

# The Leadership Equation: Building Great Leadership At The Speed Of Change

## The Leadership Equation: Building Great Leadership At The Speed of Change | Practical Tips and Insights

*(If you missed parts 1-4 in this series, scroll down to the bottom for links)*

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*Leadership is a 3Q equation supported by courage. Courage grows each time we align intelligence (IQ) + humanity (EQ) + integrity (SQ)*



Leadership equation is a 3Q equation that starts and grows with courage.

Leadership means having the courage to build the IQ

(intelligence-strategic thought-ability to learn/relearn ) EQ (emotional strength-communication-resiliency) and SQ (values-purpose-integrity of vision/action) that can help us use what is to create what can be; better lives, better organizations...a better world.

**What happens when we lose sight of what is truly important?**

What happens when we detach ourselves from the SQ, the intrinsic motivators (Values-Purpose-Integrity of Vision/Action)? Take a look around. Could the USA government come to a halt without those in positions of power becoming inured to the intrinsic motivators the SQ (vision-values-purpose) that are the underpinning of true leadership?

**What will happen if we remain entrenched by what worked in the past but may be impotent in the present or future?**

The need for great leadership abounds as does the reality that we struggle to develop leaders to can guide us out of the paradoxical morass we face, help us develop the mindset and skill set we need to transform the challenges and failures we face into innovative solutions that can take us forward.

**We are living in times of paradox where the need to kindle the fire of human purpose and potential has never been greater.**

**We talk about leadership, we train leaders but we do not question who wants to lead and why?**

The need for each individual to develop personal leadership skills is obvious and critical, the reality that not everyone wants or aspires to be the captain of the ship is equally true. It take courage, it takes vision, it take the relentless desire to serve the greatest good, to make difficult decisions and learn relentlessly from both the successes before us and our challenges and failures to lead.

**Many are called, and the minority who hear the call will truly want to lead.** We do not need each individual to be a leader,

we need people to develop personal leadership skills so that they can recognize the integrity of great leadership and play a part in helping great leaders take us from where we are to where we need to go. Our ability to develop stronger personal leadership, better thinking, communicating and doing skills while recognizing those unique individuals who have the courage, intelligence and integrity to assume positions of leadership has never been greater.

**The call for a new type of leader who can balance male and female intrinsic strengths with a more androgynous focus, a skill set that is not mired or limited by gender, ethnicity or past markers of power but thrives on the integrity, vision and value is critical. The new leader, the new generation of leadership must embrace a more androgynous focus that will build upon three critical pillars:**

### **Pillar Number One: The Purpose Equation**

Optimizing, humanizing, monetizing our potential means making the purpose equation real in a new non-linear eco-system where change, challenges, competition and opportunities abound.

**The Purpose Equation:  
= Profit**

**Purpose**

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**Success = Creating Value For Others**

**Our ability to use the changes, challenges, stressors, even failures we face to build 3Q Skills that stretch and grow at the speed of change is real; doing so starts with championing the purpose that can help us learn, live and lead forward.**

## **Pillar Number Two: Building Our 3Q Edge™-Resetting The GPS**

Resetting the individual and organizational GPS from NO TO GO by not simply playing to strengths, but by using changes, challenges, stressors, even failures to develop three essential power clusters, three essential skills that GROW in the face of change/challenges: **Q1-IQ** (*intelligence-focus-strategic thought-ability to learn-relearn*) **Q2-EQ** (*emotional mastery-self management-relationship management-risk tolerance/resiliency, communication*) **Q3-SQ** (*values alignment/positive purpose, integrity of thought communication and action*)

**Pillar Number Three: A commitment to a better present and future by empowering, enabling and actualizing our individual and collective potential** A commitment that begins with the words we choose to think, speak and share; words that build bridges across digital, social, cross generational/culture lines because they speak loudly and boldly to the values and objectives we share irrespective of gender, ethnicity or other differentiators.

**Leadership starts in the hearts and minds of all men and women who push themselves to envisage a better present and future.**

It starts with the heart beat of hope, faith, integrity, humanity and courage that can change one life and many lives. The leadership equation is a 3Q equation that starts and grows with courage. Leadership means having the courage to build the IQ (intelligence-strategic thought-ability to learn/relearn ) EQ (emotional strength-communication-resiliency) and SQ (values-purpose-integrity of vision/action) that can help us use what is to create what can be; better lives, better organizations...a better world. **It begins by taking**

responsibility for our life, our growth our ability to contribute to a greater whole in ways that will stretch us, test us and also help us to grow individually and collectively.

**Some of us will lead great ships, others will simply lead our lives more effectively by learning to re-inspire the best in ourselves and others.** We all contribute in different ways to a leadership equation, a balance of power, talent and collaboration that can take us forward smarter, faster and better than before. Each role is important, each person is an important spark in the foundation of new lives, new organizations and a better path forward.

