

Your Compass to *Breakout!* Leadership

By Sharon Seivert

If you want to be a truly GREAT leader, here is a trustworthy compass that will help you arrive at that worthy destination by teaching you how to improve six key qualities of highly effective leaders.

Follow this unique Leadership Compass Plan to completely *Breakout!* from old paradigms of “leadership-and-business-as-usual”...and before long, THIS COULD BE YOU!



Welcome to the Start of an Exciting Journey.



If you are here, chances are that some of the following may sound familiar. You feel challenged as a leader. Your instincts are that much of what you've been taught about leadership is wrong; it doesn't lead to agile strategies or timely actions; it does not meet the reality of day-to-day leadership responsibilities or the difficulty of leading the people safely through the chaos of organizational dynamics. But you ...

- *Can't just throw up your hands. (Too many people are relying on you!)*
- *Feel stuck, paralyzed, or compromised by organizational politics. (You don't like what's going on around you, and you want to change things but you have no idea where to start.)*
- *Are worried that problems are only going to get worse if the company continues this way. (And no one else seems to know how to turn things around.)*
- *Are frustrated because you don't know how or where to begin. You also are not sure who will help you - OR who will stand in your way if you do try.*

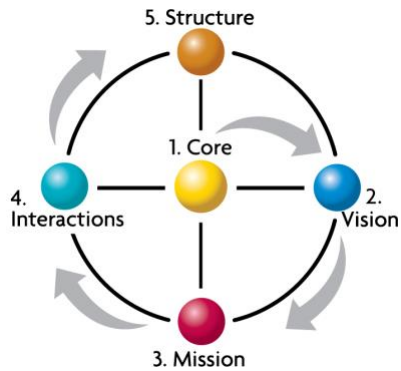
The great news is: You already hold Success in your hands!

Maybe you loved being a leader when you started work, but things have changed...or maybe you never imagined that it would be so complicated.

If you're like the hundreds of leaders I've worked with over the years, you really want to do the right thing. So...here is a Leadership Compass that can help you reach your goals. Your journey to becoming a great leader will result in the discovery of treasures for you and everyone in your organization.

A Compass to *Breakout!* Leadership

Think of this image as a powerful Compass with which you can navigate safely and surely to becoming a great leader.



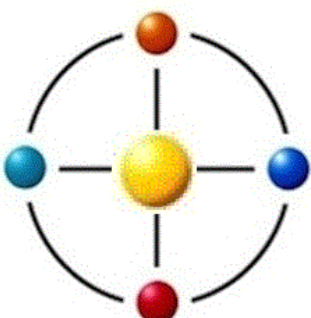
You are closer than you think to greatness! Follow the suggestions on the following pages to activate your own powerful internal GPS and become a much stronger, multi-faceted leader!



This leadership compass guides you through practical steps that will create systemic, lasting changes in your leadership behavior and business results.

Step 1. CORE

Authentic Leadership

	<p>Your Leadership CORE is the Center of your internal Compass. It's who you are at your best, your Essence, what's most important to you – the "X" (where you Start) on your journey to becoming a better leader.</p> <p>It is also the "WHY" of becoming a great leader – that is, why you do the work you do, the gifts you have for your profession, and the values that give purpose to all your activities. If you get this one right, everything else is SOOOO much easier.</p>
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Leaders who are Strong in the Core quality tend to self-reference their core identity and values for optimal decision making. They also are likely to have reliable intuition, be calm, and demonstrate good character, self-esteem, presence and integrity. A Leader's Core quality acts like a gravitational force that holds activities together and makes everyone feel that things are aligned and in balance. Core Identity also represents personal qualities as self-esteem, personal awareness, calmness, and a sense of wellbeing.

Authentic Leaders are known for walking their talk. They are steadying influences in their organizations, voices of sanity during chaotic times. They typically have sufficient self-awareness and personal confidence to hold the center of the organization, bringing people back to its essence (guiding principles, originating reason-for-being) to make major decisions.

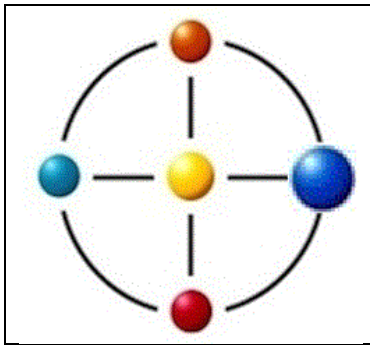
Leaders who are weak in the Core quality often lack a strong sense of self. They also may not appear to have an adequate center or a guiding code of values/ethics. Consequently, they can be easily thrown off-balance. This makes them less reliable, trustworthy, or capable of holding things together during crises.

Three Steps you can take to become a more Authentic Leader:

- 1) Clarify your values & determine how to implement them in your day-to-day duties;
- 2) Improve your "calming" skills for the sake of your health & to get better business results.
- 3) Quiet the Inner (and outer) Critic; this perfectionistic voice is usually counterproductive.

