

# Disrupt The Status Quo | Make The Critical Shift Forward

## Disrupt The Status Quo: Make The Critical Shift Forward

*The imperative for leaders and managers to optimize their potential and the potential of others has never been greater.*

*Disrupt the status quo by using change and challenges to build your greatest potential and results!*

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**Mindshift:**  
Seize this moment to recognize that whether you are running a large enterprise, business unit, SME or professional practice,

learning and relearn new ways to optimize your potential and the potential of others requires an important mind shift. Small is the NEW big. Small, continuous steps forward can enable, optimize and humanize your brain power, creativity, potential and ability to communicate and lead forward in the face of change, challenges and complexity

**Cultural Shift:** Purpose = Profit Your ability to drive and sustain profits, your ability to lead forward will demand a new focus on your purpose. CSR initiatives will continue to increase, because purpose = profit. Whether you are using a CSR initiative to drive constituent and employee engagement, or there is a values driven anchor to your initiatives; they will gain growing importance to the success of your organization because the organizations that succeed will be those who create value for employees, stakeholders, shareholders and the community at large.

**Best Practices in the NOW:** The New Enterprise is purpose driven. While controlling the mode of production made Taylorism and scientific management the quid pro quo in the last century, we are in the midst of a new era where our ability to optimize, humanize and monetize human passion,

purpose, innovation and creativity will be the litmus test of success. We cannot rely on what was to create what can be. Best practices need to be re-evaluated, and a culture of learning, re-learning and failing forward must be modeled from the top down and across the organization. As hr, career and leadership dynamo, We Need to Re-Imagine the World of Work

**What is required?** A new vocabulary of success, and smart initiatives that help executives and senior managers reset default patterns of thinking, doing and communicating in order to optimize their talent and the talent of others. Professor Clay Christenson's theory of Disruptive Innovation must be seen in the light of talent management. The need to disrupt and improve old ways of talent management by developing new ways of seeing and dealing with change, challenges and strengths is critical. Here are a few suggestions:

- Constructive Discontent:** Using challenges even stressors to optimize potential. Finding new ways, better ways to really optimize the power of your mind and brain. Great READ: Super Brain by Deepak Chopra and Rudolph E. Tanzi. Here is a simple, free 2-3 minute tool that can help you recharge, refocus, repurpose while putting your brain in the important alpha state

- Empathetic Leadership:** Developing leaders who are not only exceptional strategic thinkers but empaths who can optimize their people's potential and deliver message and directives that empower and engage others.

- **R-E-A-C-H** as a critical management and leadership skill  
Developing and honing your executive coaching skills so that you can help your

people Redirect focus, Empower confidence, actualize potential, Communicate effectively with each other, across cultural, global and social networks AND Harvest results. New ways to generate results because you are only as good as your people; and, your people reach across diverse boundaries and constituencies.

•**Build Your 3Q Leadership Edge:** The need for emotionally intelligent leadership and management is clear. Our ability to take this a step further by using our values, our connection with our greatest power (SQ) as an anchor for building improved EQ/EI and also enhanced IQ as it relates to ideation, cognition, action-ability is important. We are not human doings, we are human beings, and our ability to be pioneers in a whole new age where our ability to ideate, communicate and co-create is critical must resonate with our greatest power and purpose.

**Disrupt the Status Quo and Get Reinspired:** Our ability to learn, re-learn and fail forward is not for the faint of heart. Courage and a relentless focus on the values, the human potential and ability are required. Organizations that do not find new ways to build vertical and horizontal communication and create cultures that thrive in an environment that will continue to change will meet their maker. We cannot lead forward from an individual or

organizational/collective  
perspective without courage, integrity and a relentless desire  
to stretch  
out of our comfort zones by learning and re-learning new ways  
of thinking,  
doing and communicating that take us forward smarter, faster  
and happier.  
We can pay lip-service to agile management and leadership, we  
can pay  
lip service to communication and collaboration; but in the end  
it is our  
ability to actualize words through our actions that will take  
us forward.

