



iCN

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**INTERNATIONAL
COACHING
NEWS**

EXECUTIVE COACHING

JUNE 2024

ISSN 2024 - 0624



45 772050 06 2024

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to Improve Your
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(USA)

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Lovelia

Lovelia A. Caracut
Editor, iCN Magazine



EDITOR'S NOTE

Welcome to another exciting edition of the International Coaching News (iCN) online magazine!

Our 45th edition, is themed **Executive Coaching**, loaded with content on a variety of relevant topics on the issues that come with managing people, various leadership and relational styles to improve and enhance relationships and so much more.

The ICN is proud to have collaborated with several renowned international columnists, expert coaches and best-selling authors to provide insights on coaching. Look out for the article from **International Authority for Professional Coaching & Mentoring (IAPC&M)** 'How Coaching Supports Managers to Become Effective Leaders'. In this article it explores the skills needed to be a good leader and manage a team effectively on the context of the work environment. Another noteworthy article 'Enhancing Employee Engagement through Strategic Performance Reviews' by **Josh Gibbs**. Josh shares the importance of frequent performance reviews, organisations can cultivate an environment where employee engagement thrives, thereby driving significant improvements in business outcomes. '8 Steps to Achieving Confidence in Public Speaking and Self-Promotion' by **Leslie Fiorenzo**. Leslie enumerates 8 vital steps in achieving confidence in public speaking and self-promotion in continuous journey for consultants. 'Vital Traits Required in a Leader' by **Dr. Lisa Turner**. Lisa shares ways in which executive coaching can help leaders develop the traits necessary for effective leadership.

Each of our columnists, too numerous to mention individually, has taken some really interesting perspectives, and I would encourage a thorough read-through of this edition.

As always, we hope that the articles in this magazine will provide valuable insights and practical tips that you can apply to your own coaching journey. We encourage you to share your feedback and suggestions with us, as we strive to continually improve and provide relevant and engaging content for our readers.

Thank you for your continued support and enjoy reading!

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INTERNATIONAL AUTHORITY OF PROFESSIONAL COACHING & MENTORING (IAPC&M)

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How Coaching Supports Managers to Become Effective Leaders

by International Authority for Professional Coaching & Mentoring (IAPC&M)



Great leaders such as the likes of Steve Jobs, work with coaches because they fully appreciate the power of coaching and how having a coach in their dream team makes such a positive difference.

Ask a large selection of employees from different companies, sectors, and backgrounds what makes an effective leader, and you will likely get a wide range of answers. When you think about it, it makes sense, our answers are based on personal preferences.

"Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others."

— Jack Welch

Bill Campbell, who became known as the 'Coach of Silicon Valley' expressed it well when he said: 'Your title makes you a manager; your people make you a leader.' I invite you to think back to leaders you would go that extra mile for. What was it about them that brought out the best in you?

The skills of the leader directly impact the results and behaviour of the team. An excellent leader inspires and guides their team to reach shared goals and creates an environment where their teams are encouraged to be innovative and creative. Team members feel secure knowing their leader is courageous enough to protect them - from the board and shareholders for example. All this results in a team whose confidence and productivity grow.

A less effective leader is likely to end up with a team that is less motivated, not confident enough to take the initiative, and less productive. In effect, a less effective leader fosters a less effective team.

The skills needed to be a good leader and manage a team effectively will vary depending on the context of the work environment. There are, however, some commonalities. Let's explore those commonalities and consider how coaching aids leaders to develop these skills, consistently, until they become excellent.

1 Visionary Thinking

A visionary leader can see beyond the here and now and imagine a compelling future. They easily communicate their vision with their team. This talent for seeing into the future also enables them to spot challenges before they occur. Are not we more likely to trust a leader who has vision and can also see what might be waiting around the corner to trip us up?

Coaching encourages leaders to explore new perspectives, helping them to consider all angles, using reflective questioning techniques. Through goal-setting exercises, coaches help leaders clarify their goals and align their actions with long-term objectives.

2 Effective Communication

Communication is at the heart of leadership. Leaders must convey their passion, vision, expectations, and feedback clearly and in a way that inspires trust. And let's not forget that effective communication also includes active listening. Team members who feel heard and listened to are more willing to express their opinions, share their knowledge, and participate in discussions when they feel safe.

Coaching enhances communication skills by providing leaders with 360-degree feedback, role-playing scenarios, and techniques to improve both verbal and nonverbal communication.

3 Emotional Intelligence

Let's first define what emotional intelligence is: the Oxford English Dictionary defines it as 'Perceptiveness and skill in dealing with emotions and interpersonal relationships'.

Leaders who possess emotional intelligence are more self-aware and able to manage their emotions better than most mere mortals. When we look at it from the team perspective, we are looking for empathy. A leader who can empathise with their team will communicate well with them. This inspires confidence.



Coaching offers a neutral and supportive environment where leaders can develop self-awareness. Leaders can learn to recognise their emotional triggers and develop the techniques to maintain their emotional balance.

4 Resilience

Leadership is about dealing with challenges, setbacks, and uncertainties. Being able to bounce back from adversities is an important trait. Leaders need broad shoulders! If you have ever worked with a leader who crumbles when things go wrong and takes their stress out on you, you will know firsthand why resilience is a must-have trait for leaders.

Coaching equips leaders with the tools and mindset to deal with adversity. Stress management techniques, and the art of goal setting (action planning and reviewing), all help leaders to stay focused and logical in times of stress.



A great leader also uses setbacks and failures as opportunities for learning, development and building a stronger team.

5 Strategic Decision-Making

Leaders must make strategic decisions, often under pressure. They have the difficult task of balancing short-term needs with long-term goals. It's important they can review information, weigh up the risks, and make informed choices.

Coaching supports leaders in building their decision-making skills. Exercises provide a framework for analysis and decision-making. And, not surprisingly, the final piece of the decision-making puzzle is mindset. Mindset coaching helps leaders to trust their instincts, and skills, and have faith in their abilities. A good decision-making mindset means leaders happily seek input from others. This reduces much of the stress in decision-making (as well as potentially feeling lonely at the top) and can result in more robust outcomes.

IN CONCLUSION

To succeed in the modern business landscape, regardless of your sector or specialty, the traits outlined above are key: visionary thinking, effective communication, emotional intelligence, resilience, and strategic decision-making.

Coaching is a catalyst for leadership development through personalised guidance, support, and shared resources. When leaders invest in coaching, organisations will nurture capable leaders who have teams that thrive. Thriving leaders inspire excellence, drive innovation, and lead their teams to success and we all want more of that don't we?



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8 of the Best Weekend Habits to Improve Your Productivity

by Anne Bachrach (USA)

Weekends are generally seen as the time of the week when you can relax and refresh yourself. This also serves as the much-needed rest from long hours, unbearable traffic, and strained brainpower during the week.

Though weekends are to be used for rest and rejuvenation, cultivating the right habits during these few days can help you perform even better when working in your business during the week.

Many successful entrepreneurs and business people have tapped into the value of cultivating productive habits and skills that cross the lines of their personal and business worlds.

Let's explore 8 of the best weekend habits to improve your productivity.

1 Unplug and Disconnect

After a whole week of staring at electronics for hours on end, you may feel as though your weekends should have you glued to your devices. No. It should not.

During the week, you have already spent so much time in front of your laptops, smartphones, desktops, and tablets. You have responded to emails, messages, and snuck a few late nights diving into social media too, I bet.

Take a break from your devices during the weekend. Spend time with people around you, read a book, meditate, work out, and relax.

When your body and brain are refreshed, you can perform to the best of your ability and be even more productive than you might have thought possible.

2 Maintain Morning Routines

When successful people get up early during the week, it extends to their weekends too. To be more productive, maintain your morning routine. Get up early, plan your day, and follow it through if you don't have a morning routine.

When you tackle everything that may be time-consuming in the mornings, you build a habit that improves your productivity tremendously.

3 Take Things One at a Time

Weekends are the best time to try and get the many tasks done you didn't have time to do during the week. Everyone gets extremely tempted to multitask during the weekend in order to get as much done as possible. You may want to run on the treadmill while scrolling through social media or your newsfeed.

Please stop doing this. Instead, immerse yourself in every activity.



If you are working out, be present in mind and body. Commit to each activity, and you'll be able to run a mile longer, read 3 more chapters, or meditate for one more hour.

When you are present for every task, you can be fully refreshed when you go back to work on Monday.

4 Have a Plan

Just because it is the weekend does not mean that you should throw out your routine or carefully laid plans.

If you plan your daily activities, you should have a plan for how your weekend will go as well. Of course, your plan doesn't have to be and shouldn't be work-related (that is the goal). You can plan a meditation session, go for a longer walk with the dog, meet up with friends, take a nap, and do any other hobby or activity you would enjoy doing.

High achievers understand that taking time to unplug positively affects productivity, motivation, and focus.

5 Prioritise Your Relationships

Successful professionals such as Steve Jobs agree that though your relationships may have nothing to do with your business success and profits, it does not mean that they are unimportant to your business. As a person, you need to reconnect with the people around you.



On the weekends, find time to hang out with friends, talk to your spouse or partner, play with your kids, or strike a conversation with close friends or even your neighbours.

Doing this removes your focus from any business-related matters and helps you come back with a fresh pair of eyes.

6 Reflect on Your Lessons

You learn something new every day or every week in your business. During the hectic environment, you may miss out on these lessons and may forget about them.

The weekend is a good time to reflect on each event and the lessons you have learned from them. Careful reflections help you understand the information and the lessons properly. You can also glean new ideas, paths, and corrections to be made for the new week.

7 Meditate

To each, their own comes into our minds when it comes to meditation. The crucial advantage meditation has provided to many people over time cannot be ignored.

Chaos is truly all around you. Meetings, transportation, stress, mistakes, joy, success, pressure, and many other life activities and feeling can put you in a state of constant imbalance.

You need an activity to balance that chaos and invite stillness and peace into yourself. Meditation does this for many successful entrepreneurs such as Oprah. When you meditate, you quiet the many voices in your head and mind, and you stop the nagging voice of fear, worry, and displeasure.

Meditation works best for business people who understand that you can improve your productivity in the workplace by dealing with the chaos around you.

8 Get Ready for the New Week

Weekends are the best times to start planning for the new week. With the information collected and business activities undertaken during the previous week, plan for the next week using your schedules, daily routines, and time blocks in your calendar.

Saturdays and Sundays can be used to totally disconnect and refresh because you prepared for the next week before you left on Friday, so you have no baggage to carry into your weekend. Yeah, way to go!

Take hold of your weekends today. Cultivate important habits that will help you improve your productivity and business effectiveness.

