer has experienced it: those minor aches and pains following a round of golf. It is so common that when I go to my massage therapist, all I have to tell her to work on is "golf muscles" and she knows what I mean.

As we age, they seem to hit harder and last longer. Occasionally all the soreness may feel so deep it is coming right from the joint or bone. So, from where does this pain originate from, and what can we do to relieve this soreness?

Whenever people get soreness in their joints, the actual reason for the ache and stiffness is with the muscles and connective tissues that maneuver those particular joints. If we don't use them on a regular basis, we lose the range of movement that the joint used to have. Very similar to opening and closing a rust-hinged door, using body joints that are not flexible will activate inflammation with the muscular tissue supporting the joint, which of course leads to pain.

If golfers don't always maintain flexibility in the joint, the encompassing muscle tissue will shorten and become tight.

There are a few reasons for this muscular tightening up and contracting. When we become less mobile as we age, ligaments and tendons become much less elastic. The tendons are the most difficult to stretch, seeing as they are densely packed fibers.



As all of these connective tissues constrict, they lead to pressure on the nerve pathways.

Many aches and joint pain will be the result of nerve impulses going the length of these particular pressured pathways. So, getting back to golf, this is what we deal with as golfers as we try to keep the body joints from being sore and inflexible.

Often, we attribute these things as simply "wear and tear" on the joints. While we often pass it off as merely getting older, there is no need to simply assume the blame is old age and then give up.

There are ways to help preserve our joints through a sound diet.

But stretching exercises, ones that will demand much less stress on your body joints instead of running or jogging, are really the best long-term ticket to joint health.

Swimming as part of the aerobic training, biking, and most of yoga training is also excellent.

We didn't address some of the other joint problems people must contend with. These may result from injury, rheumatoid arthritis, or osteoarthritis. But those conditions warrant medical attention and do not come within that sphere of what we are addressing at this point: every-day stiffening of the body joints due to inactivity.

We control the aging process by recognizing what the real difficulty is, then how to manage it.

It is certainly within
our control to make
the game of golf
significantly
less painful
and hence
more pleasurable.

Don't worry, be happy...

Here are 6 foods that can help

TEXT Rich Carroll

The wonderful thing about the vast array of foods available to us is, we have foods to satisfy nearly every one of our needs.

There is sustenance designed for weight reduction, nourishment that gives a lift when we exercise, and others that mend and replenish the muscles when they break down.

Each are important for better health, as they can result in much healthier internal organs and stronger muscles and connective

tissue. But let's not forget about foods that enhance our all-around wellbeing: foods which permit us to calm down from daily stress.

Foods which calm us don't act the same as drugs. And some things we take that we think are having a peaceful effect are actually acting in reverse.

For instance, we may believe an alcoholic beverage is relaxing us, when in fact it induces the body to generate



the equivalent hormones we generate under panic. Some, such as caffeinated beverages, activate our nervous system.

Foods high in sugar induce insulin spikes leading to lower energy, and high sodium food leads to fluid retention, leading to heart and blood pressure issues. Each need to be eliminated when we will be trying to calm down and wind down.

Here are foods that go into that food-relaxing group that are natural and will not leave any side effects:

Oatmeal

Oats are rich in Vitamin B6 and melatonin. The former is an anti-stress vitamin and the second a naturally-occurring hormone that helps boost restful sleep. But if it's loaded with sugar or other unhealthy enhancements, we defeat oatmeal's purpose.

Green Tea

It has some caffeine, although not as much as coffee, but it more than makes up for it by having an amino acid called L-theanine, a natural stress-reliever. This will behave like a natural mood enhancer by triggering alpha brain waves, which we give off when we are in a peaceful place. Moreover, green tea is thought to cut back on high blood pressure levels.

Bananas

Those who do a lot of strength training know of the positive health effects of bananas due to their high levels of magnesium and potassium. These nutrients are natural muscle relaxers, and allow our muscle tissue to unwind before our entire body can relax.

Celery

Historically celery had become known as an antidote to stress, but we don't usually think of munching on a stalk of



celery to sooth anxiety. But there is in fact a correlation for celery's capability to decrease high blood pressure and promote relaxation.

Salmon and other Cold-water Fish


This isn't particularly about fish, but omega-6 fats in general, which give us many overall health benefits. They raise serotonin levels that decreases production of cortisol and adrenaline, known in promoting anxiety.

