

The Essentialist Leader: Unforgettable-Exceptional- Remarkable

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Growing! This post was originally published on Switch and
Shift Blog April 2014, and now includes bonus links, videos
and podcasts



The desire to do something unforgettable, exceptional and remarkable is the fire that burns in the head and hearts of leaders who strive to create a better future; a living, learning, evolving workplace where potential thrives and products and services create value for all constituents and the communities they serve. What is Essentialism? Why is it so important? Buy the book by Greg McKeown and find out what “Essentialism” can do for your life, your work, your potential because it is a worthy read. And, for a moment reflect upon the words of Greg McKeown, “The way of the essentialist means living by design not by default.” Thinking by design and not by default means training your brain in ways that can help you build a better present and future.

The imperative to train our brains to focus on that which is essential is brilliant in its simplicity and power. We are what we think. Our ability to learn to focus, to develop greater strategic thought through ideation and innovation in a sea of stressors and changes, is paramount to our individual, collective and organizational success. What would happen if you could see through the sea of noise, information, and opinions around you with greater acuity by learning to focus on that which is essential to a better present and future? The challenge, the courage to grab the gauntlet, go against the flow and embrace “essentialism” is something that can lead to exceptional and remarkable results. Think about it.

Essentialism is a brilliant concept that can help forward-thinking people, leaders and organizations to strengthen their 3Q Edge/Advantage in disruptive times. 3Q Edge™ uses strengths, challenges, failures and stressors to build three critical areas of strength:

- Q1: IQ – Enhanced ideation, innovative thought, strategic thought, ability to learn-relearn
- Q2: EQ – Emotional intelligence, communication, collaboration, risk tolerance, resiliency
- Q3: SQ – Values, purpose, integrity of communication, action; and the development of the intrinsic motivators that keep us learning, leading and striving forward when times are tough)

Will you become a Essentialist Leader? Embrace your ability to do remarkable and exceptional things in disruptive times? The imperative to do so is clear, because it is a philosophy that can help your leadership, your people and your organization develop a new way of thinking that will help you gain the clarity and courage you need to push boundaries, optimize potential with rapidity while strengthening the emotional, mental and spiritual strength that can take you and your people forward.

The biggest opportunity lies in looking at things in new ways while anchoring the values, integrity and courage that can

take us forward; it is this opportunity that helped me develop my 3Q model, it is this opportunity that punctuates my days with purpose and determination. I believe essentialism is fundamental to our ability to grow, evolve and embrace our ability in a sea of change, noise, competition, opinions and information that will continue to grow. The essentialist leader speaks to those who seek to lead greatly in disruptive times, by building a better present and future.

Is it time to be not simply an agent of change, but a change leader? Only you can decide, but the imperative to develop new ways of thinking, doing and communicating that take you and your people forward has never been greater. Carpe Diem!

More on 3Q Leadership™? YOU Betcha. Our ability to build a better future is the fire that lights my days, my work and my determination to take 3Q to as many people and organizations as I can!

- 3Q Leadership™ Exposed: Cover Story Interview for Realizing Leadership Magazine
- Possibility Thinking, Doing and Results: 3Q Cognitive, Emotional and Leadership Strengths
- How to Build 3 Benchmarks of 21st Century Leadership and Success | REACH™ coaching and training methodology
- 12 Important Things I Have Learned About Leadership, Success and Failure
- 3Q Leadership™ and REACH™ Benefits-Why I Have Dedicated My Life to This Work
- My personal story, Against All Odds-The genesis of my 3Q work and model

Podcasts and Videos

- Realizing Leadership Magazine Interview, Laurie Wilhelm, Editor

- Extraordinary Women WebTV Interview by Shannon Skinner
- HR Thought Leadership 3.0 Interview Podcast by JoAnn Corley
- The LinchPin To Your Company's Success Web TV Interview by Ted Coine
- From Pain to Gain Radio Interview by Deb Scott

Anything else? YES. Our new website and blog with expanded collaborators, programs and services for individuals, organizations and emerging leaders debuts this soon. Stay Tuned!



