



## Leading Through Turbulence

Effective leaders are self-aware and able to **shift our mindset out of rumination and judgement into curiosity** and learning. As we lead others, the ability to lead above the line, with curiosity and learning becomes an essential factor. Effective leaders are able to reduce tension and stress to allow possibility, innovation and choice for ourselves and employees. Leading above the line means being aware of our own thoughts and feelings and being able to shift our thoughts to stay in contribution and support others to be highly effective performers.

The experiences from our past and our mental stories we have, influence our beliefs which in turn influence our thoughts, feelings and our behaviour. Ask yourself “**Is my underlying belief is a limiting belief? How is this serving me?**” What is another perspective? How does this show up for my employees or others around me? What assumptions are we making? What else could be true or possible? What facts haven’t we considered?

It is the uniqueness of life and the **ability to be flexible in our thinking that will keep us resilient**. Clear expectations of our self and our team will lead to high levels of performance and success. This doesn’t include perfection (there is no such thing in nature). Effective leaders inspire others to use their strengths in the areas they can influence and control in their work.

A leader who is self-aware (thoughts, feelings, behaviour, physicality) and present in the moment is more effective. The more self-aware we are, the more we are in choice and the easier we adjust and shift to stay in contribution in the moment. **If we stay present, we leave no room for rumination** and we will be working on the things that matter.

Notice when your mind wanders, engages in daydreaming or becomes pre-occupied about the past or future. Then get back to the here and now – **Be in the Present Moment**. Notice your inner critic (the negative self talk and emotions), don’t argue with it, replace it! **Build your inner ally’s voice** to support your positive mindset, confidence, capability and ability. Consider how this will impact your leadership and your life.

### ***How you will lead differently starting tomorrow?***

What new questions will you ask?

How can you be fully present and open during conversations?

When will you use empowering language?

What opportunities to delegate will you grasp?

How will you expand your circle of influence and control?

How will you assist your employees to expand their circle of influence?

How will you inspire your employees to achieve results using their strengths?

How will you support yourself and employees to celebrate successes?

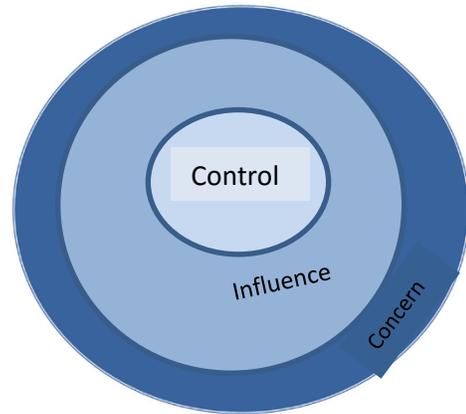
Control your attention and **choose what you pay attention to**. Focusing on things that “*might*” happen, or things that were *in the past* are out of your control and “worrying” creates stress. Pay attention to the things you can control or influence and set your priorities. Manage your time by ensuring you pay attention to the things that matter most in your life and work. Keep a journal of your successes and set priorities for the next day.