For more help on creating your ideal business and ideal life, reach out to me today and schedule your complimentary consultation.



ABOUT ANNE M. BACHRACH

Anne M. Bachrach is known as The Accountability Coach™. She has over 25 years of experience training and coaching. Business owners and entrepreneurs who utilize Anne's proven systems and processes work less, make more money, and have a more balanced and successful life. Anne is the author of the books, *Excuses Don't Count*; *Results Rule!*, and *Live Life with No Regrets*; *How the Choices We Make Impact Our Lives*, *No Excuses!*, and *The Work Life Balance Emergency Kit*. Go to <https://www.accountabilitycoach.com/Landing/> and get 3 FREE gifts including a special report on 10 Power Tips for Getting Focused, Organized, and Achieving Your Goals Now.

Join the **FREE Silver Inner Circle Membership today** and receive 10% off on all products and services, in addition to having access to assessments and high-content resources to help you achieve your goals so you can experience a more balanced and successful life. (<https://www.accountabilitycoach.com/coaching-store/inner-circle-store/>)





How I Coped with Feeling Lost in a Changing Society

by Lea Misan

Feeling lost in a changing society is like arriving in a once familiar town. You think you should know where you are and where to go, but you need a map - which you don't have - to find your way.

Feeling lost can feel as if you are untethered, drifting. If we feel lost, it is that we are untethering ourselves from a conception of the world that is no longer relevant to us but not yet found a new conception to anchor our lives to.

I was left feeling lost as in a fog, unable to understand what transpired, moment to moment. The feedback I received was accurate, but also unhelpful. I was told I came across as distant, half in and half out. As Pollyanna, I couldn't quite fathom how. At the time, I had no way of responding to what felt like an accusation.

There were moments of deep despair, alongside other moments of high hope. I felt numb, even nauseous at times, lost in a feeling I could not describe, that I had no language to describe. Today, as I look back, I recognise my wobbling, testing out the waters, then sheltering back in my best-of-all-possible-worlds cocoon.

A time of potential



This is why feeling lost points to a time of potential, if only we can hold the hope along with the discomfiting fear. Be confident, even as, at times, we give in to despair.

I was like Pollyanna, always looking for the positive side of things. I operated in the world as I wanted it to be. This comes at a cost: I was (constantly) marginalising the signals which pointed to unsavoury but needed information. I remember marginalising a feeling that there was something antisemitic about the way I was being spoken to. A feeling I quickly shut down and sent deep into my unspoken realms, because it didn't go along with my reason for joining the learning community I was a part of and its professed values of diversity and inclusion.



I waited for signals that the world was joining my conception of it, that those who I considered friends would share my map and we would know where we were again. That was not to be. I waited for two years. I would invite them to join me. They were suspicious and stayed away. Inviting the support we need

In process work we often go in our minds to a place in nature or invite a supportive figure, naming the figure and inviting it to help us gather parts and see what happens. But most often, these dream figures remain private, they are part of our inner world.

We seek and give support to one another daily, and yet, so often, the support we receive is not the support that we seek. The support that we offer does not quite meet the needs of the one we offer it to. Support is a blank access term that means so many things to each of us, that we often answer the call of another with our own needs. Sometimes, we answer their call with the fear of what that means in terms of relationship. In fact, not a wanting relationship because “*my plate is full*”, we stop being related.

Gathering support figures

So, faced with this dilemma, I did something that, for me at least, was quite extraordinary. Still feeling lost, I decided one day to create what I called for myself a Chalk Circle, inspired by a dance performance of Bertold Brecht's play, 'the Caucasian Chalk Circle', which I had seen decades earlier in Jerusalem.

I would gather my supporting figures - my outer support figures, friends in my life who support me - and, together, we would create an orienting Chalk Circle. I invited a select few, with an undertaking that if they accepted my invitation, I would be specific as to the support I would like from them and the quality of their presence that I value. I committed to ask how I, in turn, could be of support to them and that I would endeavour to do so.

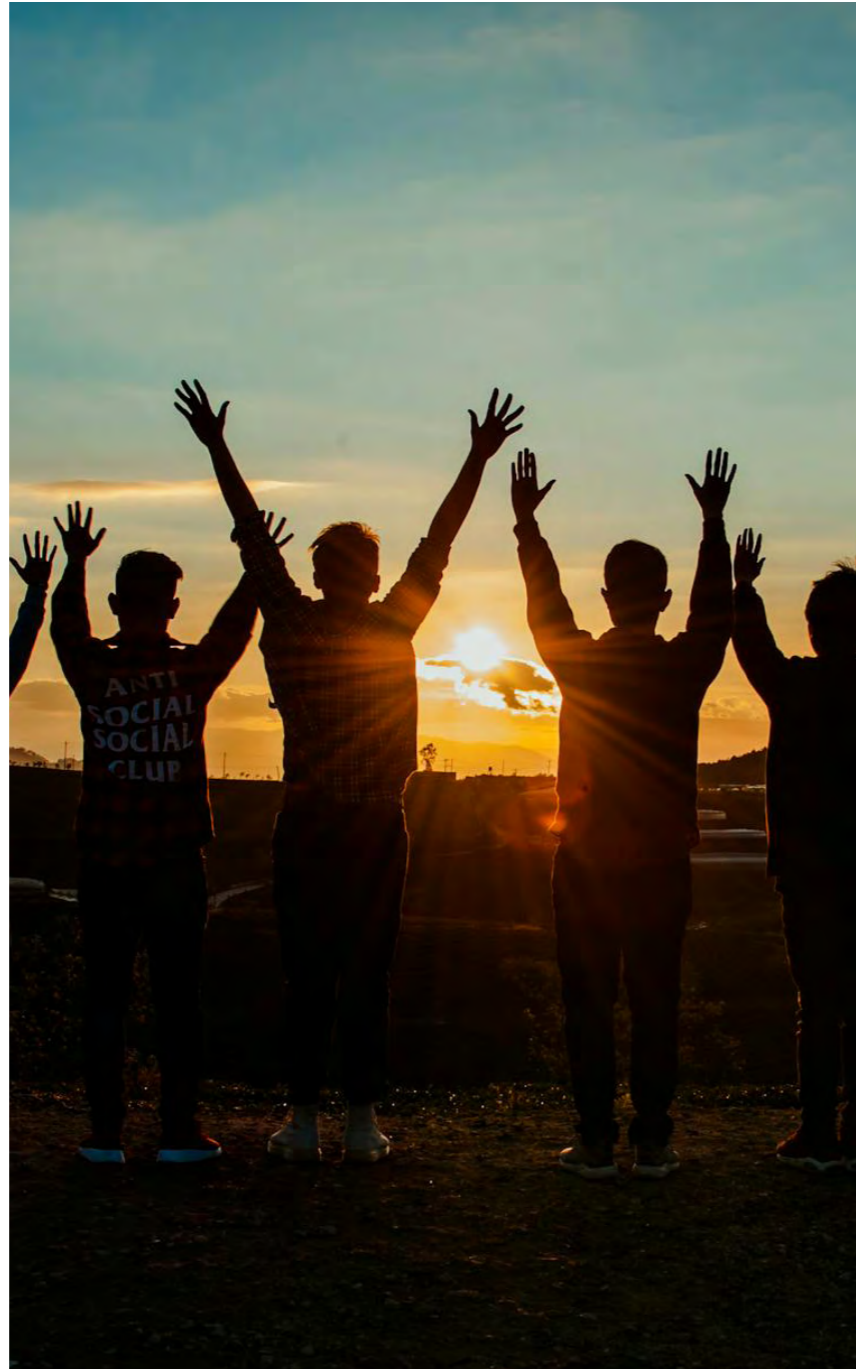
In my invitation, I told them that sometimes, it takes the combined skills of a whole and diverse community to notice what we marginalised and transform our age-old patterns. That with their support, I felt able to do what otherwise I would be incapable of doing.

There are moments we can sometimes point to when an internal switch is turned and everything changes. It turns out that transforming our age-old patterns transforms our place in the world. Suddenly the veil is lifted and we can notice other signals as well. My invitation to my Chalk Circle was such a moment for me. I started to feel less lost in the world, as I tapped into the hope, the possibility of creating in this way, the community I had been looking for.

Your values can help you navigate a path. Your dreams can help orient where your values are to take you but to cope with feeling lost in a changing society dreaming the future into being is an act we cannot do alone: we need supportive figures to witness our feelings and acknowledge our power.