**Is it easy to shift forward?** Well, this depends on your  
perspective. Learning to adopt a new perspective and develop  
a new relationship with the challenges you face can expedite  
not only your potential, but a much healthier and happier  
path. Nothing that is worthwhile in life is easy, but we do  
not have to make what is challenging painful. Our ability to  
see change and challenges with eyes that take us forward is  
critical to our individual and collective passion, purpose,  
potential and physical/mental health.

**We are all pioneers in a brave new world. Some of us will  
remain entrenched in what was, others will have the courage to  
look at what is and discover how they can create what can be;  
a better self, better organization, better workplace...yes, a  
better world. Shift Forward and Lead forward!**

**More on Shifting Forward and Building YOUR 3Q Edge™? You  
Betcha!**

**The Thriving Organization-Power Steps Out of Jurassic Park**

**The Individual and Organizational Imperative for 3Q Leadership**

**The Leadership Compendium**

**Rising to the Challenge Before Us-Leading Forward**

**Extraordinary Woman Interview**

**Men and Women Leading Forward-Building the 3Q Leadership Skills YOU Need NOW**

**The New Leader**

**Leadership Means Building a Community of Purpose**

**Constructive Discontent: Building a Critical Life and Leadership Skill**

**Smart and Fast Are NOT Enough: The Need for Higher EQ/EI**

**Seven Ways to Turn Conflict/Communication Problems Around**

**The Agile Management and Leadership Toolkit**

**Bonus:** The Pause – A 3 Minute Exercise to Recharge-Refocus-Repurpose

**AND The Happiness Compendium because YOUR happiness counts!**

**Is it time to REACH?**

**Redirect-empower-actualize-communicate- harvest YOUR potential to lead forward?**

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# **Three Toxic Team Members to Get OUT of Your Ballpark**

## **Three Toxic Team Members to Get OUT of Your Ball Park One Post and 10 Bonus Links**

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**Becoming aware of toxic team members is important; it is the first step to making sure they are removed from the team before the damage they cause insidiously creeps into every crevice and corner eroding communication, confidence and potential from inside out. While the timeless formula for success is creating value for others, and the imperative to develop effective teams and virtual teams is critical; toxic team members can and will erode the potential of your team from inside out.**

**The first step in dealing effectively with toxic team members is to recognize them.**

**1. The EGO Head:** This team member has great difficulty listening to others, or seeing the value in the contribution of others. Brilliant, the Ego head is also A for arrogant, B for boastful, C for almost nauseatingly cocksure; when this team member asks a question it is most often what you think of him. If he/she can use, manipulate or position you to meet his/her self serving needs know it will happen. Nothing is for the greater good. All for one, and that one is him/herself. The Ego Head is a driven by an insatiable need for power and control.

**2. The Faker:** This team member managed has a place on the team that is unrelated to his/her abilities and has developed a powerful ability to mask his lack of knowledge and/or skills, by developing relationships or manipulating language and situations that provide cover for his/her deficits. Unscrupulous and conniving, smart and quick on his/feet the faker will contribute nothing to the team, has little integrity and will create fires, stall forward movement and consensus to hide his/her deficits.

**3. The Frenemy:** Charming, articulate, smart and often seemingly wise, the frenemy is a master at manipulating others to suit his/her own purposes. A chameleon who is incapable of sharing the glory with another, the frenemy is the more subtle and more dangerous cousin of Ego Head because he often initially appears to be your best buddy. Wrong. The only buddy he has is his/herself.

**What about the "Head of Gloom"?** We all know heads of gloom who are on the constant lookout for mistakes, errors, failures. He/she is a fault finder who can find the hidden conspiracy, problem in anything and everything; which while advantageous in some circumstances, head of gloom is oblivious to opportunities that can be right in front of his/her eyes and erodes the morale, innovative spirit and confidence others. Caveat, many heads of gloom can learn modify or change their



perspective, and improve the way they communicate with other team members. They want to do their best, they are the consummate perfectionists who have taken their perfectionism to a level that paradoxically erodes potential.

**A great team is a living system, a community of human beings doing better together- a community of purpose.** Great teams have aligned goals, objectives and values; they strive to learn and re-learn, fail forward faster and optimize the skills, strengths of all members. Great teams are a balance of independence and interdependence, individual, complimentary and collective assets that allow them to manage and lead forward when the going gets tough and challenges abound.

