

Guest Post: Managers Leaders, Gurus & Visionaries

Think Piece: MANAGERS, LEADERS ,GURUS & VISIONARIES by Abel Laureano

Irene Becker, Just Coach It-The 3Q Edge™ | (IQ-EQ-SQ) Reach-Resonance-Results

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Honored to host this article by Professor Abel Laureano, lawyer, educator, thought leader who has published over 20 books on European Union Law and International Law.



Set featured imageWhat's expected is that a "manager" will know how to handle an organization in such a way that this one can survive in an

environment more or less stable, i.e. reasonably predictable.

If someone, put in that driving seat, goes beyond the above said performance level, engendering new ways to proceed and having the ability to engage his/her organization in those endeavors, then he/she ought to be better labeled as a “leader”, even if the new paths, so engendered, don’t go far ahead from the current patterns existent in the field in which such organization operates.

Going a step further, we reach the reign of the “gurus”. In a certain sense, these ones carry the characteristics of the precedent categories, namely of the leaders, adding though a new dimension, mainly of quantitative nature. The gurus discover and establish noticeable new patterns, which only partially fit in the already existing great frameworks of the organization’s operating field. In a certain way, a guru is a kind of revolutionary person, modifying with a considerable impact the world he/she lives in.

Finally, there come the “visionaries”. These people come up with ideas or conceptions which don’t absolutely fit in the world they live in. If such ideas were susceptible of materialization, they would only be viable in a different world, eventually in a forthcoming time. The visionaries’ importance is variable. On one hand, a visionary may act as a powerful stimulus for profound developments of a certain way of human living.

But, on the other hand, some visionaries' conceptions may simply have no impact at all, due to their complete lack of suitability into the known or foreseeable reality.

Visionaries can be real geniuses, but their ideas' lack of adherence to the real world they live in, may even push some of them beyond the dangerous realms of individual alienation. All of them exist and have existed. But which category is better? Perhaps the right answer is to acknowledge that they're all necessary, in their respective roles.

The fact is that Human Society, with its virtues and defects, has been shaped by all and will most probably continue to be. One could almost dare say that they act as if in a framework of labor division, where the ultimate overall output result is a somewhat chaotic mixed result of their contributions.



Author Bio: Abel Laureano is an Assistant Professor at the University of Porto in Portugal. He holds a Master's Degree in Law, as well as a Diploma of Advanced Studies, European Studies, and a Postgraduate Certification in European Law. He has published over twenty books and academic publications focusing primarily on areas of European Union Law, European Law and Public International Law.

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Our Projects Are Our Journey and Our Life

It is a pleasure and honour to host a guest post by a friend, colleague and 3Q Leadership™ Champion whose expertise in project management/leadership, corporate agility are reflected in a body of work in Canada and France that has changed the lives and improved organizational cultures. While the current statistics/information on the importance of happiness to workplace productivity and the bleak rates of employee disengagement are well-known; I do not think that we spend enough time reflecting on the fact that “our projects are our journey and our life”. It is far too easy to forge on, work on overdrive or autopilot; but in so doing we negate the importance of our work as it relates to the imprint of our projects on our lives and the lives of others.

Our Projects Are Our Journey and Our Life By Claude Emond

“I believe we were born to be happy and that all the projects we realize together in our collective journey can AND MUST contribute to a greater happiness for all of us.”



All projects carry the same complexity and issues as any individual or collective endeavor in our lives. Our projects are our journey, and our life. This is a compass we bought recently for our 5-year-old granddaughter Stéphanie. We will save it until she is ready to go out on her own. The inscription is the most important piece of advice we can share to guide her on the many projects that will come and go the rest of her life.

Projects, be they business or personal matters, all follow the same patterns. We often have to deal with:

- Different values, organizational and “silo” cultures, even in simple situations, like eating out at a Chinatown restaurant or meeting your daughter’s teenage friends.

“Spontaneous team members” who realize at the last-minute that they have to contribute, despite their own concerns and other priorities.

- Team members who are not accustomed to working together.**
- Communication and incentive plans that fail to ensure everyone is aligned toward the same global objective.**

Any successful journey is only possible if everyone on the team is aligned and shares a common vision, not only about the destination but also the itinerary. Not easy to do with a total stranger met momentarily. But consider that this common vision already exists; the individual desires to better his/her current conditions and live more happily. It is just expressed in many different ways, based on the specific culture, life experience and expectations of each person.

You cannot separate the project itinerary from its destination and anticipated results. To achieve project goals, all team members must be aligned to see not only the same destination but also to embark on the same collective journey. If the journey is lived as a great rewarding experience, an occasion to grow and be happier, the destination will be perceived as very satisfying; if it is not, then the destination cannot be savored to its full extent.

What happens when you switch the words “journey” and “project”? I invite you to watch this Louis Vuitton video promotion because our projects are our journey and our life!
https://youtu.be/hzp_gshdwsM

Projects are important change-inducing journeys, occasions to grow and better one's life. They are the fabric of our life, our journey, our destination. They are the means to living a better, happier life, the final outcome expected by every team member you will encounter along the many projects that nourish your own life and your own pursuit of happiness. I believe that, through all our projects, we can change the world to be a better place for all of us. Our projects are our journey and our life.

