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[MUSIC] Welcome back, in addition is the first tool I'm going to introduce to you. And then it has been critical to my own transformation into the transformation of my teams. Individually allows us to design our angle by answering three critical questions. What, why and by when. Every transformation begins with an end goal in mind. Strategy supersedes tactics or in another words the how. Before you design your action plan you must become absolutely clear of what you want your personal relationship will change to look like. Reflect on you past experiences especially the ones did not feel good and cause you emotional pain. Now, describe how you would like to behave and feel in fast changing environments. How would you want to feel when you don't have a choice and control over the change? What kind of person and leader are you when you reach this ideal relationship with change? Pause the video, grab your workbook. Set a timer for three minutes and continue to write as long as the timer is going. How do you want to feel about uncertainty? What would you like your confidence level around change to be? Describe your emotional and physical state. What would your energy level be in this future state? What about your posture and voice, I hope you completed the exercise in your workbook. If you haven't, pause the video and do it now, there is no one else who can do this work for you. And the only way you can transform is by taking action. Now, let's talk about the why. Why do you have to make this change? Why must you make this change happen? Did you notice that I use the words have to and must, you have to find a very strong reason for making this change? That's the only way you will actually commit to seeing your transformation through. Think of a time you experienced emotional pain when you go in through change. Would you want to live through this experience again? Why not? Pause the video. Set your timer for two minutes and write why you have to change. After two minutes, select your top three most powerful why's. Now, commit to the time for achieving this new relationship with change. Is it three months? Is it a year? Setting realistic goal, you're ready to commit to. What do you mean by commit? I mean that by setting this deadline, you will take continues, consistent action to get to your goal. By the end of this exercise, you should have your complete vision statement. You know where you're going? You know why you're going there? And you also know when you will make this transformation happen, if you take action. I'll see you in the next video.