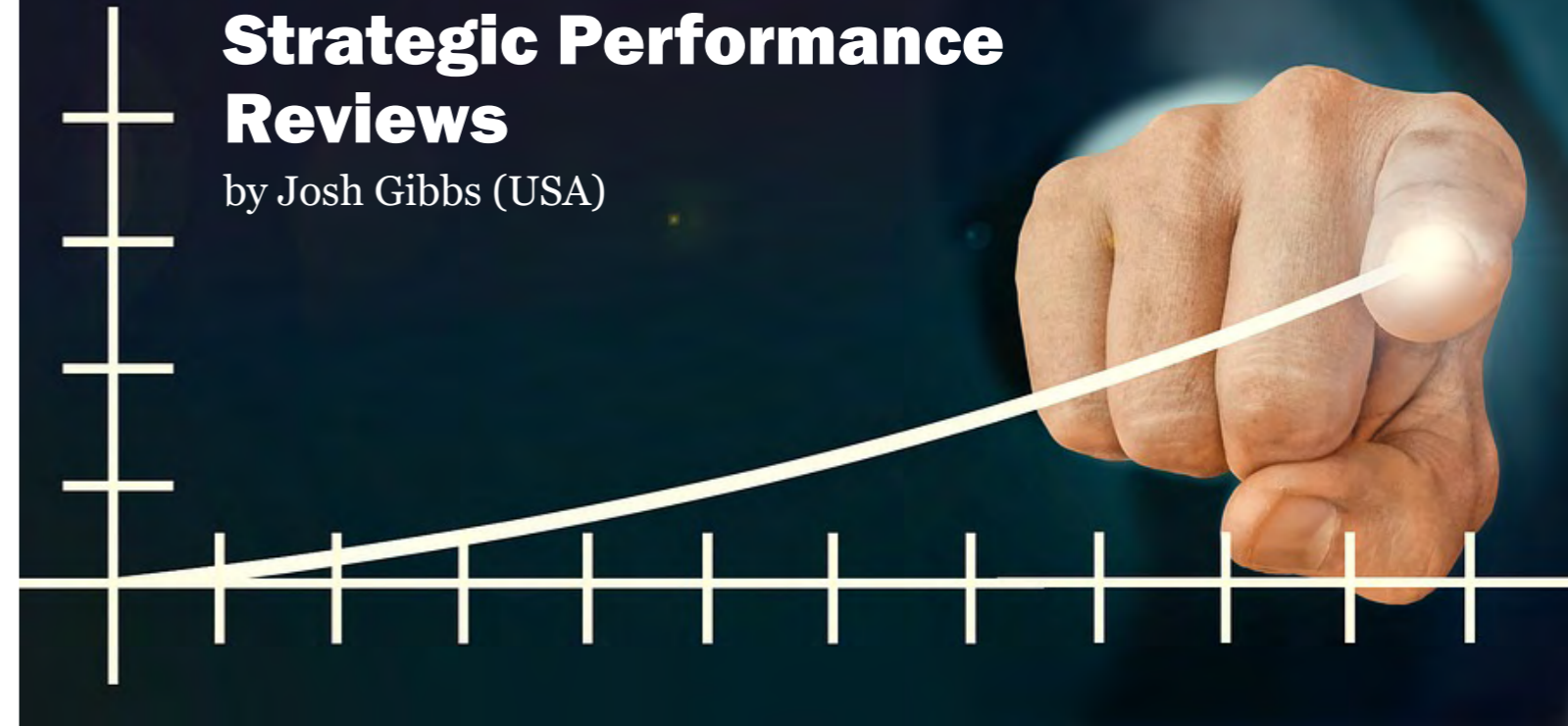
Tips for Chalk Circling

1. Spell out what you would like support for.
2. Your Chalk Circle reflects back its appreciation for the task / wish dream you called out for them to support.
3. What is the support that you need?
4. Some of those present might want to reflect back on how they might be that support.
5. What are ways you can ask for that support out in the world?
6. Your Chalk Circle might respond with ways in which you can 'take the support that you need'
7. What do you need for your learning?
8. What is the next step you would like to take and how will your Chalk Circle be of support?



Enhancing Employee Engagement through Strategic Performance Reviews

by Josh Gibbs (USA)



In the rapidly evolving business world, the significance of employee engagement cannot be overstated. Engaged employees are the cornerstone of higher customer satisfaction, increased productivity, and enhanced profitability. However, the traditional model of annual performance reviews has proven inadequate in nurturing the vital employee-manager relationship essential for genuine engagement. This piece delves into the transformative strategy of frequent performance reviews and their profound impact on employee engagement.

The shortcomings of annual performance reviews

Organisations have long depended on annual performance reviews, a practice now recognised for its shortcomings. The primary issues include:

- **Delayed feedback:** Feedback given long after task completion loses its relevance, diminishing its effectiveness in fostering improvement.
- **Limited accountability:** The gap between current responsibilities and received feedback obstructs timely personal development.
- **Reduced employee-manager interaction:** Infrequent interactions fail to cultivate strong relationships, crucial for sustained engagement.

The power of frequent performance reviews

Adopting frequent performance reviews can significantly elevate employee engagement. This approach is backed by compelling evidence, including:

- **Enhanced awareness and engagement:** Engaged employees are 7 times more likely when managers actively participate in their current projects.
- **Goal setting and engagement:** Active managerial involvement in goal setting can amplify engagement by 17 times.
- **Accountability and engagement:** A remarkable 69% of employees tend to become disengaged if not held accountable.

ABOUT LEA MISAN



Lea Misan is an accomplished consultant in systemic psychotherapy and process-oriented psychology who is passionate and dedicated to helping people involved in conflict, abuse, trauma and in leadership positions. She is also a Facilitator, Trainer, Coach, Founder, and Director of the mental health charity Act for Change.

A firm believer in continuous learning and development, Lea holds an LLB in Law from the London School of Economics. She is a Fellow in Holocaust Education with the Imperial War Museum and a Fellow with the School of Social Enterprise. Lea is the author of two books, 'A Body's Call to Presence' and

'The Tribe Within' (publication due in June 2023). Visit my website: <https://leamisan.com/>



Implementing frequent reviews

To embrace this effective method, organisations should:

- **Regular check-ins:** Dedicate about 30 minutes weekly for individual employee discussions, focusing on current tasks and objectives.
- **Structured feedback:** Employ surveys with 5 to 15 questions to provide consistent and clear performance metrics.
- **Managerial commitment:** Managers should allocate approximately 10% of their time to these reviews to ensure effective oversight.

Impact on organisational performance

The benefits of this approach extend beyond just engagement:

- **Increased productivity:** Engaged employees can boost productivity by up to 21%.
- **Boosted profitability:** Companies with high engagement levels see a potential profitability increase of 22%.

A manager-employee dialogue

Consider the following scenario, illustrating the dynamic of frequent performance reviews:

Manager: "During our last check-in, you mentioned struggling with the new software. How has that been going?"

Employee: "Much better, thank you. The resources you provided were really helpful. I've been able to complete tasks more efficiently."

Manager: "That's great to hear. Let's set a new goal for you. Given your progress, what challenge would you like to tackle next?"

Employee: "I'd like to focus on improving my report analysis skills. I feel that could really enhance the quality of my work."

Manager: "Excellent choice. Let's outline some steps and resources to help you achieve that. We'll review your progress in our next check-in."

This dialogue exemplifies the benefits of frequent, focused discussions that address immediate concerns, provide actionable feedback, and set clear, achievable goals.

CONCLUSION

In conclusion, the shift towards frequent performance reviews represents a pivotal strategy for enhancing employee engagement and fostering a culture of continuous improvement. This approach not only addresses the limitations of traditional annual reviews but also aligns with modern workplace expectations for transparency, immediacy, and meaningful feedback.

By embedding regular check-ins and feedback mechanisms into the fabric of organisational practices, businesses can significantly elevate employee satisfaction, drive performance, and align individual goals with broader organisational objectives. Such a dynamic and responsive performance management system ensures that employees feel valued and understood, which in turn, cultivates a motivated, committed, and high-performing workforce.

Embracing this model is not just about improving performance metrics; it's about building a resilient and adaptable organisation where every employee's potential is recognised and nurtured, leading to sustainable growth and success in an ever-changing business environment.

By embracing frequent performance reviews, organisations can cultivate an environment where employee engagement thrives, thereby driving significant improvements in business outcomes.



ABOUT JOSH GIBBS

Josh Gibbs is an accomplished professional who brings a wealth of knowledge through his prior experience in the public sector and consulting roles. He is enthusiastic about connecting with business owners, recognising that small businesses are vital to our economy. Josh's education is deeply rooted in human psychology and workplace dynamics. He is passionate about empowering leaders within organisations. Throughout his career, Josh has focused on assisting organisations in tackling challenges associated with employee turnover, and he has developed successful strategies to improve employee retention rates. For more information, visit:

<https://www.linkedin.com/in/josh-gibbs-co/>

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8 Steps to Achieving Confidence in Public Speaking and Self-Promotion

by Leslie Fiorenzo (USA)



For consultants, the ability to confidently communicate your expertise through public speaking and self-promotion is paramount. However, the fear of speaking in public or promoting oneself can be a significant barrier to success. In this article, we'll explore eight actionable steps to help consultants overcome these challenges and achieve confidence in public speaking and self-promotion.

STEP 1 Identify and Embrace Your Expertise

Confidence begins with a clear understanding and embrace of your expertise. Identify your niche, core strengths, and the unique value you bring to your clients. When you have a strong sense of your skills and knowledge, it becomes easier to communicate and promote your services authentically. Define your consulting niche, and let this clarity serve as the foundation for your public speaking engagements and self-promotion efforts.

STEP 2 Craft a Compelling Personal Brand

A powerful personal brand is a cornerstone of effective self-promotion. Define your brand by identifying your unique qualities, values, and the specific benefits clients gain from your consulting services. Ensure that your brand is consistent across all platforms, from your website to your social media profiles. A cohesive and compelling personal brand not only enhances your professional image but also boosts your confidence when engaging in public speaking or promoting yourself.

STEP 3 Step 3: Develop and Refine Your Elevator Pitch

An effective elevator pitch is a concise and compelling introduction that communicates who you are and what you do. Craft a well-thought-out elevator pitch that highlights your consulting services, unique selling points, and the value you offer clients. Practice delivering it with confidence, ensuring that you can articulate your message clearly and concisely in various professional settings. A strong elevator pitch serves as a valuable tool for both public speaking engagements and self-promotion opportunities.

STEP 4 Invest Time in Public Speaking Training

Public speaking is a skill that can be honed through training and practice. Consider investing time in public speaking workshops, courses, or coaching sessions. These opportunities provide valuable insights into effective communication techniques, stage presence, and overcoming nervousness. Practical training can significantly boost your confidence and enhance your ability to convey your consulting expertise with authority.

STEP 5 Create Engaging and Relevant Content



Content creation is a powerful way to showcase your expertise and build confidence in self-promotion. Develop a content strategy that aligns with your consulting niche. This could include writing blog posts, creating informative videos, or participating in podcasts. By consistently producing valuable content, you position yourself as an authority in your field, making public speaking engagements and self-promotion more natural and authentic.

STEP 6 Practice, Practice, Practice

While some disagree with the adage, practice makes perfect, and insist it needs to be: perfect practice makes perfect; the fact remains that the more you rehearse the better you become. Repeat, out loud, your public speaking engagements and self-promotion pitches before the actual event. Practice in front of a mirror, record yourself or seek feedback from colleagues. The more familiar and comfortable you become with your material, the more confidently you can present yourself in public and promotional settings.

STEP 7 Seek Opportunities for Exposure

Confidence grows with exposure. Look for opportunities to speak at industry events, conferences, or local meet-ups. Additionally, actively seek platforms for self-promotion, such as contributing articles to industry publications or participating in relevant webinars. The more you put yourself out there, the more confidence you'll gain in both public speaking and self-promotion.

STEP 8 Step 8: Embrace Constructive Feedback

Constructive feedback is a valuable tool for improvement. Seek feedback from peers, mentors, or even professional coaches regarding your public speaking engagements and self-promotion efforts. Constructive criticism helps you identify areas for improvement and build on your strengths. Embracing feedback demonstrates a commitment to growth and refinement, further boosting your confidence in these essential aspects of your consulting career.

CONCLUSION

Achieving confidence in public speaking and self-promotion is a continuous journey for consultants. By identifying and embracing your expertise, crafting a compelling personal brand, developing an effective elevator pitch, investing in public speaking training, creating engaging content, practising diligently, seeking exposure opportunities, and embracing constructive feedback, you can overcome the challenges associated with these crucial skills. Remember, confidence is a skill that can be cultivated over time, and as a consultant, it plays a pivotal role in establishing your presence, attracting clients, and ultimately, achieving success in your consulting career.