**If you liked this post, here are a few more you might enjoy!**

**Ten Steps to Building Employee Engagement**

**A Great Team is the Sum of Its Parts**

**Communication: Five Posts in One**

**Five Ways to Communicate and Lead Forward**

**Five Ways to Take Control of Your Potential**

**Five Ways to Lead Forward by Championing the Challenge**

**The Agile Management and Leadership Toolkit**

**The NEW Leader**

**Seven Ways to Turn Conflict/Communication Problems Around**

**Great Read Review and Excerpt: The Power of Communication by Helio Fred Garcia**

**Is it time to R-E-A-C-H?**

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# **The NEW Leader**

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## **The New Leader Knows that Surviving and Thriving Means Learning and Relearning**

In a rapidly changing world, in a global marketplace where the sheer velocity of change, challenges, competition and opportunities before us is unprecedented; our ability to embrace individual and collective learning, relearning, doing and re-doing is the linchpin that can help us use what is to create and recreate what can be. All organizations, small and large need to get a grip on what is and what can be. Inertia, bureaucratic fumbling, confused messages, thwarted communication and the political morass of behaviors that impede communication, collaboration must be addressed and changed. **Change is not a threat, it is our greatest hope.** Leading forward means changing forward, and doing so means embracing our individual and collective potential to learn, re-learn. A small perceptual shift in how we see the problems or challenges we face can be the genesis for our greatest potential and success.

## **The Greatest Threat We Face is Internal-Time to Turn It**

## **Around!**

The World Health Organization forecasts that stress will be the major cause of physical disability in the world by 2020.

American corporations now spend in excess of \$300 million a year on workplace related stress issues and problems. Employee disengagement is at an all time high. Fear and/ or complacency, fight or flight reactions, line the corridors of every organization. It is time to re-think, time to change the way we look at change, challenges, stressors so that we can optimize our ability to use all three to learn and re-learn habits of thought, communication and action that allow us to optimize and actualize our potential. Our ability to use our mind to circumvent primal patterns of flight or flight is real. Yes, we can learn to not simply manage the stressors and challenges we face but to use them in new ways to actualize our potential. The New Leader is an avid learner who embraces what Deepak Chopra and Rudolph Tanzi call our **Super Brain**, by using his/her mind to really optimize cognition, ideation, actionability at the speed of change.

**Learning organizations must move from the pages of theory, to actualization. Communities of Purpose Must be Built**

Peter Senge's learning organization, the integration of systems theory and learning in his seminal book, **The Fifth Discipline**, must be realized. Learning organizations start with individuals, with leaders at the top who model and inspire others to learn and relearn, fail forward faster, embrace NEW ways to enhance cognition, ideation, collaboration, communication. Learning organizations INCLUDE real and virtual teams and communities that stretch vertically, horizontally and geographically across the company and the globe. Every individual must rally forth with courage, with anticipation, with the desire to master his/her ability to learn, re-learn, grow, collaborate and share. **Hope lies not only with improved agile management and leadership,**

but with the men and women who form the foundation of organizational success from the warehouse to the Csuite.

Teaching, modeling new ways of learning, relearning and failing forward must be modelled, shared and applauded. Communities of Purpose, virtual and actual must be established in ways that allow them to flourish and grow.

**How can we model learning and relearning? Develop a new and better perspective around change, challenges, failures that will allow us to see the opportunities before us?** How can we help those who lead develop their 3Q Edge; their ability to optimize IQ, EQ and SQ in an arena of change, challenges and opportunities that will continue to accelerate. **We start with R-E-A-C-H:**

**Redirecting Focus:** Learning new ways of refocusing our attention, using our mind to guide our brainpower in a way that is solution focused and driven; a way that helps us use not only perceived strengths but the very challenges we face as a catalyst for ideation, cognition, innovation and actionability. Small changes in what we focus upon, can help us not only become stronger whole brain thinkers, but will help neurons that fire together **develop a new and better relationship with change, challenges even failures that can help us lead forward.**

**Empower Confidence:** The greatest idea, the greatest solution cannot be found without the confidence in our individual and collective ability to find new and better solutions. We must align our goals and objectives with our ability to map out new ways of solution finding and doing that take us forward. New ways that demand communication, collaboration. **New ways that build a bridge between individual and collective potential.** The greatest success we will find is a new collaboration of ideas, individuals and teams who can focus on an alignment of purpose, values and objectives that allows them to collectively build new solutions that take us forward.