Author Bio: Claude Emond, P.Eng, MBA



An internationally known subject matter expert on organizational agility and sustainable growth, Claude Emond is inventor of Changeboxing™ and the co-Founder of Quali-Scope Enterprises, Inc., specializing in helping organizations achieve higher organizational agility and performance through coaching, consulting and training services in project management and change management. Claude is also

part of a core group of top consultants who are 3Q Global Leadership™ Champions. Learn more about the champions and Mr. Emond's outstanding work on our forthcoming new website!

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More on Leading YOUR Best Project and Life? YOU Betcha!

Refocus, Repurpose, Repower

Ten Ways to Build Happiness (and Productivity)

Building an Agile Self and Team

Teambuilding toolkit for Disruptive Times

Leading and Succeeding in Disruptive Times

The Secret to Personal Development and Growth

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The Soul of Leadership-The Heartbeat of Sustainability

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Irene Becker, Founder & Chief Success Officer

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The Soul of Leadership-The Heartbeat of Sustainability

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Building a Better, Stronger Tomorrow

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A great conversation with Sunny Lee-Goodman, Director of Public Practice at Lapin International inspired this post. We were speaking about purpose, about David Lapin's excellent book *Lead by Greatness* and what greatness really means. Sunny encouraged me to write the words that are etched on my soul. Thank you for encouraging me to write about the soul of

leadership, Sunny!



Lead Forward Because YOU Can

Seize this day to ignite the power within, get inspired by the soulful voice that is the heartbeat of sustainability. Listen to YOUR beautiful voice, your leader's voice, and hear its goodness, courage, integrity

and

humanity. It is the voice that lifts you when you see natural beauty, it is the feeling that touches you when you do something that helps another; it is the antithesis of the need, greed

and

ego that pulls at us all and beckons us to make an important choice between what we feel we need at the moment and what we know will help us build or contribute to a better, stronger future.

Read more: Our Greatest Hope



Stronger Together

The soul of leadership is the heartbeat of sustainability. It is the voice of courage and the strength of character that helps you do something that is difficult because you know it is the right thing to do and will, in the end serve the greatest good. It is the spark of the Creator, the light of the infinite source of goodness that can change a life and many lives because it speaks to our best as human beings; our ability to put down our emotional or political swords and recognize that which is stronger than anything else, our ability to learn to adapt, evolve and thrive together.

Read More: [Building and Sustaining Great Leadership-7 Timeless Commitments](#)



Leadership is found in those difficult and often dark times when we are caught between a rock and a hard place; those times doing the right thing is as critical as finding a new way, a different way to think, communicate or execute. A way

that helps you engage and grow your 3Q Edge™ by **recognizing your strengths AND using the challenges, changes, stressors AND failures to BUILD your greatest potential and results:**

Q1) IQ Cognitive dexterity, focus, strategic thought, innovative thought and execution

Q2) EQ Emotional intelligence, resiliency, communication, and collaboration across boundaries

Q3) SQ Integrity of spirit, purpose, values and the growth of intrinsic motivators that keep one leading forward in disruptive times.



My first name is grit. My journey through successful times, recessions, difficult, gut-wrenching and even life-threatening times taught me as much as many years of dedicated study and practical work with clients helping them optimize their leadership, communication, career and business potential by seeing strengths and challenges with new eyes. Read More: 3Q

Leadership Benefits and Why I Have Dedicated My Life to This Work



My second name is determined. I have dedicated my life to helping smart people and organizations build their 3Q Edge™ because the only way forward is together, the only way out of the morass of challenges that threaten our

individual and collective social and economic well-being is have the grit and determination to think differently, communication and collaborate across boundaries while building the soulful, powerful, timeless anchors that tie us all together irrespective of age, stage, culture or any type of boundary. Read more: [What Does Leadership REALLY Mean?](#)



My third name is soulful; the desire to learn, share and contribute punctuates my days and my work. Take a moment right now to be soulful. How are you building and growing soulful leadership? How can you use

what is to create what can be in your life and the lives of others? Make a perceptual shift, develop a new relationship with strengths, changes and challenges the empowers YOUR best self and work? What do you really want to create in this lifetime that will last after you are not here? Read More: [The Secret to Peace and Prosperity](#)



Seize the Day-Ignite Your
Greatest Power!

Seize this day to ignite the power within, because YOU can.

Get inspired by a soulful voice that cannot be cast asunder, and can take you forward in ways you cannot even begin to imagine. True power lies not in what we consume or have, but in what we contribute.

More on Soulful Leadership, Sustainable Leadership and Staying Inspired? YOU Betcha!

Ten Practical Ways to Re-focus, Re-Purpose, Re-Power

Re-Charge and Re-Power in 3 Minutes or Less: List of 30 Cool Tools

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Irene Becker, Chief Success Officer

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