Milk

Many people have a warm glass of milk prior to bedtime because it contains tryptophan, and when that transforms to serotonin it can allow us to sleep better.

Low-fat milk is greatly superior to whole milk, and its calcium and vitamin D are believed to aid in reducing anxiety and depressive disorder.

These represent a variety of food products that should help us gain a certain mental state. Not that we are attempting to move through life in a state of perpetual bliss, but there are times when we need to wind down and relax. By doing it with a healthy diet plan as opposed to popping pills will definitely be the healthier way to go.



The Phoenician Golf Club Redesign Scottsdale, Arizona

"Our goal with the course redesign and renovation was to give each player the opportunity to make an informed decision before every shot by employing fundamental design strategies to create a great golf experience for resort guests and daily-fee golfers. Everything is now right there in front of the golfer, as there are no blind shots or blind hazards. We're thrilled with how the golf course looks and plays."

- Phil Smith, Golf Course Architect



THE PHOENICIAN GOLF CLUB REDESIGN

All tees and bunkers were repositioned to provide the best strategy for each player's skill level.

The newly designed TifEagle grass putting surfaces allow for additional pin placements.

The rerouting of the golf course allows for a more contiguous pattern of play, tightening up distances from greens to the next tees and creating an even more enjoyable experience for golfers.

OLD VS. NEW COMPARING THE COURSES

The iconic course previously featured three, 9-hole offerings, each with a different profile, creating 27 separate holes of play. Now, the course will offer one, 18-hole experience with a natural rhythm and flow.



During the redesign, no hole went untouched, utilizing existing fairway corridors in the rerouting of the course.

- Water features were reshaped and renovated.
- Fairways were recontoured.
- The cart path system was rebuilt for a smoother navigation experience.
- The new 9th hole, previously Desert

No. 3 and Oasis No. 8, is a long, downhill dogleg left par 4. The approach shot is a peninsula-shaped green that is well protected by a lake and greenside bunkers.

- The new 16th hole, formerly Desert No. 9, has a lower elevation than the previous hole, providing more expansive Sonoran views from the main Camelback Road resort entrance.



GOING GREEN ON THE GREEN

Going from 27 to 18 holes, turf usage was reduced by approximately 40 acres.

A new highly-efficient irrigation system was installed.

The combination of turf reduction and the new irrigation system efficiencies will lead to increased water conservation.

MODERNIZED FLEET

New Club Cars feature leather upholstery, embroidered with The Phoenixian logo.

Touch-screen displays with "Shark Experience" innovative technology allow golfers to stream music via Slacker Radio,

as well as live sports, highlights, news and entertainment. In addition, Bluetooth capability allows players to sync their phones and listen to their personal music selection.

The displays also offer Greg Norman golf tips and specialized GPS to show the current hole statistics and dynamic yardage information based on where the cart is located on the course.

GOLF CLUBHOUSE

All new interiors adorn the pro shop, including new carpeting, fixtures, displays and lighting. Guests will enjoy choosing from a wide selection of newly designed Phoenixian golf attire, equipment and accessories.

In the locker rooms, new flooring, seating, lighting and lockers bring a

modernized look and feel to the area.

Finally, the 19th Hole restaurant sports a fresh design with a white marble countertop and updated kitchen, new exterior furnishings and a contemporary menu of upscale, casual bites.

The Phoenixian Tavern, located above the Golf Clubhouse, debuted March 9, 2019 and replaced Relish Burger Bistro.

This new gastro-pub-style restaurant features a modernized design with all new interiors, an enlarged bar and an enhanced patio with indoor/outdoor seating. Enjoy a variety of craft beers along with a menu of polished pub grub, including comfort food favourites such as Crazy Good Pretzels, Fish N Chips, the Smokehouse Burger – and, for dessert, Warm Beignets or Hot Apple Pie.





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Pricing

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June - September: Green Fees + \$69pp

Par: 71

Grass: 419 Bermuda

Number of Tee Sets: 4

Forward Tees: 4,594 yards

Championship Tees: 6,518 yards



thephoenician.com

These tacos are vegetarian.

Green jackfruit is the next superfood. It has nearly zero fat and cholesterol, low in calories and high in fibre. The best part about it, it tastes just like pulled pork. In the photo below, green jackfruit is flavoured with the most delicious hot sauce in the world, Umé by FlavürLust. This hot sauce is a wonderfully complex and bold combination of scorpion peppers, wildflower honey, plum and spices, all blended together with a secret mulled vinegar.