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**Leadership, Communication and Career Optimization in
Disruptive Times**

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12 Important Things I Have

Learned About Leadership, Success And Failure

12 Important Things I Have
Learned About Leadership,
Success And
Failure (Including 1700+
bonus links, audio and video
clips)

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• Business success is not about the

need, it is about the want.

Showing up with the greatest strategy, solution or program will not take you forward unless your audience, your constituency, your stakeholders recognize the critical area of need you serve as a WANT. Some of the greatest inventions, ideas and strategies were never realized as great successes by their creators. The imperative to find and fill the want so that you can establish a footprint that will allow you to speak to the need is critical.

· Competitive differentiation and success are about creating value.

Innovation is fueled by the desire to create value.

Competitive differentiation and success are about delivering this value. What does not create value will not survive. Success is a value based equation, and today part of that equation is the optimization of great thought, great ideas/innovations, great communication and collaboration. The ability to innovate is born of a desire to create value, this desire must be part of organizational cultures, learning initiatives...it is part of the DNA of 21st century business success.

· The biggest challenge we face is internal.

The greatest threat we face is internal; whether we are sabotaging our own ability/talent, working in the wrong culture or sector, trying to climb a ladder that no longer exists...It is our mindset, our ability to stand tall by recognizing our strengths and challenges and using BOTH to optimize and realize our potential that is the way forward. It is our 3Q Edge™

· Leadership is a tough road, but true leadership is not an easy journey, it is a road of purpose, commitment, courage and results.

What separates those who truly lead and those who do not is the ability to cleave to the courage, purpose and commitment to achieve results. Results that drive great business, results that drive an evolution of self, of one's people and positively impact the community in which one lives. Our greatest hope lies in the hearts and minds of leaders who can inspire, empower and enable our greatest potential. If you want to lead forward, be prepared for a tough road that is worthwhile because paving the road will be your biggest commitment and contribution.

· Purpose Equals Profit on a Multiplicity of Levels.

You cannot destroy the power of purpose because it is the fire that lights our souls, our greatest thought, action and results. Purpose keeps us strong, focused and helps us develop the resiliency we need to lead, learn and succeed forward. Purpose is the strength that kindles the human passion and resolve that can take us forward on a multiplicity of levels that impact the quality of our lives, our workplaces, our leadership and our world. Coaching, training, learning and development, mentor-ship initiatives that are not focused on tapping into the purpose of the organization in alignment with the individual and collective purpose of employees and teams will be unable to drive sustainable results in this new trajectory of change, challenges, hyper-competition and opportunities. Purpose equals profit on a multiplicity of levels.

- **Being a change-maker is not an easy path, but it is worth it. We can all be change-makers in our own way. All positive changes big and small are critical.**

I did not start out my career aspiring to be a change-maker, but I successfully led a steel company when there were few/no women in similar positions, helped to change the environmental law in a province, and took a landmark case for children's rights to success and have faced and overcome gut-wrenching challenges. None of these accomplishments were easy, and they required gut wrenching decisions and fortitude. Was it worth it? YOU betcha. There is nothing that can replace knowing that one has in some small or large way contributed to a better future. We can look upon challenges we face and feel defeated, or we can pick challenges we have the courage and commitment to address and help resolve. The former is tough, but in making the difficult choice, we make a right choice that drives our best self and best results forward.

- **Difficult challenges and failure are hard, but necessary.**

I have had great success and I have also suffered great challenges and failures that humbled me, nearly destroyed my career and taught me that the only way to lead forward is to learn forward. The ability to develop a new relationship with one's failures that optimizes our ability to learn and relearn, build resiliency and grit and also look at problems, solutions and failures with new eyes that take us forward is critical. Using failure to succeed is a critical life and leadership skill.