## Circle of Control Exercise

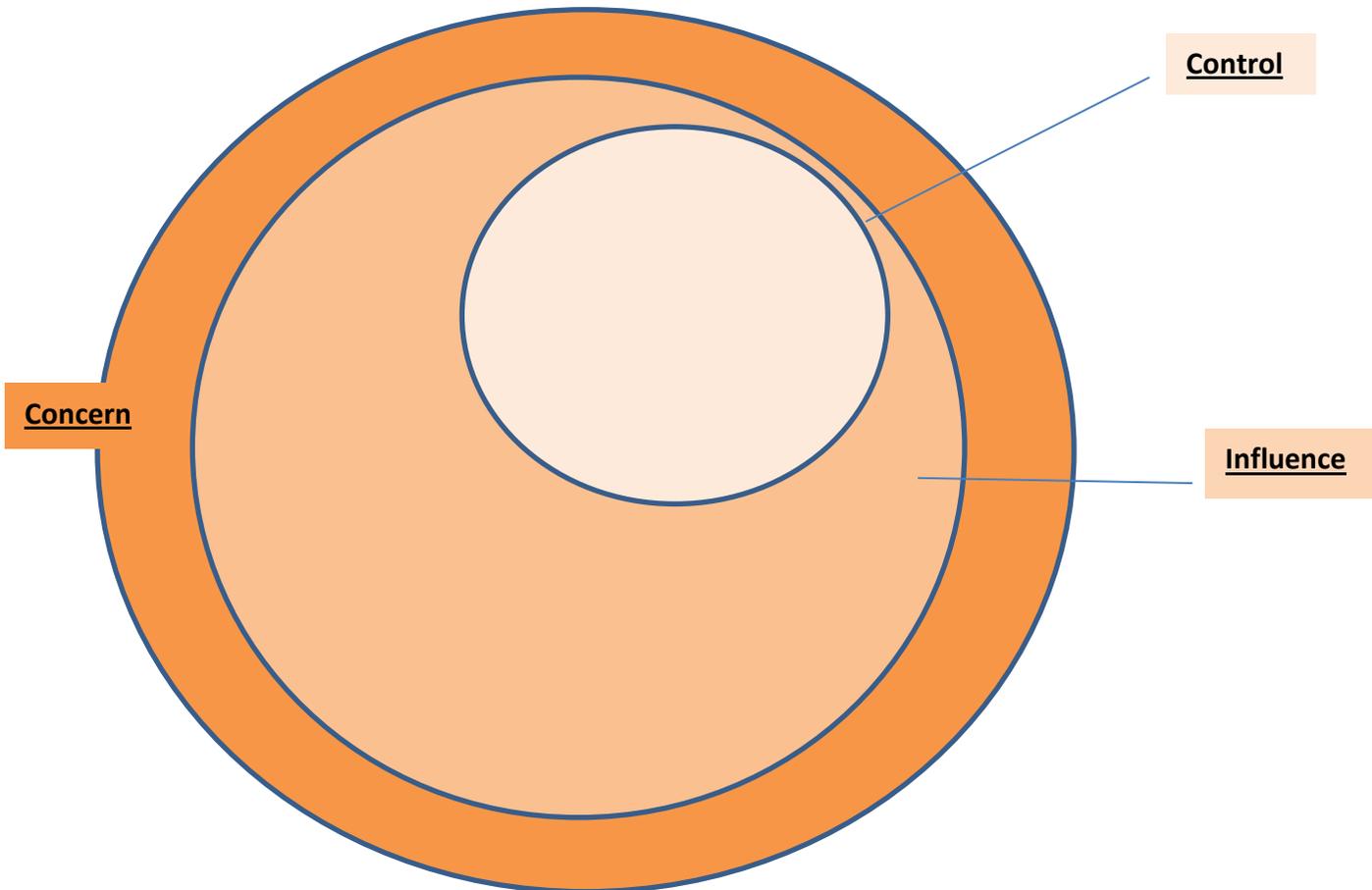
According to Stephen Covey, **Reactive Leaders** waste time and energy reacting to issues they have no control over. An Example of this would be natural disasters, terrorism and other areas that one can't influence or control and attach a negative emotion to.

**Proactive Leaders** spend their time and energy focusing on issues that are within their control or sphere of influence. An example of control is deciding which employee you assign to a project. An example of influence is checking in to see if the employee needs additional support or resources to complete a project deadline.

In this model, effective leaders deal with pressure by expanding their circle of control and circle of influence, and minimize their circle of concern.



*In the circles below (or under the words), create your list of items that are important in your life (work, personal, health) to identify if they are in your control, influence or concern.*



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**Organizations hire Michelle** to facilitate the development of leaders and talent to increase their effectiveness and elevate their contributions. Her consulting practice includes developing HR strategy, building alignment with business strategy and goals, talent management, succession planning, change management and organization / business transformation.

**Individuals hire Michelle** to reach their personal and professional peak performance and achieve transformation to lead more fulfilling and rewarding careers and lives.

**Strategic Talent Solutions** provides HR Consulting, professional and team coaching, leadership development, team development as well as customized solutions and workshops designed for teams, groups and associations.

## **Resources and references**

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