**Actualize Potential:** Do not allow the attrition of purpose driven work and energy. **Drive Engagement. Every job has a purpose driven component.** Finding it, using to help yourself and those you lead understand their importance and feel purposeful cannot be minimized. Organizations whose employees do not feel purposeful will ultimately crash and fail. People who do not feel purposeful will be more susceptible to stress, to the erosion of their intellectual, emotional and social capacity. The new economy, the new world, is a world of innovation and collaboration where what's in it for me is no longer enough. **Our ability to survive and thrive is a collective equation that is balanced on a mindset that can make the leap from ME to WE.**

**Communicate Effectively:** Developing the ability to create word bites, sound bites, messages that resonate with one's audience is an important skill that we can learn and improve on a consistent basis. Generating results will increasingly mean communicating more effectively with diverse groups and populations is a skill that must be entrenched and developed by those who seek to manage and lead forward. Less is more. Fewer words, more words that resonate profoundly by developing an alignment of purpose, values and objectives cannot be understated. Our ability to succeed depends upon **our ability to communicate, collaborate** to use our words to build stronger, more collaborative relationships that mirror individual and collective strengths and potential.

**Harvest Results:** Embrace learning, relearning and new ways of failing forward that go beyond traditional training, coaching, learning programs or motivational keynotes. We have the tools to adeptly handle complexity, and it is important to rally the brains of those who can adeptly translate the complex into a simpler laser focus on what counts. A focus on programs that fit and expand, initiatives that provide important skills training and empower participants, while also providing important ongoing collateral support, the coachable edge, that

helps participants translate the learning into doing. Training programs, coaching programs, mentorship programs require not only great content but ongoing support until the new skill set; the changed behavior, thinking and doing patterns are entrenched and new ways of reassessing time to learn and relearn are in place.

**The power of human being doing better, not simply working harder than ever before must be modeled from the top down, bottom up and across the organization.** The NEW leader, the successful leader, is both collaborative and curious, focused and adaptable, values driven and purpose centered. He/she is a learner and a doer, a leader who blends knowledge and wisdom with the resiliency, strength and tenacity to stand his/her ground and lead himself/herself and other forward when times are tough, rough and even bleak. The New Leader is a 3Q Leader who develops his or her ability to R-E-A-C-H, and in so doing optimizes IQ (ideation, cognition, actionability) EQ (self awareness, awareness of others, emotional management, communication and creativity) and SQ (spiritual quotient, values alignment that is focused on the greatest good, the most important value for all). The new leader aligns great strategic thought with the ability to communicate and inspire collaboration. He/she empowers the best in him/herself and in others.

**The soul of success lies not in what we can take but in what we can contribute. It lies in a balance of individual and collective abilities and a focus on intrapreneurship that can help organizations stretch, grow and evolve in new ways that drive solutions through enhanced potential, communication and collaboration.** Today, more than ever before the power of Me to We Leadership rests upon the individual and collective consciousness, ability and desire of those who lead, those who manage and those who follow to be resolute in their determination to move forward, lead forward by developing new ways of thinking, communicating and doing that **optimize,**

**humanize and monetize** our individual and collective potential. Success is a team activity. **Leadership is Olympian.** Those who lead, and those who aspire to leadership must embrace and actualize their ability to learn, relearn and fail forward while recognizing that it is the sum total of our collective intelligence, ability and potential that will drive the results we need to meet the demands, constraints and opportunities we face.

**More on leadership. You Betcha!**

**Rising to the Challenge Before Us-Leading Forward**

**Against All Odds-A True Story of Courage, Hope and Leadership**

**Extraordinary Woman Interview**

**The Reach and Resonance of the Human Heart**

**And, lots more. Just search leadership or leadership blogroll in the search bar at the right hand corner of this blog**

**Bonus: The Pause – A 3 Minute Exercise to Recharge-Refocus-Repurpose**

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