Step 2. Vision

Inspirational Leadership



Your Leadership **VISION** holds your hopes for a better future – for yourself, your employees and the organization. Vision also contains your beliefs about what is possible (i.e., what you are capable of being or doing, and your ideas about the way the world works).

Vision lifts your eyes to the sky – and past the limits that have held you and your organization back in the past. It encourages you to dream, imagine, create, innovate.

Leaders who are Strong in the Vision quality are masters of thinking, planning, examining assumptions. They have the ability to stimulate innovation and the development of knowledge. Visions represents such personal qualities as optimism, inspiration, inventiveness, clear thinking, planning, a positive attitude, thinking outside the box, and the capacity to learn.

Inspirational Leaders tend to be positive, optimistic, innovative, creative, eager to learn, and often have the ability to bring these same traits out in others. Inspirational executives help employees see an ideal future and find inventive ways of removing obstacles in the way of getting there. They tend to be articulate, knowledgeable, good humored, and often excel at teaching, planning, seeing the big picture, and making shared dreams come true.

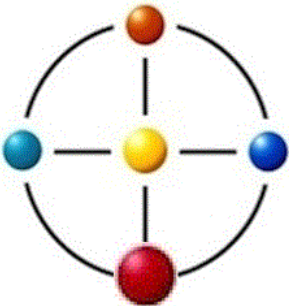
Leaders who are weak in the Vision quality seem unclear about what they want to create for the future, or perhaps afraid of what lies ahead. As a result, these leaders generate concern, lack of confidence, or confusion about the direction they are taking the group or organization.

Three Steps you can take to become a better Inspirational Leader:

- 1) Observe your own beliefs and perceptions (meta-thinking) – and challenge them.
- 2) Institute rewards at all levels of the organization for creativity, innovation, and sharing ideas.
- 3) Encourage employees to do agile planning that is aligned and updated across organization.

Step 3. **Mission**

Motivational Leadership

	<p>Your Leadership MISSION is a powerhouse of energy. It includes your strong will to make things happen, get things done on time, and help you move forward to turn into reality what you've envisioned, hoped for, and really want in work and life.</p> <p>Mission is the big motivator: your desires, passions, and ability to act effectively and strongly to make your dreams come true.</p>
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Leaders who are Strong in the Mission quality move decisively into action and are good at motivating others to do the same; clearly prioritizing, focusing attention and energy. It shows up as the willingness and desire to act. Mission includes discipline, pride, one pointed focus, commitment, the fire in the belly that characterizes self-starters, and the raw energy and can-do attitude to accomplish goals.

Motivational Leaders excel at propelling themselves and others into decisive action. They often have a 'just do it' attitude, crashing through barriers with the power of their passion, dedication and commitment. They generate pride and a sense of purpose in their employees. Such fiery, high energy individuals often require their followers to be disciplined self-starters who meet specific goals and are rewarded according to what they have accomplished.

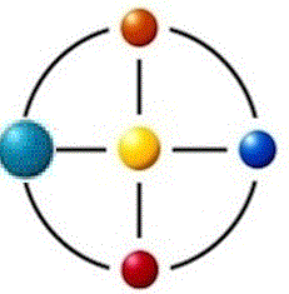
Leaders who are weak in the Mission quality may feel apathetic, burned-out, hesitant, or confused about organizational priorities (particularly if these have been shifting around them). In turn, their workers will reflect their lack of energy, confidence, focus, pride, commitment, or willingness to act decisively.

Three Steps you can take to become a more Motivational Leader:

- 1) Clarify your priorities; choose one focus on to move the organization fastest forward.
- 2) Align all employees so they also are clear about and buy-in to these same priorities.
- 3) Tie clear and tangible rewards into accomplishing these priorities.

Step 4. Interactions

Relational Leadership

	<p>Now that you are following the Leadership compass plan, your Leadership INTERACTIONS will be more productive and focused because you have a strong sense of direction and clear priorities that you can share with everyone in your organization.</p> <p>This element also keeps you on an even keel emotionally, resilient and steady despite the ups & downs of your leadership duties.</p>
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Leaders who are Strong in the Interactions quality have the ability to connect easily with others, good communication skills, empathy, presentation skills, strong emotional intelligence. It is reflected in how well you understand your own internal workings and how well you relate to others. This includes your communication skills, empathy, emotional intelligence, appropriate behavior and self-control.

Relational Leaders tend to be good communicators with strong emotional intelligence. Typically, they treat people with such respect and care that they are able to enroll everyone in accomplishing the mission of the organization, achieving its vision, honoring its values, and fairly sharing resources. Such leaders are comfortable with diverse individuals; they often serve as bridge builders within the system and broker strong partnerships outside the organization. They are likely to have high staff loyalty and retention.

Leaders who are weak in the Interactions quality are often uncomfortable with the “people” component of leadership. They may not be able to communicate well, build consensus, or demonstrate sufficient care and respect. If their workers do not feel connected to them, the organization will lack the glue it needs to retain its talent during times of stress.