- **What you focus on grows.**

Neuroscience and psychology have taught us that what you focus on grows. Our minds give direction to our brains, and the focus of our thoughts, the belief systems that underlie them will predetermine what and how we see things. Learning to do an internal re-set, to let go of default patterns of thinking that sabotage our greatest potential is critical and doable. We can learn to take small, consistent steps that re-write default patterns of thinking (as well as communicating and doing) that take us forward faster and better.

- **The ability to develop cross-cultural, cross generational communication, engagement and results is real, doable, teachable and critical.**

We cannot break through barriers when our focus is the barriers that exist between us, because this mind-set automatically limits our ability to communicate, collaborate, ideate and work together towards a better future. Learning how to build bridges across cultures, generations, internal and external barriers is one of the most important communication and leadership skills. I cut my teeth being a woman CEO in the steel industry many years ago because wearing the yoke of a visible minority who was discounted immediately, having to develop international and cross generational communication helped me realize that the way forward is a focus on what unites and resonates all parties regardless of culture or generation.

- **Seven commitments are critical**

anchors for great leadership.

They are commitments that take us forward faster and better. Commitments that ignite our best selves, best work, best leadership and best lives. They can be used as part of learning, training or leadership commitment statements that are championed by the C-Suite and lived vertically and horizontally in the organization.

Leadership starts with a commitment that must be mirrored in our organizations, our lives and the employees, constituents and communities we serve.

- Our greatest promise lies in re-setting the status quo because what worked in the past may be impotent in the future.**

Learning, leading and succeeding forward means re-setting the gender divide, championing diversity, collaboration and taking active positive steps that drive new ways, better ways, faster ways to work better together. The ability to stretch, to grow, to move past educational, generational, cultural silos that keep us transfixed on one point of view, rather than incorporating the power of shared viewpoints and complimentary strengths is the way forward. Leading forward means making a critical shift forward.

- Happiness and success are a value proposition. Life is a gift you can either choose to spend or use.**

We live in a world of paradox where some of the richest, most successful people are also bitter, disenchanting and unhappy. Once our survival needs have been met, the truest success is happiness; and true happiness can only be defined by self actualization and our ability to feel that we are

contributing, giving, sharing and growing. Abraham Maslow's Hierarchy of Needs is timeless, because the human desire, the pilot light of purpose that lights our greatest purpose and happiness cannot be cast asunder.

Human effectiveness must be a critical focal point, because looking at efficiency without effectiveness, short-term results without long-term consequences, communication without engagement and buy-in will deter our greatest potential and results. The imperative to realize our ability to think smarter, communicate, collaborate and lead forward faster and better must be aligned with a focus on the actualization of human potential, purpose and the realization of results that take us forward better together.

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Over 400 Articles on Business at the Speed of Change

Over 800 Articles on Career, Workplace, Team-building

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What Happens When A Toxic Leader Is In Charge?

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It's tough at the top, and once you get there, staying there means developing a leadership footprint, a way of thinking, communicating and doing that takes YOUR people forward at the speed of change. The new ecosystem is a trajectory of change,

challenges, hyper-competition and opportunities that have become the NEW normal and will only continue to grow. There are many reasons why the focus of my work is the optimization of human potential and results in disruptive times. My passion for 3Q Leadership™ is the fire that lights my day, my work and my commitment to helping those who lead, and those who aspire to greater leadership succeed.

What happens when a toxic leader is in charge? What happens when those who lead are unable to adjust to the new reality; the new workplace where controlling the model of production, managing and directing people like cogs in a wheel is a recipe for failure. Toxic leaders poison the environment, they pollute the ability of even the best and brightest managers and employees to really excel and contribute.

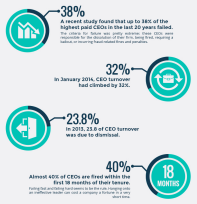
The only way to solve a problem is to recognize it.