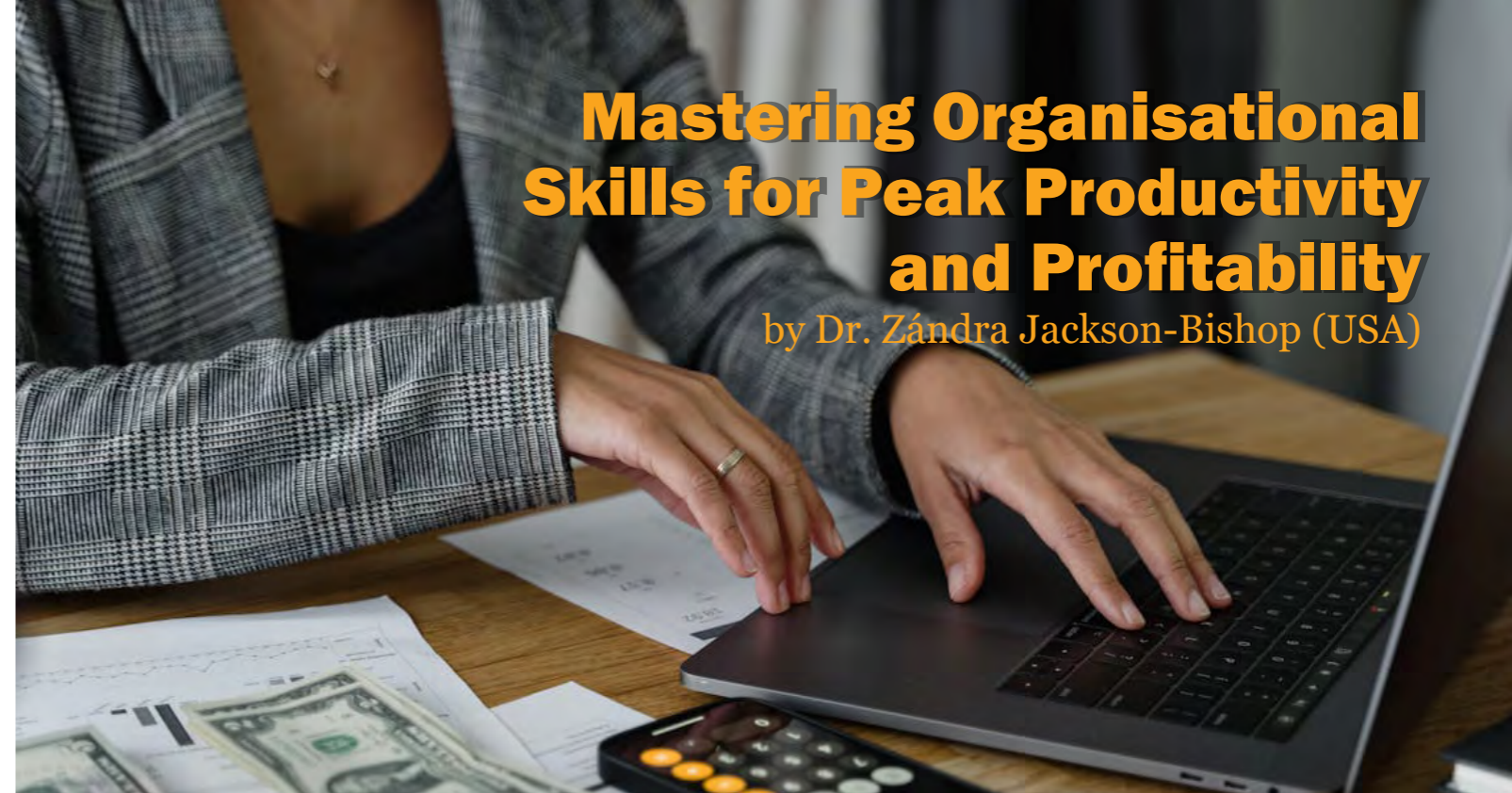


ABOUT LESLIE FIORENZO

Leslie Fiorenzo is a business presentation coach specialising in helping coaches and consultants overcome their fear of public speaking to grow their business. You can learn more about her at <https://leslifiozenzo.coach> or on her YouTube channel at https://www.youtube.com/channel/UCGqurLsdVwoEOrY8WI_I6CA You may contact her at leslie@leslifiozenzo.coach.

Mastering Organisational Skills for Peak Productivity and Profitability

by Dr. Zandra Jackson-Bishop (USA)



In today's fast-paced business environment, the difference between success and failure often hinges on a leader's ability to organise effectively. Organisational skills are the bedrock upon which time management, prioritisation, and ultimately, productivity are built. Without them, even the most ambitious entrepreneur can find themselves engulfed in chaos, missing opportunities, and bleeding profits. In this blog post, we will explore the essential strategies for mastering organisational skills to enhance productivity and profitability in today's fast-paced business landscape, addressing common pain points, providing actionable solutions, and emphasizing the importance of accountability, self-care, and continuous improvement.

Pain points	Solutions
<p>Many leaders struggle with managing their time effectively, often feeling overwhelmed by the sheer volume of tasks demanding their attention. They face common challenges like:</p> <ul style="list-style-type: none"> • Inability to prioritise tasks, leading to missed deadlines and opportunities. • Wasting time on low-impact activities due to poor task delegation. • Losing focus and direction amidst a cluttered and unstructured work environment. • Failing to hold themselves and their teams accountable, resulting in a lack of progress. • Neglecting self-care, which diminishes overall productivity and well-being. 	<p>To combat these pain points, leaders must develop strong organisational skills through the following strategies:</p> <ol style="list-style-type: none"> <p>1 Strategic prioritisation:</p> <ul style="list-style-type: none"> • Use tools like the Eisenhower Matrix to categorise tasks by urgency and importance. • Focus on high-impact activities that align with core business goals. <p>2 Efficient time management:</p> <ul style="list-style-type: none"> • Implement time-blocking techniques to allocate specific time slots for different tasks. • Avoid multitasking, which can reduce efficiency and increase errors.



3 Delegation and automation:

- Identify tasks that can be delegated to team members with the appropriate skills.
- Invest in automation software to handle repetitive, low-value tasks.

4 Organised work environment:

- Maintain a clean and orderly physical and digital workspace.
- Use project management tools to track progress and deadlines.

5 Accountability structures:

- Establish clear goals and KPIs for both individuals and teams.
- Conduct regular check-ins and reviews to ensure everyone stays on track.

6 Self-care as a productivity tool:

- Encourage breaks and time off to prevent burnout.
- Promote a culture of work-life balance within the organisation.

Measurement of success

Success should be measured through both qualitative and quantitative metrics, such as:

- Increased output and quality of work.
- Reduced time spent on non-essential tasks.

- Improved employee satisfaction and lower turnover rates.
- Growth in bottom-line profit due to heightened efficiency.

Accountability

Leaders must lead by example, demonstrating their commitment to organisational skills. They should:

- Regularly review their personal effectiveness and make adjustments as needed.
- Provide feedback and support to team members to help them improve their organisational skills.
- Recognise and reward behaviours that contribute to a more organised and productive workplace.
- Invest in a coach or a circle of accountability partners weekly.

Best practices

To achieve a meaningful impact, consider these best practices:

- Start each day with a plan: Take 10 minutes to outline key tasks and goals.
- Set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals to provide direction and motivation.
- Use the "Two-Minute Rule" for small tasks: if it can be done in two minutes or less, do it immediately.
- Regularly review and refine processes to ensure they remain efficient and effective.

CONCLUSION

Organisational skills are not innate—they are learned and honed through consistent practice and dedication. By addressing the pain points commonly associated with disorganisation, leaders and entrepreneurs can unlock the full potential of their teams and drive their businesses toward greater productivity and profitability.

Emphasising the importance of strategic prioritisation, efficient time management, effective delegation, and maintaining an organised work environment can transform chaotic workflows into streamlined processes. Moreover, establishing clear metrics for success and creating a culture of accountability ensures that these organisational changes have a lasting impact.

Leaders must also recognise that self-care is not a luxury, but a critical component of sustained productivity. Encouraging a healthy work-life balance not only enhances well-being but also contributes to a more energised and dedicated workforce.

Ultimately, the best practices of organisational skills are about making the most of the resources at hand. Whether it's time, talent, or technology, effective organisation allows leaders to leverage these assets for maximum impact. By starting each day with a clear plan, setting SMART goals, tackling small tasks immediately, and continuously refining processes, leaders can lead their organisations to new heights of success.

Remember, the journey to becoming a highly organised and productive leader is ongoing. It requires commitment, flexibility, and a willingness to adapt. But the rewards—increased results, profit, and a sense of accomplishment—are well worth the effort.

Incorporate these strategies into your daily routine, and witness the transformation in your organisation's productivity and your own leadership effectiveness. Organisational skills are the silent engines of success—keep them well-oiled, and your path to professional excellence will be smoother and more rewarding than ever.



ABOUT ZÁNDRA BISHOP

Zándra Bishop, DM, MMHRM, CVA, IOM, CEC is a member of the global Certified Genos Emotional Intelligence Practitioner and Prosci Change Management Communities.

Dr. Zándra Jackson-Bishop is a highly experienced business and career growth coach, and Talent Solutions consultant, specialising in socially responsible and faith-based leaders and businesses. As the founder of ZC Consulting LLC, certified WBE and WOSB, she has built a reputation for innovative talent development and recruitment strategies that drive growth, build effective leaders, and reduce turnover.

With over 20 years of executive search and serving in senior leadership positions, Zándra brings valuable expertise to leaders and businesses. She holds a Doctorate in Business Management and Organisational Leadership, and numerous professional certifications, demonstrating her commitment to continuous learning and a growth mindset to help her clients thrive. In her personal life, Zándra finds true fulfilment in volunteer work at her local church, embarking on meaningful mission trips, and assuming influential roles on various boards. Based in Houston, Texas, she cherishes quality time with her thriving family and embraces outdoor adventures. Overall, she believes in moving mountains together, personally and professionally.

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The Path to Happiness

by Sandeep Gupta (Australia)



Andre Agassi, a former tennis #1, hated tennis and suffered from depression. Michael Phelps, winner of 28 Olympic medals, went through periods of feeling low. Bruce Springsteen had bouts of depression. J.K. Rowling had depression while writing her Harry Potter novels. Robin Williams had a history of depression and committed suicide.

Okay, what are we expected to do with this information? That is them and this is us. We are not unhappy. In fact, we are leading perfectly satisfactory lives pursuing our dream of becoming wealthier and having an ever-widening circle of influence.

