

Chart Your Change Newsletter



Chart Your Change to create another dimension of meaning and growth; trust yourself to achieve what is possible without yet knowing.

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THE GIFT OF INSPIRATION

*"The quality of your life is determined by the focus of your attention."
- Zen Teacher*

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Vol. 3 Issue 10
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MONTHLY DESTINATION

Articles on enhancing skills evolving and transforming

Dear Flo,

LEADING WITH KINDNESS

"The ideals that have lighted my way time after time and have given me new courage to face life cheerfully, have been Kindness, Beauty, and Truth."

Albert Einstein

Do you remember a favorite teacher, mentor or boss? Perhaps you had more than one. What were some of their qualities? I would bet that they really got you (who you are) and guided you with a compassionate approach.

Great managers understand their people and succeed when they can identify and deploy differences among people.

The core issue for people is to get along with their supervisor. If they don't get along, everything else becomes a focus for what's wrong.

When companies don't consider their people as their most important asset, they don't hold onto

them and constantly need to hire new people. This makes for a chaotic workplace where selecting the right people is not a priority. In this environment, companies often stagnate or fail.

When people are happy, relaxed and feel valued, they are naturally creative and bring a fuller dimension of who they are to the workplace.

Here's a loose compilation of what makes top companies great, as implied in Jim Collins' books, "From Good to Great" and "Built to Last." These companies share a picture of the future with their management to foster genuine commitment, a sense of engagement and motivation:

- **Hire people with care and thoughtfulness**
- **Hire people who have the same values as espoused by the organization**
- **Recognize strengths and develop them**
- **Go out of your way to appreciate your people**
- **Tell the truth, even when uncomfortable**
- **Think of ways to evoke well-being, yours and theirs**
- **Don't avoid conflict**
- **Be transparent**

Kindness is not a quality that is readily embraced or admired as a winning business trait. It does not equate with profitability in the traditional sense. Yet, it is considered mindful leadership.

To be mindful is to be people-centered. It's a state of awareness of how we impact others. Thus, we act with more compassion. To be so aware is to be in alignment with needs -- yours and theirs -- and to do so is to move forward on a shared journey. When helping others to win, everyone wins. We become whole by making others whole. Do it with kindness and it doesn't hurt to add some beauty and truth.

Do you have a question for me? [Click on Ask Coach Flo.](#)

**TRUE NORTH:
Articles on Direction and the Road Less
Traveled**

LEADERSHIP STARTS WITH SELF-DISCOVERY



"Unless one knows how to lead oneself, it would be presumptuous to lead others"

Jagdish Parikh

According to leadership expert, and Harvard scholar, Jagdish Parikh, the most effective leaders realize they must first learn the skill of leading themselves. In the work environment many executives first learn leadership skills from their classroom models and theories. When teaching leadership, it occurred to me that I was making a basic assumption about where the student was in their personal development. It now makes sense that what will stick and be embraced is directly related to how well one can lead oneself.

When asking students to name leaders they admire, the list is always small. Most people struggle and look for agreement when describing traits and characteristics of a leader. What comes to the surface is how much or how little they have experienced being their own leader. Aspiring leaders ultimately learn from their own experience, which begins with self-knowledge and self-mastery (a continuous process). So, at a very basic level, how can one lead others when he/she doesn't know how to lead themselves.

"If you don't know how to lead yourself, someone else will."

Here are a few tips for leading yourself:

- Learn the skills to shift away from negative thinking
- Visualize regularly what you want to achieve
- Use conscientious breathing to quiet down and to see clearly
- Know your inner dynamics. Know what stresses you and what sustains you
- Find the discrepancy between what you want and what you are able to do
- Find the discrepancy between all your lives - personal, professional, social
- View leadership as a way of being, rather than a trait or quality
- The logical answer is not always best.

Balance everything with intuition and yes, your emotions

- Be the owner and manager of your mind, emotions, and body
- Maintain an awareness where you are looking down on a situation (like an eagle gliding on an air thermal) and notice all your reactions as an outsider and then observe the situation from a new perspective
- Choose to feel good

We all have so much knowledge and constantly acquire more. But in reality we use very little of our overall knowledge at any given time. Knowledge is not what gives us our power or wisdom. Self-mastery is at the root and force of change.

Do you have a question for me? Click on [Ask Coach Flo.](#)

JOURNEY'S END:

Articles, thoughts on insights and taking the leap

This month, we offer a new teleclass series designed for career professionals facing workplace challenges or in transition. To find out more, click on [*Think Tank for Career Women -- A Master Mind Group Coaching Approach*](#)

Note: While designed for career women, this program is inclusive and open to all career professionals.

- What are your goals?
- Positioning yourself in a tough economy?
- Managing stress and workplace worries?
- Creating an environment for personal success?

Bring your goals to the group, explore/create opportunities and benefit from individual coaching -- all in a master mind approach to achieving desired outcomes.

Feel free to pass this on to those you may think would benefit from this teleclass offer.

P.S. Do you know someone else who'd enjoy this newsletter? Why not forward them this email today?

Have a joyful month.



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