- Do you know a toxic leader?
- Do you work for a toxic leader?
- Is it time to help someone who struggles with a leadership style that can and will sink the whole ship get the coaching he needs to shift forward, learn and lead forward?

6 TYPES OF TOXIC CEOs

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How do some CEOs set themselves and their companies up for failure?



6 Types Of Toxic CEOs That You Don't Want To Be

The Gambler

The gambler is a CEO who takes excessive risks, often without a clear plan or strategy. They are driven by a desire for quick wins and are willing to bet the company's future on a single, high-stakes decision. This behavior can lead to significant financial losses and a loss of investor confidence.

The Hesitator

The hesitator is a CEO who is indecisive and lacks the ability to make tough choices. They are often paralyzed by fear or uncertainty, leading to missed opportunities and a slow, ineffective response to market challenges. This can result in a loss of competitive advantage and a decline in company performance.

The Loudmouth

The loudmouth is a CEO who is overly confident and speaks without thinking. They often make public statements that are unrealistic or overly optimistic, leading to a disconnect between their words and the company's actual performance. This can damage the company's reputation and erode trust among stakeholders.

The Cowboy

The cowboy is a CEO who operates with a "my way or no way" attitude, disregarding the needs and interests of other stakeholders. They are often willing to sacrifice ethical principles and long-term sustainability for short-term gains. This behavior can lead to legal issues, reputational damage, and a loss of employee loyalty.

The Despot

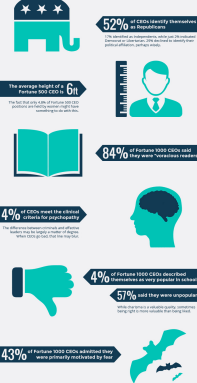
The despot is a CEO who is authoritarian and lacks empathy. They create a toxic work environment where employees are afraid to speak up or offer ideas. This stifles innovation and leads to high turnover rates. The company's performance suffers as a result of a lack of collaboration and creativity.

The Maverick

The maverick is a CEO who is highly independent and often acts in a way that is contrary to the interests of the company. They may have a strong vision but lack the ability to work with others and build a cohesive team. This can lead to internal conflict and a lack of alignment with the company's goals.

Portrait of a CEO

Some unusual statistics about top executives



Life events (and lifestyle) can have an uncanny influence on CEO performance



TO SUM IT UP: The cost of executive failure is high, and CEOs should be aware of the potential consequences of their actions. Understanding the different types of toxic CEOs and their impact on the company can help leaders avoid these pitfalls and build a more successful organization.



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Source: Reuben Yonatan, Get Voip

The imperative to light a fire, to kindle engagement, collaboration, innovation must be the mandate of every organization and business that wants to survive and thrive. There is no room, no place for leadership toxicity in an organization that wants to lead and succeed forward. Great business is all about people. Controlling the mode of production, organizing people to take their place as cogs in a standardized wheel with rigid protocols that impede their ability to think, collaborate, innovate and contribute is the path to decline and death. Toxic leaders who push their employees and managers into silent submission will be left with a perfect storm that will erode the people, the potential that is the only hope for a business sustainability and growth. Is it there hope for toxic leaders? Yes, if they have the desire to make a critical shift forward. Helping leaders make the behavioral and communication changes that optimize their potential and the potential of others is one of the most critical benefits of excellent executive coaching.

How do we begin to develop organizational cultures that drive human passion, purpose and potential? Stay tuned for next week's post, and a few thoughts on the subject!

Anything Else? YOU Betcha! Insights and practical tips on Performance Optimization, 3Q Leadership™ and Business Success.

Optimizing Potential and Business Results in Disruptive Times

Possibility Thinking, Doing and Results

Turning Around the Greatest Individual and Organizational Threat We Face

Ten Ways to Build Great Leadership in Turbulent Times

How to Inspire and Enable Your Greatest Potential

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