In this way, we reiterate the story that society has been telling us and commit the same errors that countless others have before us. A belief that accumulation leads to happiness.

Wealth may make our lives more comfortable, and enable us to meet many desires, but it does not equate to happiness.

Oh, just to clarify, wealth may not make us happy, but the absence of wealth does make us unhappy. Enter 'Maslow's hierarchy of needs' to explain this phenomenon. We need sufficient wealth to take care of our physiological and safety needs at a minimum.

Now that we have talked about the elephant in the room, can we focus on how to lead happier lives?

Well, as much as there is neuroscience data around happiness, happiness is not just a set of actions and practices that will provide a universal happy result for all.

Let us start with an obvious question - what made us happy?

We need to be attentive here, not what makes us happy (present), what will make us happy (future), but what made us happy (past). Well and truly happy. Bathroom singing, a pillow fight, dancing in the rain, a card game of bridge, painting for the heck of it?

Chances are, we experienced these in our younger years and have since pushed them to the naughty corner because of what we think is more important to us. Why not bring those moments back to life? Try them out and see how we feel. Or we could do an evidence-based 'happiness programme'. Or we could build some of these habits that are a catalyst to happiness.

THE FIVE HABITS OF A HAPPY LIFE

1 All in the head

The good and bad news is that happiness is a state of being, something we choose. We are experts at complaining about our circumstances, how unfair life is, and the multiple problems in life. In this way we choose unhappiness.

We can also look at the bright side, what is working for us. In this way we choose happiness.

2 Comparison

No matter how high we climb, there is always a 'Jones' that is ahead of us. Comparison with others is not a good thing, generally, but comparison with those we consider more fortunate creates unhappiness. Instead, we need to appreciate what we already have.

The story goes that a man with torn shoes is unhappy until he sees a man with one leg, walking on crutches. The man with one leg is unhappy until he sees a full-bodied person with paralysis on one side of the body.

3 Gratitude



In our state of 'busyness' to fulfil our many desires, it is easy to take for granted what we already have. Food, clothing and shelter are basic needs and so many people are missing one or the other. We can be grateful for the taxes as it means we have an income while many are unemployed, and for the noise, as it means we can hear while many are deaf. There is always someone who would be overjoyed to be in our position.

4 Forgive and let go

To err is human, to forgive divine. It is one of the hardest things to do – forgive. It is also one of the most liberating things to do. Theory does not help. There is always someone we can forgive; let us experiment and go ahead and forgive, unconditionally. Let bygones be bygones. The results are astounding.



5 The physical

- **Sleep:** Sleep is quickly sacrificed when we are ambitious. There is a ton of research into the benefits of good sleep. We repair our body, rest our brain, and recharge our energy – all essential to happiness.
- **Smile:** Sounds crazy, but even faking a smile tones down our unhappiness levels. Add sincerity and the effects are magnified.
- **Posture:** Stress and unhappiness reflect on our body language. Adopting a better posture sends signals to the brain that things are not as bad as we thought, and the unhappiness levels drop.
- **Exercise:** We all have to find the level of exercise that works best for us. Exercise releases endorphins, a hormone that positively influences our happiness.
- **Diet:** The one thing we must minimise or avoid is comfort food when stressed. Instead, some deep breathing, physical movement, and hydrating offer quick relief from stress.





6 Bring a smile on someone else's face:

Surprise someone and buy them a coffee, give a deserving waiter a generous tip, and take in their smile when they realise what just happened. Making others happy makes us happy.

CONCLUSION

Science shows that our brain is half the time in a default mode of rumination and worries which leads to unhappiness. To be in a state of happiness requires working on ourselves. We need to take responsibility for our own happiness. Our actions can mostly be drilled down to one of two emotions – love and fear. Actions done out of fear are unlikely to lead to happiness and actions done out of love are likely to lead to happiness.



ABOUT SANDEEP GUPTA

Sandeep Gupta is a professional certified coach, a chartered accountant, and a CPA. He is passionate about helping people live a meaningful and fulfilled life focusing on high achievers with his 8-week programme - Explore, Evolve & Emerge. Find out more here: sandeepcoach.com



What to do when you feel Judged by your own Community

by Lea Misan (United Kingdom)

Everyone has readily accessible tools at their fingertips to freely express their thoughts and feelings. Visibly. Widely. But this freedom comes with invisible shackles. The more of a free-for-all we experience, the more pressure we feel to conform, the more judged we feel and only seemingly free. This has always been the case. From the extremes of the Inquisition and the Witch Trials when being judged was a death sentence, to excommunication - such as of the philosopher Spinoza who was ostracised and excommunicated from his community in the 17th century. His viewpoint has much to offer us when exploring what to do when you feel judged by your own community.

The polarising effect

Today, the very palpable fear of being ‘cancelled’, facing severe backlash and public condemnation for one’s actions or statements, is just as potent. Visibility of each one of us, coupled with the anonymity of social media, amplifies our fears of being judged and cancelled by a tendency toward mob justice. Perhaps not physical death, but being cancelled is akin to death in every other way: it leaves people feeling ostracised and socially isolated. Cancel culture is about shame for the person being cancelled and about acceptance for the cancelling mob. This cancel culture has a highly polarising effect.

Learnt patterns and how you respond

Before we can explore what to do when you feel judged, let’s first examine what you do?

- Do you align and adopt?
- Do you withdraw and keep silent?
- Do you rage, rebel & react?

These three ways of responding when you feel judged are learnt patterns. Perhaps one of them has become your usual attitude. Underlying these responses to fear are unspoken myths we have told ourselves out of our desire for acceptance and our fear of shame. Do you recognise any of them?

The myths we tell ourselves

MYTH #1 The majority is always right
If most people hold the same view they must be right, even if I feel and think differently. I need to align myself with the majority.

MYTH #2 People in the community experience things in the same way

Only when we experience things in the same way can we be a community. I need to withdraw or keep silent if I experience things differently.

MYTH #3 I am a centre of action, free and self-determined
We humans act on the world. We are separate from the world we live in, separate from nature. I choose how I act.



The impulse to rage at injustice, does it come from a belief that I am free and self-determined, that I choose to set myself apart from the community?

Holding the polarity between fear and hope

Within the polarity between fear of shame and hope of acceptance, we suffer a polarising effect.

Either of these poles will result in one of the learnt patterns outlined. Holding the polarity itself, rather than going from one pole to the other, holds the key to navigating the feeling of being judged. Holding the polarity, sensing how you oscillate between one and the other, and then naming both the fear and the hope helps us find another way beyond simply being taken by the polarising effect they have on us.

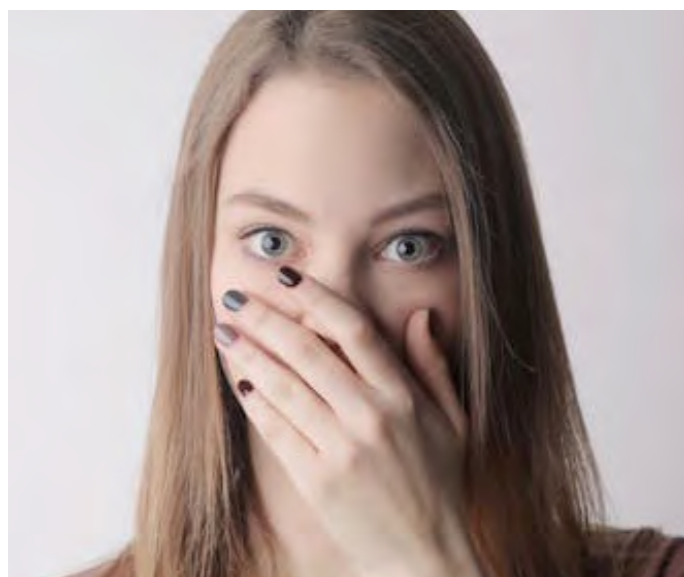
Go slow and notice

When you feel judged by your community the first thing is to go slow. To notice what is your natural impulse, notice what you do, what action arises within you. Is there a belief that motivates that action? Tracking the belief enables you to unpack it.

Interrogate the impulse

The impulse to align and adopt, does it come from a belief that the majority is always right? Or a fear of being overpowered, judged and cancelled?

The impulse to withdraw and keep silent, does it come from a belief that I experience things differently from my community and so it is better to keep silent for fear of being overruled?



Differentiation



As a couple's therapist, much of my work is around differentiation and overcoming the myth that a couple needs to think and feel in a similar way. While there might not be a straight line from the personal to society and the world, allowing for differentiation on a societal level is just as important as on the interpersonal one.

Belonging

We are part of a community not because we have the same outlook or think and feel the same, as often we do not, but because we choose to affiliate with and signal that we belong. Just as a mosaic, with all its colour diversity, we are part of a community, even when we don't see eye to eye, when we don't respond in a similar way to events, or think and feel alike.

Interconnected

According to Spinoza Ethics, an egocentric perspective encourages the mistake that we are free and self-determined. The systemic view, i.e. that we are all interconnected, also means that our differences are also interconnected and needed.

Relatedness

The natural response, when we feel judged in our own community, might be to withdraw or get angry, but both of these responses create a disconnect between us and our community. As Kenneth Hardy reminds us, don't let go of the rage or anger - speak up about it - notice and talk about the impulse to withdraw, and in so doing bring back the missing relatedness.

Finding the missing relatedness

Searching for that missing relatedness might at first feel like the task of Finding Nemo. But the more we are able to talk about the experience we are having, the thing that happens to us when we want to pull away, or get angry, the more we can stay engaged with one another. Once we are able to talk more about how to contain the tension between this and that polarity, the more we can uncover the substance both polarities are made of - and regain a sense of connectedness in the community.

Having each other's back

The quicker we can build bridges to have each other's back, no matter our differences, the more we can feel related to one another.

Our usual attitude, as Spinoza explains in the Ethics, is to experience an effect as if it were a cause. We look at our different experiences, our different learnt patterns of response and conclude that somehow we are different. Even if we notice the different manifestations with which each of us has typically responded to a common history, noticing what we have in common - the silence, the pain, the history - will bring us back into the community and teach us new ways of having each other's backs.



ABOUT LEA MISAN

Lea Misan is an accomplished consultant in systemic psychotherapy and process-oriented psychology who is passionate and dedicated to helping people involved in conflict, abuse, trauma and in leadership positions. She is also a Facilitator, Trainer, Coach, Founder, and Director of the mental health charity Act for Change.

A firm believer in continuous learning and development, Lea holds an LLB in Law from the London School of Economics. She is a Fellow in Holocaust Education with the Imperial War Museum and a Fellow with the School of Social Enterprise. Lea is the author of two books, 'A Body's Call to Presence' and 'The Tribe Within' (publication due in June 2023).

