

Nine Steps to Building a Thriving Organization in Disruptive Times



Is your organization people ready to make the necessary transition from the age of information to the age of innovation?

Can you create not only a learning organization but a living organization where adaptive communication, management, and leadership thrive?

Here are nine simple, but powerful

steps:

- 1. Be a promise manager and leader.** Use every opportunity to model promise management and leadership. Build the DNA of all successful relationships, trust. Do what you say, come through with the promises you make.
- 2. Find the DNA of success.** Get coached so that you can not only build but sustain the high emotional intelligence edge, life, leadership, communication and whole brain thinking strengths that are the new currency of success.
- 3. Fail Forward.** The only way to build and sustain success in an environment of constant change, challenge, competition is to learn to fail forward. Develop a new perspective on change, challenges, competition and failures that is relentlessly solution focused.
- 4. Get out of the comfort zone** on a daily basis. There is nothing comfortable about the era in which we are living and leading. Learn to embrace and use moments that take you out of your comfort zone as opportunities to stretch, grow, learn and succeed.
- 5. Cultivate humour, optimism, and resiliency,** while retaining a realistic perspective. Take time each day for a good laugh. Brain science tells us that laughter not only connects you with others but it also helps strengthen the immune system, creativity, and enhanced ideation.
- 6. Nurture and build collective intelligence;** develop vertical and horizontal communication. Success is not achieved alone. Your people are your most important asset.
- 7. Build your diversity quotient.** A global marketplace, a war for talent, and a diverse workforce all demand a new perspective that will allow you to understand and successfully negotiate the cultural and ethnic differences that can deride

communication, effectiveness, engagement, action-ability, and results.

8. Don't react-respond. Build your adaptive management and leadership skills because the era of command and control leadership is passé. Adaptive management and leadership mean keeping an eagle eye on your goals and objectives, values and vision while also building an emotionally intelligent, adaptive leadership and management style that is responsive and not reactive.

9. Positively adapt and model changes in your management and leadership style. Send the message loud and clear that positive change is where it is at. Encourage learning, growth, collaboration, and action!



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Success Leaves Clues: Trailblazer Edition 6



I think that it is especially important to honour those who have lived a life of service and whose work has changed and saved many lives. Mark Persaud is such a man, and I am delighted to share his answers to my 3 trailblazer questions. And, if you want to get inspired, skip to the bottom of this post for his biography. [Kudos, Mark Persaud](#) for being a change-maker

and trailblazer who has not only inspired many and changed their lives, but also represents leadership in the truest sense of the word.

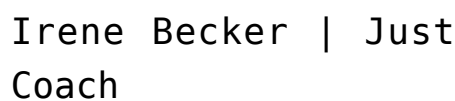
Success Leaves Clues. 3 important questions, and equally important answers from Mark Persaud and his inspiring bio!

What is your favourite quote? *"Death is not the greatest loss in life. The greatest loss is what dies inside us while we live." – Norman Cousins*

What do you want to be remembered for? I want to be remembered for fearlessness, passion, resilience, compassion and love of animals

What have been your greatest accomplishments? (1) Assisting thousands of vulnerable persons in need through my work in the not-for-profit sector and volunteerism. (2) Being an anti-discrimination advocate.

Brief bio of Mark Persaud: Mark M. Persaud, LL.B., LL.M., LL.D. honoris causa is a member of the Ontario Bar and held a broad range of positions with the Department of Justice as a prosecutor, counsel to the Royal Canadian Mounted Police and civil litigation counsel. He studied political science at York University and obtained his law degrees from Osgoode Hall Law School . He also studied at the Center for Study of Values in Public Life at Harvard University. He is the recipient of many awards and recognitions for his civic and public sector contributions including a Public Sector Law Gold Key Award in 2007 from Osgoode Hall Law School, both the Queen Elizabeth II Golden and Diamond Jubilee Medals for leadership and significant service to Canada and being nominated by the diplomatic community for the prestigious 2006 Seoul Peace Prize. He was twice elected to the national executive of a Federal Canadian political party and has chaired and advised on political campaigns at the federal, provincial and municipal levels. He has also been recognized as an exceptional lawyer by the Law Society of Upper Canada as part of the Lawyers Make History project as well as receiving a Doctor of Laws (LL.D.) honoris causa in June, 2016 from the Law Society of Upper Canada. Persaud practises in both civil and criminal litigation including in the areas of commercial and construction litigation, administrative and regulatory law and professional discipline. He has also been an adjunct law professor in the United States and a media commentator. [CLICK here](#) to read Mark Persaud's keynote address upon receipt of his Doctorate of Laws honoris causa from the Law [Society of Upper Canada](#).

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How can you become the change you seek? Today's Wednesday Wisdom is about doing 3 things that are critical to surviving and thriving in disruptive and/or turbulent times, three things that can change YOUR life. *Questions and cool tools (exercises to achieve the following 3 things follow below)*

1. Develop a growth mindset
 2. Become a possibility thinker
 3. Embrace and appreciated the positive things in your life/career because doing so builds resiliency, strength and creative thought.
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Questions for YOU:

- Are you dissatisfied with some aspect of your life, your relationships, your job/career, your organization, your community and/or the uncertain and turbulent state of the world?
 - Perhaps you want to put an end to overwhelm and introduce the empower, engagement and growth mindset that can change your life on a multiplicity of levels?
 - Do you want to feel that you have greater control or mastery over your future?
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Cool Tools for YOU: *(free exercises that take 10 minutes or less a day that are transformative and life-changing if used on a consistent basis)*

1. Develop a growth mindset by turning dissatisfaction around by applying self-compassion for 5-10 minutes a day. What does that mean? Notice when you have a feeling of dissatisfaction with yourself or someone else, but instead of acting upon it or letting it build up, just watch it and let it go away. The typical emotional will last up to 90 seconds, and learning to build constructive discontent, learning how to turn negativity

around is very powerful. Click here to learn more about constructive discontent.

2. Build a growth mindset by taking 5-10 minutes a day for positive reflection; time to look at every challenge you faced today as an opportunity for growth, learning and/or success. Click here to for Carol Dweck's outstanding book, [Mindset: The New Psychology of Success](#)

3. Take control of your life by taking control of YOUR story. Your narrative, your personal dialogue and self talk will either empower your best self or disempower your greatest purpose and potential. You are the captain of your thoughts, learning to change the way you think is coachable, doable and often life changing. Click here to read more.

Thoughts for YOU to Consider:

YOU are the solution, the magic bullet and the secret to your own strength, stamina, satisfaction and success because what you think, what you believe and what you decide to feel has been scientifically proven to create YOUR reality.

Do you want to become a possibility thinker? Inspire greatness? Is it time to embrace your ability to become a success statistic, rather than a success statistic? Perhaps you want to put an end to overwhelm and introduce the empower, engagement and growth mindset that can change your life on a multiplicity of levels. Carpe diem.

Seize this day knowing that change is not the problem, it's the answer. YOU can learn to develop a NEW way of thinking, a new way of communicating and even a new way of being that can change your life and the lives of others.

Actions for YOU to Consider:

Browse the blog, take a look at our new courses and programs and reach out because we will reach back! I am passionate about our ability to not simply rise to the challenges before us, but to use them as a lever for our greatest potential because I did it, my clients have done it and it has become my life's work to reach as many people as I can with the benefits of [3Q Personal Development and Leadership](http://www.3Qleadershipblog.com).

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