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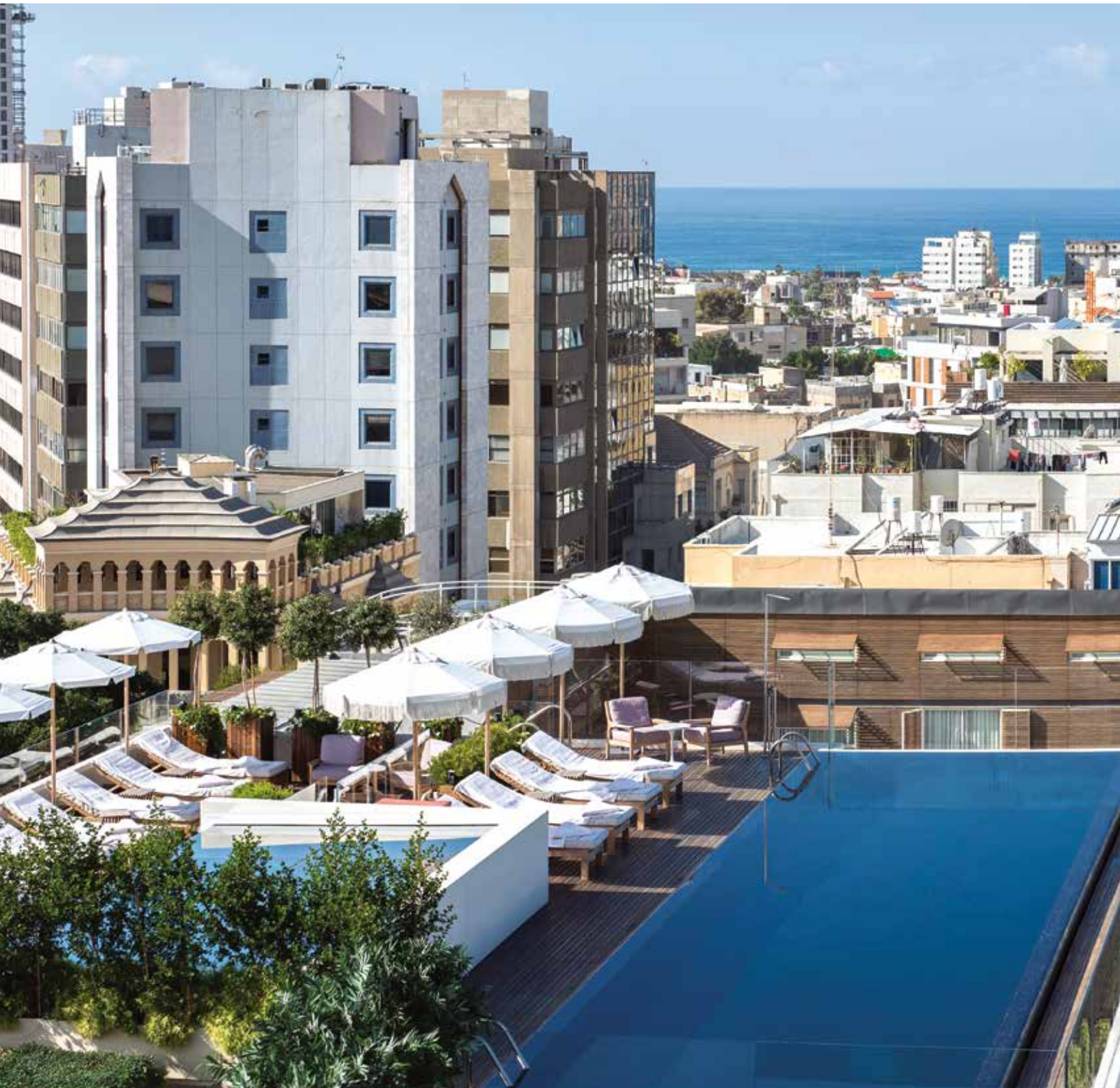
To find out more about Green Jackfruit,
contact Jason@kappafoods.com

FlavürLust

ISRAEL

Where design meets history & luxury

TEXT Emilia Florek-Guerrero



Israel is a top destination that one must add to their bucket list. Renowned for its culture, heritage, climate, cuisine and atmosphere, there is always something to do while visiting this amazing place.

This is a great choice for family holidays, business trips, those seeking a vibrant nightlife, and for many, a religious journey.