Website Link <https://leamisan.com/>

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The Top 10 Things Mentally Strong Entrepreneurs Avoid

by Anne Bachrach (USA)



Successful and mentally strong entrepreneurs don't persevere through challenging times and reach new heights by accident.

These people don't always know what moves they need to make to establish themselves. But they recognise that knowing what to avoid is just as important as knowing what to do.

Mentally strong entrepreneurs learn to manage their feelings and behaviours to hit business goals. They maintain healthy habits and manage their emotions to their advantage, allowing them to achieve success.

Let's explore a few top benefits of building mental strength.

1 Boosts the Confidence

Good mental health sets you up to make bold and confident decisions in business and in life. Entrepreneurs often have to make tough and experimental choices at every stage of their business.

If you are mentally fit, you can confidently weigh the pros and cons, make significant business decisions, and see the big picture.

2 Enhances Productivity

As an entrepreneur, you have to set a benchmark for others. It means you must always present a better version of yourself in front of others.

To accomplish this, you need to be productive, determined, and progressive in your actions. Mental strength helps you keep your thoughts and actions balanced and progressive.

In turn, this stability improves the productivity of your performance.

3 Increases Resilience

As an entrepreneur, you will realise that you can't control many things in your life. However, you can control how you respond. Mentally strong people know how to rise to whatever challenge comes their way.

As your mental strength increases, you will learn to deal with whatever problems you face, and view them as opportunities to grow.

Being an entrepreneur helps you practice the following mental muscle-building activities:

◆ Increase Your Self Discipline

Self-discipline is a learned skill that gets better with practice. Entrepreneurs recognise that each day is an opportunity to practice being productive, staying focused, and managing behaviours.

◆ Analyse The Risk Potential

When you are in charge, it's your responsibility to make the right decisions and decide which risks to take.

Practice how to evaluate the risks and benefits of a situation. Learn to look at a decision from new angles to sharpen your decision-making skills.

◆ **Be Aware of Your Emotions**

It's necessary to recognise what emotions you are experiencing and how these emotions impact your decisions.

Excitement can cause you to overestimate success, while sadness can lead you to settle for less. Practice balancing logic and emotions to make the best business decisions.

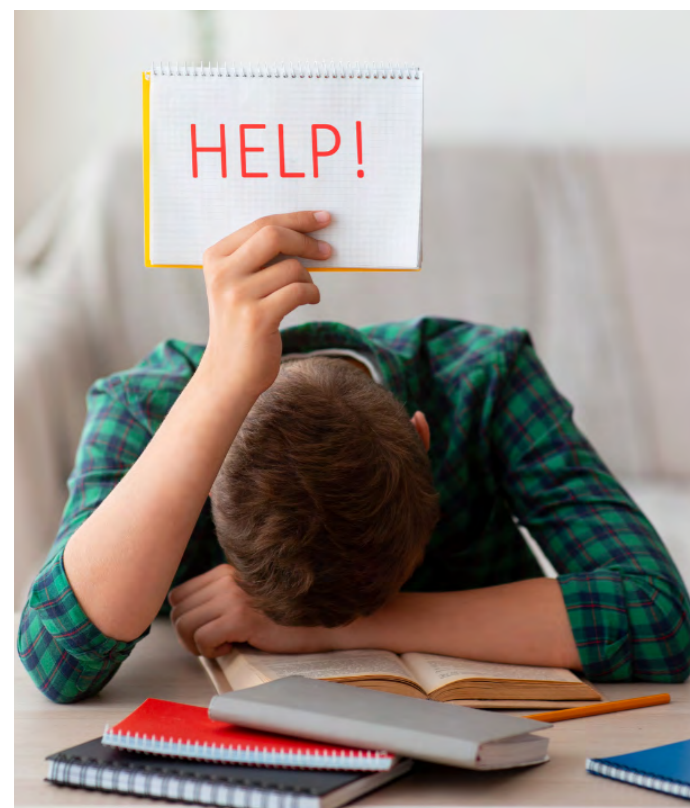
◆ **Deal with a Stress in a Healthy Way**

Your hectic everyday schedule can cause you to forgo healthy habits and turn to unhealthy ones. As an entrepreneur, you're at a higher risk of experiencing high levels of stress.

Great leaders remember that self-care is essential if you want to perform at your peak. Whether through yoga or a walk in the park, you need to develop healthy ways to deal with everyday stress.

◆ **Ask for Help**

It takes mental strength to reach out for help and admit you can't do everything yourself. Strong entrepreneurs recognise that it's okay to reach out for help, whether by delegating tasks or needing emotional support from a loved one.



10 THINGS MENTALLY STRONG ENTREPRENEURS AVOID

Let's take a closer look at how successful business leaders and mentally strong entrepreneurs do it differently:

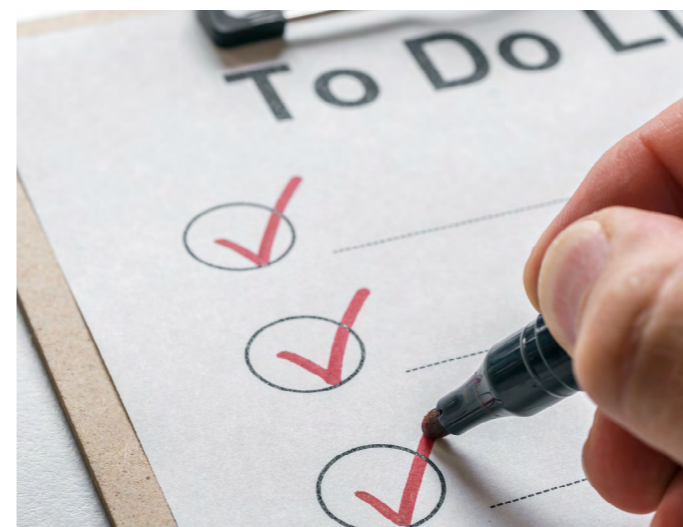
1 **Avoid Burnout**

It's impossible to continue working hard if you burn out. In the business world, the winners outlast others and keep grinding while others give up.

Burnout is expensive; it hits you harder and lasts longer than you can imagine. It's always easy to talk about bouncing back, but it's much easier said than done. No matter how strong or optimistic you typically are, burnout can take a toll on your performance and productivity.

The best part is it's easier to avoid burnout. Mentally strong entrepreneurs ensure this by avoiding overworking themselves.

The fact is that if you overbook yourself every day, you will have the constant feeling of not getting enough done, never hitting your goals, and constantly feeling overworked. To avoid this, work to not over schedule yourself.



Give yourself extra space on your daily schedule. Then, you're more likely to feel great about checking off tasks on your to-do list. It will energise and motivate you, and you can get extra tasks done in your spare time.

2 **Shy Away from Change**

Mentally strong and determined entrepreneurs embrace change and welcome challenges. Their biggest fear is of becoming stagnant.

An environment of change, uncertainty, and adversity energise a mentally strong person and channels their inner entrepreneur.

3 **Give Up**

Strong-minded entrepreneurs don't give up after a failure. Instead, they recognise that every failure is a lesson, a way to improve, and to avoid making the same mistakes in the future.

It is necessary to learn life lessons that pave the path towards achieving your business goals.

4 **Feel Sorry for Themselves**

Mentally strong people don't waste time sitting around feeling sorry for themselves or dwelling on their circumstances.

Instead, they learn to take responsibility for their actions and outcomes and regulate their emotions and thoughts.

These people emerge from trying circumstances with self-awareness and gratitude for the new lessons and skills learned.



When a situation doesn't go their way, they respond with 'Maybe next time!'

5 **Be Afraid of Taking Calculated Risks**

Mentally strong people don't hop on the first chance they get. Instead, they calculate and weigh the risks and benefits.

Strong-minded entrepreneurs think about potential consequences and are not afraid to take calculated risks.

6 **Lose Their Power and Control**

Determined and strong-minded people don't allow other people to control them. They don't give away power to other people.

Strong-minded entrepreneurs don't say, "That's not fair," or "This can't be done" because they recognise that they are in control of how they perceive a situation.

Instead, they see things from a brand-new lens. They find innovative solutions and opportunities where others see barren land.

7 **Repeat the Same Mistakes**

One thing that sets apart mentally strong entrepreneurs from others is that they don't repeat the same mistakes.

Strong-minded people learn from their past mistakes. They feel responsible for their actions, their emotions, and their behaviours.

They don't get stuck dwelling on past situations. Instead, they move forward to improve their decision-making ability for the future.

8 Be a People-Pleaser

Strong-minded entrepreneurs realise that they don't need to please everyone. These people are not afraid to say 'no!' to stand up for themselves or speak up when necessary.

Determined people strive to be kind, fair, and handle potential clients and stakeholders without being upset if they don't make them 100% happy.

9 Blame Others

Strong entrepreneurs don't blame other people. Instead, they learn to accept responsibility for everything and own it.

It includes the mistakes they make and the failures they didn't see coming.

10 Worry about What They Can't Do

The most successful entrepreneurs recognise that they can't do everything independently. Yet they believe that their weaknesses can't stop them from achieving their goals.

Therefore, they identify their weaknesses and hire experts to do it for them, all the while honing their strengths.

THE BOTTOM LINE

Mentally strong entrepreneurs are in it for the long haul and don't expect immediate results. Instead, they apply their energy and time in measured doses and celebrate each milestone. Strong entrepreneurs have 'staying power' and recognise that genuine, long-lasting changes take time.

Follow the ten tips mentioned above to become a mentally stronger entrepreneur.

For more help on creating your ideal business and ideal life, reach out to me today and schedule your complimentary consultation.



ABOUT ANNE M. BACHRACH

Anne M. Bachrach is known as The Accountability Coach™. She has over 25 years of experience training and coaching. Business owners and entrepreneurs who utilize Anne's proven systems and processes work less, make more money, and have a more balanced and successful life. Anne is the author of the books, *Excuses Don't Count; Results Rule!*, and *Live Life with No Regrets; How the Choices We Make Impact Our Lives, No Excuses!*, and *The Work Life Balance Emergency Kit*. Go to <https://www.accountabilitycoach.com/Landing/> and get 3 FREE gifts including a special report on 10 Power Tips for Getting Focused, Organized, and Achieving Your Goals Now.

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Vital Traits Required in a Leader

by Dr. Lisa Turner (United Kingdom)



What Makes a Great Leader?

Jenny stepped into her new office. She walked past her new team. As they exchanged their morning greetings she realised something was different. They were all a little standoffish. Had she said or done something to upset them?