**More? You Betcha...Parts 1-IV in this series, Success At The Speed of Change**

Part 1: The Success Ladder Is Gone

Part 2: Words Make Worlds: Opening The Door To A Better Present And Future

Part 3: From No To GO: Optimizing Potential, Well-being and Success

Part 4: The Purpose Equation: Building Intrinsic Motivation

**More on Building 3Q Communication & Leadership Skills That Grow At The Speed of Change? YOU Betcha!**

Benefits of 3Q Leadership And Why I Have Dedicated My Life To This Work

Winning The Silent War Destroying People And Organizations From Inside Out

From Now To How: Building Social, Digital and Cross Generational Communication/Leadership

Women and Leadership: A Post For Women and Men

Building The 3Q Leadership Skills You Need NOW

**Are you ready to go from Now to HOW? Build Your 3Q Edge™? Get re-inspired?**

Click for a list of 2013 Programs, Services, Professional Fees  
**I welcome the opportunity to discuss how I can be of service  
to you/your team!**

**Call: (416) 671-4726 | Email [irene@justcoachit.com](mailto:irene@justcoachit.com) Skype:  
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# **Sneak Peak! Turning Conflict Into Connection: Building a**

**Smarter, Healthier, Happier  
Workplace | #IBMSWchat Oct 18  
Twitter Chat 1pm ET Join Us  
For An Insightful,  
Interesting Conversation!**

**#IBMSWchat Preview – Turning  
Conflict Into Connection:  
Building a Smarter,  
Healthier, Happier Workplace  
October 18, 2013 1pm ET**

*Instructions: to join this twitter chat: Go to [www.tweetchat.com](http://www.tweetchat.com) sign in and follow the prompt by adding hashtag #IBMSWCHAT. You will be directed to a screen that will show you the live twitter chat and allow you to also join the conversation*

**Conflict is one of the worst problems in ALL workplaces.** Learning to not simply turn conflict around, but developing the ability to use conflict to build connections, develop stronger, better, healthier relationships is a critical tool in your management and leadership tool kit. Overt or covert conflict undermines employee engagement, derides great work and insidiously erodes potential from inside out. **Here are some stats YOU need to know.**

- The typical manager spends 25-40% of his or her time

dealing with workplace conflicts. That's one to two days of every work week (Washington Business Journal, May 2005).

- Two-thirds of both men and women say work has a significant impact on their stress level, and one in four has called in sick or taken a "mental health day" as a result of work stress (American Psychological Association, 2004).
- Research shows that 60-80% of all difficulties in organizations stem from strained relationships between employees, not from deficits in individual employee's skill or motivation. Daniel Dana, *Managing Differences: How to Build Better Relationships at Work and Home* (2005, 4th ed.); Barbara J. Kreisman, *Insights into Employee Motivation, Commitment and Retention* (2002).
- Ernst & Young reports that the cost of losing and replacing an employee may be as high as 150% of the departing employee's annual salary (Workforce.com).

## **IBM SMARTER WORKFORCE #IBMSWCHAT – FRIDAY, OCTOBER 18, 1PM ET/10AM PT**

Join us for IBM Smarter Workforce #IBMSWchat and learn practical, powerful ways to turn conflict into connection with award winning blogger, Irene Becker (@justcoachit), author of **Seven Ways to Turn Conflict-Communication Problems Around**. Get ready to build a smarter, healthier, happier workplace with this inspiring and insightful #IBWSWchat.

### **Turning Conflict Into Connection: Building a Smarter, Healthier, Happier Workplace**

- **Q1:** How does conflict impact your work and relationships?
- **Q2:** What makes conflict escalate?



- **Q3:** How do you coach employees through conflict? How can management USE conflict to build relationships?
- **Q4:** How do you find common ground in a workplace conflict?
- **Q5:** What are common conflict resolution mistakes or missed coaching opportunities managers make that can help them USE conflict to build connection?

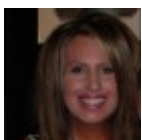
## ABOUT THE #IBMSWCHAT

**Every other Friday from 1pm-2pm ET**, we invite HR thought leaders and practitioners to come together and help each other create a smarter workforce within our own organizations. Together, we can learn about the various ways organizations are attracting top talent, empowering employees with the right tools to drive performance, motivating their workforce through collaboration and analytics, and using behavioral sciences to understand what drives measurable results.

## MEET THE HOST

Irene Becker is the Chief Success Officer of **Just Coach It – The 3Q Edge™** Thought leader and doer, Irene's unique 3Q Model helps clients develop communication, leadership and career skills that GROW at the speed of change/challenges. ***"If you're interested in smart leadership, strategic thought and smart results, follow Irene Becker"*** ***Dr. Calestous Juma, Harvard University, Kennedy School***

This entry was posted in Business Process Outsourcing and tagged #IBMSWchat, conflict resolution, employee engagement, HR, Smarter Workforce, teamwork, twitter chat by Emilie Mecklenborg. Bookmark the permalink.



# About Emilie Mecklenborg

Emilie is currently leading the effort in social media for Kenexa, an IBM Company, with their RPO program at Ford Motor Company. A social media maven and avid contributor/host in various Twitter HR/Career chat groups, Emilie can be found tweeting HR and career advice and job postings for Ford Motor Company Careers Facebook page and @FordCareers and Smarter Workforce information for @IBMSWchat. • Top 100 Most Social Human Resources Experts On Twitter by Huffington Post • Top 25 People Retweeted Most by Recruiters on Twitter by ere.net View all posts by Emilie Mecklenborg →

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## **Building Your Dream Team, Part 1 of 4**