As there is so much to do it is important to rest and recover from all the exciting things one experiences in Israel, especially in Tel Aviv a.k.a. "The City That Never Sleeps"!

The same applies for those who are visiting Jerusalem as there are endless options to discover and experience.

The Norman, Tel Aviv

Nestled on a picturesque city square The Norman is the only luxury boutique hotel in Tel Aviv that lies in the heart of the White City – Tel Aviv's world-famous UNESCO heritage site of historic Bauhaus architecture buildings.

Perfectly situated next to Rothschild Boulevard and Tel Aviv's best cultural attractions.

The Norman is comprised of two classic buildings, beautifully restored to their unique elegance. No. 25 Nachmani Street, the main building of the hotel is a



grand Modernist building, featuring clean lines and wooden shutters that capture the essence of 1920's architecture. No. 23 Nachmani Street, a residential suites

building, available for both short and long terms stays, was built in the eclectic style and is brimming with Renaissance influence and oriental accents.

A Feast for the Senses

Soak up the dazzling Tel Aviv sunshine in The Norman's charming outdoor spaces. The stunning roof top features a spectacular infinity swimming pool and sundeck with a sensational view of the city while the hotel's pretty citrus gardens, positioned between the two historic buildings provides a pastoral pause. Spend time on the spacious terrace of The Norman's luxurious Wellness Area, or in the cool and fragrant tower garden, or on one of the many beaches nearby, for a quintessentially Mediterranean experience.



While you are at it why not take a break and enjoy a cocktail at the Library Bar? This is a great place to feel the vibe and atmosphere of Tel Aviv and make sure to enjoy a fabulous, traditional meal at the Alena restaurant known to be one of the finest restaurants in the entire city.

Delight in your own dream sanctuary, be it in a stunning suite or a bright contemporary room, both offer outstanding elegance and comfort. The Norman Tel Aviv boasts a superb selection of 50 luxury and unique accommodations.

The Norman Hotel, Tel Aviv
23-25 Nachmani Street
Tel Aviv, 6579441, Israel
www.thenorman.com



The Mamilla Hotel, Jerusalem

The Mamilla Hotel is a property full of history and magnificent views. It is right at the heart of Jerusalem so that makes it already a premier choice. Overlooking the Old City walls, the Mamilla Hotel was designed by the renowned architect Moshe Safdie along with Pierro Lissoni. The origins of the Mamilla Hotel go back to Ottoman times, right around the same time the Jaffa Gate and the city's wall were built.

The Mamilla Hotel is Jerusalem, old and new, sacred and social, last millenium and next. Literally at the crossroads of the city's celebrated past and future, the designer lobby is a short stroll from the Old City walls and Jaffa Gate, as well as the capital's newest gardens, galleries and theatres. Jerusalem's legendary shopping is also close at hand, since it begins right here, at the gateway to historic Mamilla Avenue.

The Mamilla Hotel is the cornerstone of grand architectural vision, uniting old city and new. Renowned designer Pierro Lissoni was invited to create one-of-a-kind rooms and interiors, echoing the magnificent architecture of classical Jerusalem and the best of the capital's new materials and energy. Like the city



itself, the architecture of The Mamilla brings together styles and centuries resulting in a designer hotel like no other.

Unique. Curated. Cosmopolitan.

Jerusalem is a capital forever being rebuilt and reimagined. For those lucky enough to visit, this means that one of the oldest cities in the world is also one of the youngest. Luxurious room and suites capture the dialogue of time and texture. Walk in and encounter a vibrant mix of sensuous contrasts: silk and stone, high tech and hand carved, raw concrete and brushed oak.

Every detail is designed and carefully selected by renowned interior architect Pierro Lissoni. The longer you stay, the more his hand is revealed in the bespoke lamps, hand made woodwork and curated art. Luxury touches everywhere, from the imported linens to pure Bulgari amenities. Its little surprise that each room and suite is unique – like the guest who come to stay in them.

Take it a step further with Hammam and hydro Watsu pool treatments at the luxury spa. There is an entire list of numerous treatments which will give you that extra boost to continue your sightseeing journey the next day and guests must dedicate some time to dine and lounge at the Rooftop restaurant which will leave you with lasting memories that will bring you back to Jerusalem in the future

Mamilla Hotel, Jerusalem
Shlomo Ha-Melekh 11 st.
Jerusalem, 94182, Israel
www.mamillahotel.com

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