As she walked into her new office, putting her things down and sitting in her chair she realised with a slight shock.

I'm now their boss!

I'm no longer their pal!

As she settled into reading her inbox and checking the slack channels, she found invitations to meetings, and stand ups. The kind that she had never been privy to before. The kind she and her pals had speculated over what actually went on in them, or moaned about the decisions made there.

Now she was invited. And expected to participate, present, report and engage. She suddenly felt lost and overwhelmed.

The excitement and exhilaration of her new promotion were now fading into overwhelm and fear.

What was worse, in the past, she would chat to one of her pals about it, letting off steam, clarifying her thoughts, strategising ways of coping and managing the work and people.

But now her old pals were her direct reports, and she didn't know her new colleagues well enough yet to ask for help. She was terrified of letting anyone know she felt out of her depth.

Jenny took a deep breath in and sighed. Jenny needed a coach!

Leadership is a complex and multifaceted concept. It can take many forms, from charismatic and visionary to analytical and strategic. The environment, culture and values of the organisation are also a factor. Traits that are essential to success in one organisation can spell disaster in another.

Leading companies worldwide recognises the value of leadership coaching and are even developing in-house stables of coaches. Leadership coaching helps newly promoted managers ease the transition from being an employee to a leader, focusing on coaching managers and executives on the issues that come with managing people, including leadership development.

One of the most significant advantages of executive coaching is the development of leadership traits.

All leaders have their individual strengths and talents and all leaders can grow through conscious effort and continuous self-development. Executive coaching can provide the guidance, feedback, and support needed for leaders to develop their skills and competencies. Here are some of the ways in which executive coaching can help leaders develop the traits necessary for effective leadership:

1 Vision

Executive coaches can help leaders develop a clear vision of where they want to take their organisation or team. Through guided self-reflection and analysis of business trends and challenges, leaders can refine their vision and communicate it effectively to their followers. Executive coaching also helps leaders align their personal values with their organisation's mission, ensuring that their vision is authentic and compelling.

2 Integrity

Integrity is a critical leadership trait that executive coaches can help leaders develop. Through honest and constructive feedback, executive coaches can help leaders identify areas where they may be lacking in integrity. This is more subtle than being dishonest, rather it can be bending ethical codes, or avoiding accountability. Coaches can help leaders build their integrity through role modelling, setting expectations, and developing a culture of trust and respect.



3 Emotional Intelligence

Emotional intelligence is a crucial leadership trait that executive coaches can help leaders develop. Coaches can provide feedback on how leaders manage their emotions and interact with others. Almost all emotional responses are unconscious and can result in self-defeating or self-sabotaging behaviours. A coach can help the leader to develop empathy, active listening skills, and effective communication strategies. By developing emotional intelligence, leaders can build stronger relationships with their followers, manage conflict, and create a positive work environment.

4 Flexibility

Executive coaching can help leaders become more flexible and adaptable by providing feedback on their decision-making process and encouraging them to consider different perspectives. Coaches can help leaders develop an open-minded approach to problem-solving and decision-making, which enables them to pivot quickly when necessary and make better decisions based on available information.

5 Courage

Leadership often requires courage, and executive coaches can help leaders develop the courage to take risks and make tough decisions. Coaches can provide support and encouragement, help leaders identify their strengths, and build their confidence.



Coaches can also help leaders identify and overcome their fears, limiting beliefs, and negative self-talk, allowing them to step outside of their comfort zone and achieve their goals.

6 Communication

Communicating clearly, or rather failure to do so is a source of frustration, confusion, missed deadlines and poor performance. The problem is that most people think they are communicating clearly when they speak, without realising that they might be failing miserably. Leaders may then be tempted to assume the fault lies with their team, but this can so easily be avoided with some simple coaching practices. The result is the team performs better, making both them and their leader look great.

7 Consciousness

Conscious leadership is a relatively new concept in the business world, but it is gaining increasing attention due to its focus on developing leaders who are more ethical, empathetic, and sustainable.

A conscious leader is someone who is committed to developing themselves and their organisation in a holistic and responsible manner. Rather than leading from ego or a me attitude, they cultivate participation and growth of their whole team. This is more inclusive and shares responsibilities and accountability throughout their team, whilst leading from an example of integrity and accountability.

Executive coaching for leaders provides powerful methodologies, such as emotional intelligence, neuroscience, communication skills and mindfulness to help individuals transform their emotional patterns, achieve greater self-awareness, and become great leaders of high performing teams.

Jenny's overwhelm was interrupted by her phone ringing. A reassuring voice on the line said.

'Morning Jenny, I'm Lisa, your new executive coach. You might be wondering where to start in your new role as a leader. It's OK not to know, and I'm here to help. Shall we schedule your first session?'



ABOUT DR. LISA TURNER

Dr. Lisa Turner is the creator of Conscious Emotional Transformation (CET) coaching. Her [CETfreedom](#) approach combines neuroscience, mindfulness, and coaching to develop conscious leaders who use their emotions as a power source

Leadership Coaching What it takes to be a Great Leader

by Tracey May Corlett (United Kingdom)



To inspire the introverts who wonder if they have what it takes to claim a leadership role. I want to show you that you have vital skills the world needs right now when considering the key characteristics of great Leaders. To our more extroverted leaders - if you want consistent results faster: invest a few minutes of your time now.

There's a reason we are not all good at everything, we were biologically designed to work together, not separately. Understanding and appreciating your own strengths and those of others is essential in order to create effective groups of confident individuals capable of being interdependent.

It's also important to be aware that you are always having an impact on others, but it may not be the one you desire. If I insisted that you wear my reading glasses to read because they bring my vision into focus, would that be helpful? No, yet because it works for me, I may naively believe it will work for you too.

In order to get to this high functioning level of community, we need to start with '1' – you. Dr Bruce Lipton PhD is a stem cell biologist and an internationally recognised leader in bridging science and spirit. Dr Bruce chose to study cell biology because he thought in order to understand 30 trillion cells that make up the human body, you first have to truly understand one, when you understand one human, fully then you can begin to understand humanity, which can heal our planet.

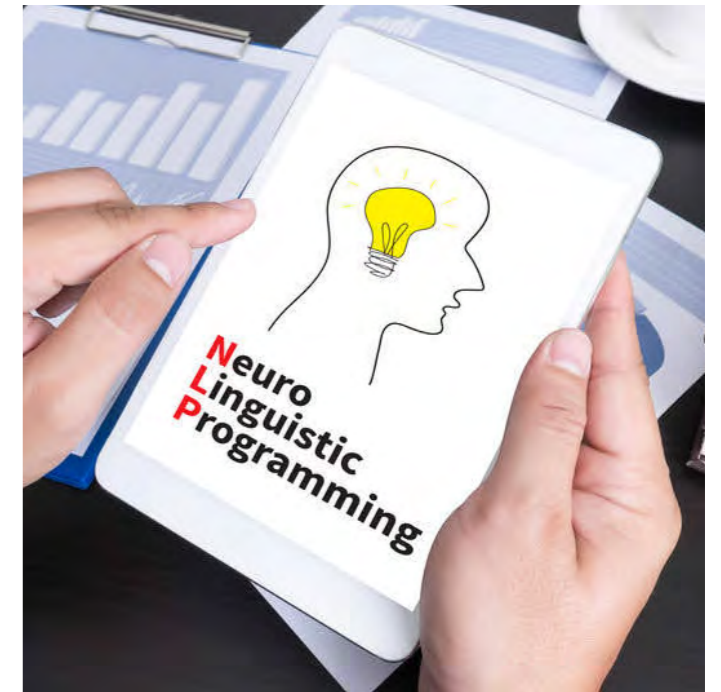
I am working with this principle. If I help you fully understand what goes on behind the scenes internally, (and is 100% responsible for creating all the results in your external world), then you gain the freedom of CHOICE. We are not taught this stuff on any curriculum I have ever seen, (not yet anyway!) Without this awareness, your choices are significantly reduced, which limits your potential results in life.

PHASE 1: PERMISSION

Permission to claim the Lead role in your life; own the truth of who you are. This takes tremendous courage by the way, (a key component of any great leader). A leader absolutely has to be prepared to stick their head above the parapet and be seen, heard and potentially make mistakes which they will need to take full responsibility for if they want to gain the respect of others. This is a very, very vulnerable thing to do, and consequently it takes great courage. Brene Brown, research professor at the University of Houston is well known for her research on the emotions of shame and vulnerability spends 90% of her time coaching CEOs on Leadership as a result of her discoveries.

I open the door and invite you into your internal world so you can see what goes on for yourself, and I will show you how to make sense of it all for your benefit and everyone you come into contact with. It's best if you have a mind like a parachute: both work better when they are open. If you choose to embark on this journey to reveal the true you, the first stop is 'Personality'. For me, this is a great place to start. It's like learning Spanish before visiting the locals in Spain; it provides a common language to talk about difficult things which need discussing, it shows your strengths in black and white, it allows you the language to describe your preferred working pace, drivers and personality goals. You will understand why you think, feel and do what you think, feel and do. You learn a lot of great information that can be implemented immediately, it can benefit all relationships fast, as really helps you speak to others in their language, which will get you great results! However, this is only one piece of the human jigsaw, there is a lot more.

We also need to know some neuroscience and our basic human needs that apply to us all. Then we get to personalise the generic, which is when things get really juicy. We would all benefit from a 'beliefs audit'. Our beliefs are buried deeply in our subconscious mind, they're the bit of the iceberg that is below the surface and quite literally below our level of sight. To the trained eye, they're apparent in our language, our behaviours, our health and our results. They are geared towards survival, not happiness or success.



Very often they work against our truest desires and we tend to work harder and harder and yet not get what we want. I apologise for the bad news here folks, but when your subconscious beliefs are not in alignment with your desired results, no amount of hard work will help you achieve that result. You need to sort the programming out first; this applies in all areas of life by the way. The great news is, this is very achievable. I use Neuro Linguistic Programming (NLP) to achieve this, there are other techniques including hypnosis, meditations and 'normalising' the outcome so find a technique and appropriate support to suit you. I urge you not to ignore it and hope it'll go away though because it is highly unlikely and you will experience the same emotional/physical outcome repeatedly until you graduate from the lesson. Look back on your life, or think of other people you know and you'll see evidence that this is true.

The final section that we must be aware of in phase 1 is Language. This is so incredibly powerful and yet rarely given the high priority it deserves. The language we use with ourselves and others is highly influential and makes a massive difference to what happens next. To give you a taster here are two simple changes I will invite you to try out:

- 1 Tell yourself what you want, rather than what to avoid. When you type into Google 'Not pink elephants'. The search filters do not process the negation and will show you pink elephants.