Three Steps you can take to become a better Relational Leader:

- 1) Develop clear channels of communication and information flow throughout the organization.
- 2) Deliberately improve your emotional intelligence; request ongoing feedback so stay honest.
- 3) Ensure respectful treatment, fairness, and diversity of every kind at every level of the system.

Step 5. Structure

Managerial Leaders



Your Leadership **STRUCTURE** contains your personal and professional habits and resources. This includes daily habits that make you more productive, effective, and efficient (and that you model for your workers).

Structure also includes the physical resources available to you and your company: money, equipment, contracts, workspace, and healthy habits that allow workers to balance life/work long term.

Leaders who are Strong in the Structure quality have good habits, ability to implement, organize, follow-through on details. Managing resources wisely, building infrastructures that make results possible. This is the most tangible and visible of all the elements. It shows up in your life as your daily habits, the way you take care of yourself, your personal resources, and the results of all your efforts.

Managerial Leaders are meticulous managers of resources and careful stewards of the bottom-line. These leaders are often good at building the necessary infrastructures, policies and procedures to make the organization function smoothly on a daily basis. They often excel at maintaining high quality standards to ensure that an organization's products and services meet or exceed standards, and that they are delivered on time to customers.

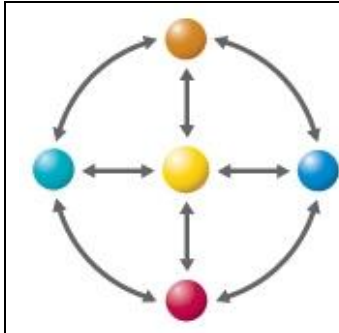
Leaders who are weak in the Structure quality tend to pay inadequate attention to financial management or the oversight of daily operations and logistics. They may be unable to control costs, keep expenses within a budget, stay on time to meet critical deadlines, or secure and maintain sufficient resources for the organization to thrive.

Three Steps you can take to become a stronger Managerial Leader:

- 1) Establish and continually refine processes that ensure quality services and products.
- 2) Carefully manage cash flow, capital, investments so all finances best support priorities.
- 3) Structure financial rewards for all employees to encourage buy-in to the right behaviors.

Step 6. Synergy

Systemic Leaders



Your Leadership **SYNERGY** aligns and leverages all the other qualities in the Leadership Compass – and holds all the efforts of your employees together so their results are sustained.

This somewhat “magical” quality generates better-than-anticipated results because all your leadership efforts are better connected, aligned and will work together more easily.

Leaders who are Strong in the quality of Synergy seem to be blessed with “good luck” because they benefit from the final quality of Synergy. This is an almost-magical quality that occurs when all 5 Elements of Success are working together to multiply each other’s effects and provide a systemic approach to problems. Synergy is the whole circle that holds everything else together and that is greater than the sum of its parts. Synergy shows up as a certain magic or ease in life, relationships and work.

Systemic Leaders act as if 'the whole is greater than the sum of its parts.' They pay attention to the entire organization so they can leverage efforts in one part of it to benefit other parts. This results in an accumulation of activity, rather than its dissipation. Over time, a virtuous chain reaction builds to a tipping point where activities that once required extreme effort are now easy. Systemic Leaders often appear to be lucky 'miracle workers' who get results that no one else can match.

Leaders who are weak in the Synergy quality feel that they are working much too hard. They tend to not recognize ways they can connect and leverage efforts. In turn, this results in duplication of effort and wasted time or energy. They also tend to be highly reactive, operating in high-adrenaline emergency mode - which is exhausting for everyone.

Three Steps you can take to become a more Systemic Leader:

- 1) Step back regularly to look at all activities in context (your company, industry, economy).
- 2) Ensure that everyone’s activities are aligned to reduce costs, rework and duplication.
- 3) Establish cross-functional and department teams to make certain people work together.

Conclusion & Invitation

We hope that by reading this special report, you’ve discovered specific, logical action steps you can take *right now* to becoming a better leader. CONGRATULATIONS!

And if you find yourself wondering, "What Do I Do Next? ... How do I move decisively to take the next steps toward becoming a ‘breakout’ leader?"

And if you feel stuck, don't hesitate to reach out. Because – as you well know - obstacles are likely to pop up as you move into new leadership practices. Having a strong accountability partner could make all the difference for your success.

Discover Your Next Steps...and Take Them!

We would be honored to help you jumpstart into decisive action, so you move more confidently and with greater clarity from where you are now to where you want to be.



SO...we invite you to schedule a complimentary, no-obligation **Breakout! Session for Leaders** where you and a Core Team expert will:

- **Clarify the gap** between where you are now and where you want to be.
- **Define the obstacles** that are in your way – and what to do about them.
- **Commit to two specific Actions** you can take to close that gap ASAP.

Schedule Your **Breakout! Leader Session** by contacting: sseivert@theCOREporation.com