Our subconscious mind works the same way. If you tell it what you do not want to see, hear or experience, an area of your brain known as your Reticular Activating System (R.A.S) will work the same way Google does and show you a big dollop of evidence of what you don't want. Make it a daily Practice to ask better questions. Equally, if you have children or teams, ask them for what you want, not what you do not want. For example, when speaking to a child instead of saying, 'don't walk through the puddle', say 'walk around the puddle please'. Same principle.



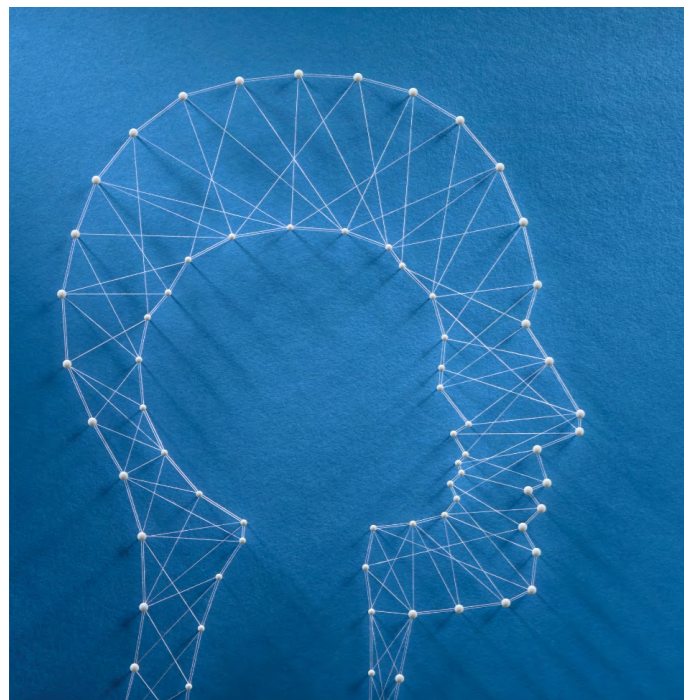
2

Use empowering language, not the powerless, victim language that is commonly used. Instead of saying, 'I was going to go out running but it's raining'. Flip it around and hear the difference. 'It's raining but I'm going to go out running'. To make a further improvement replaces 'but' with 'and'. 'It's raining and I'm going to go out running'.

Give it a go and see how it makes you feel AND the impact it has on those around you.

Basically, we have learned 'what to think' via our families, society, religions and education system, but we need to learn 'how to think' in order to create a life we love and help others do the same.

Are you the blueprint of the adult you'd want your children to become?



PHASE 2: PURPOSE

Simon Sinek, author, speaker and founder of The Optimism Company, says 'When we work hard for something we don't love it's called stress, when we work hard on something we do love it's called passion.'

Can you relate?

When we are taking aligned action doing something that brings out who we are at our natural best, we feel in a 'flow state'. Dr Dawson Church speaks about this in his book 'Bliss Brain'. Basically, the more positive neurochemicals that are released during an activity, the more likely we are to remember it and do well at it and in good time. Do you remember a time when all the 'feel good' chemicals surged around your body, time melted away and you were in your zone of genius? Want to feel that way more often? It has the added bonus of adding years to your life as well as it's great for your overall health.

I coach people to discover who they are at their natural best and elicit the significant moments, key stories and words that reveal this truth. You have all the answers you need; you just need to be asked the right questions!

Each of us has a gift that the world needs. We are doing the world a disservice to hide from it and we are doing our health and happiness a disservice to not to live it! In the wise words of Oprah Winfrey, 'If you don't know your purpose, make it your highest priority to discover it and once you know it, make it your business to get on with living it'.

When we know our purpose, we can consciously live with purpose, on purpose. We can take the reins and steer our lives in a chosen direction that feels great; make aligned decisions more easily; have the vocabulary to speak our truth from a place of love. It allows confidence to grow, certainty and clarity over self-doubt, over analysing and questioning all our decisions until we're paralysed, can't sleep and experience knots in the very core of our being. All signs we're giving away our personal power rather than embracing our truth.

Support is crucial though as the closer we get to achieving our greatest desires, the more we will come face to face with the fears we carry in our psyche and need to release. This is the greatest personal human challenge in my book and can lead to people hiding from their potential or looking to gain power over others rather than empowering others. A great leader knows the contribution they wish to make to the world and the message they wish to share. There are ultimately only two places this message can come from: fear or love.

Every time you experience any emotion, it comes from one of these two places. If we want a better world, then we want to aim for, coming from a place of love every time. Whether that's our internal dialogue with ourselves, with our children, partners, families, friends, colleagues and all our fellow humans. Be mindful of this, it isn't always easy, we're human and have a full spectrum of emotions and they're not 'good' or 'bad', yet some are healthier for us to stay in for long periods of time and some are not.

There's a lot more to the science of emotions and how our minds work to fully appreciate this and build stamina when developing the leadership super powers of empathy and compassion. I delve into all of this intriguing wisdom within Learn 2 Lead to give everyone who wants to, the greatest opportunity to put down the heavy stuff they often unknowingly carry around with them unnecessarily all their lives. It provides freedom, space and 'lightness' for them to make progress. This transfers to other relationships too and allows a special connection within other humans as you give them what they need to put their weights down too.

PHASE 3: PRACTICE

We are creatures of habit; 95% of how we respond is automated by our subconscious. Our minds want to conserve energy and therefore putting common behaviours on 'rinse and repeat' achieves this. However, these behaviours are not necessarily helpful to us in achieving our relationship, health, work or financial desires.

For those that drive, how often have you gotten to a destination that you drive to regularly with no recollection of consciously driving there? This is what happens for most of the day with the majority of our thoughts. They are the same thoughts we had yesterday, and the day before that and the day before that. In fact, we have 60,000 thoughts a day, 95% of those are the same as the previous day and 85% of those are negative. As humans, we have a negative bias: we're literally wired to spot threats in order to survive.



We are no longer subject to damaging comments from our internal dialogue, we are the master of our minds and not the other way around. For some, it's like constantly having a scary horror movie on repeat and not realising they had the remote and could change channels at any time. I will give you the remote and empower you to tune into a more desirable inner world. This inner strength allows us to be more self-reliant and not searching for external validation and approval from others.

There are other practices that great leaders will be perpetual students of: communication and relationships – this includes the art of listening and is more commonly a natural strength of those inclined to more introverted tendencies, and it is incredibly valuable. The creation of a great environment in which other human beings may thrive and grow into the person they were born with the potential of becoming. A great leader will want to give themselves the best opportunity to remain healthy and look after themselves with good nutrition, exercise regime, time with loved ones, time to rest and time to learn. They learn to manage the activities that they invest their time into and have clear boundaries with the incredibly vital ability to be flexible too; flexibility is an evolutionary beneficial adaptation.



Great leaders appreciate the value of others and encourage others to play to their strengths without micromanaging the situation. They trust their team to figure out the 'how' and provide support as needed. They will manage the activities they place in their schedule to allow time for all high priority activities and will outsource things are best done by someone else. They know when they need to ask for help and will happily celebrate the success of others, rather than be threatened by the talents of others.

In this day and age, what we perceive to be a 'threat' is very different to what we were biologically designed to respond to. Therefore, a colleague speaking up in meetings and us remaining quiet and overlooked could cause the cortisol and adrenaline to rush through our veins.

Seeing how apparently happy and successful someone you went to school with is on Facebook may cause you to feel inadequate and question your life choices. We need to master our minds if we are to set the course of our lives, (and those we are a blueprint for) to a chosen destination. Believing all that our brains tell us does not make a happy and fulfilling life. Notice the spelling of the word 'belief' and you will see that it has the word 'lie' right in the middle of it. This is something I love about language, the truth is hidden in plain sight and just like water to fish, it goes unnoticed and yet is vital to our health and happiness.

Our beliefs are just thoughts we have had so often they become our truth and shape our world. They are subjective, and most of the time they are not specifically thought through and chosen wisely. Phase 1 includes a 'belief audit' and the wise leader will make it a daily habit to consciously select and 'practice' deliberately chosen aligned beliefs. They will also know what to look for and how to spot those sabotaging thoughts, take responsibility for them and if required do the work to change them. This is mental fitness and it's very similar to physical fitness – we cannot just do one workout and say, 'we are fit' and check that off our to do list. It needs regular attention and action in order to remain physically fit. Mental fitness is the same, and the daily practice allows us the bonus of building resilience.

In short, leadership and parenting are one in the same and Bob Chapman, the CEO of Barry-Wehmiller, a \$3.3 billion global capital equipment and engineering solutions company with more than 12,000 team members frequently states that he based his leadership principals on the truth that he was responsible for someone else's precious child whilst they were in his care. Bob states that, 'Business could be the most powerful force for good in the world, if leaders would embrace the awesome responsibility of leadership. Caring for people and giving them meaning, purpose and fulfilment through their work is not in disharmony with creating value.'

So, leadership is so much more than a position, it's a life choice. Step up and take responsibility for yourself first and foremost. The most important relationship you will ever have is with yourself and success, (whatever that means to you) is an inside job. You do not need to be good at everything all at once, it's a journey, one which I have signed up to and I learn and evolve daily. Whatever you need to achieve this can be learnt, find a teacher, coach, guide and support network you believe in and resonate with and get started right away.

If you would like to Learn 2 Lead, then I would love you to join me for regular inspiration, education and support: pop in and say 'hi'.

In Bronnie Ware's book *The Top Five Regrets of the Dying*, the number one regret was 'I wish I had the courage to live a life true to myself, not the life others expected of me'. With the right support, you can achieve your heart's desires so when you get to the end there are no regrets, you can smile in peace knowing you truly lived and positively influenced those you met along the way.

If not now, when? Learn 2 Lead



ABOUT TRACEY MAY

Tracey May is a leadership coach, personality profiling trainer, NLP master practitioner, radio show and podcast host and an expert in unravelling the mystery behind a successful and fulfilling life. You can choose the lead role in your life and live 'on purpose'.

Success is an inside job and we will go 'behind the scenes' of your internal world to transform what you see in your external world which in turns inspires others to do the same.

The application of this wisdom has transformed Tracey's personal and business life to such a degree that it felt wrong not to share what's possible. If I can do it, so can you! Everything you need to claim the life experience you desire of can be learnt. Tracey will teach, coach, guide and support you to implement these insights in her Learn 2 Lead program so you feel confident and empowered to make the decisions that will take you where you want to go.

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JUNE 2024
ISSN 2024 - 0624



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