

Winning the New War

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© Irene Becker | www.justcoachit.com-The 3Q Edge™ | Improved Reach-Resonance-Results

Helping smart people and organizations lead & communicate forward smarter, faster, happier is what I do best



The World Health Organization forecasts that by 2020 the leading cause of disability will be stress. Clearly, the quality of our life and our ability to compete and excel in a global marketplace is at risk. People in the western world, people who are still largely insulated from the extreme poverty and survival situation of 2/3 of the globe are fighting a new war every day, every week, every moment. We are fighting a new war that began when we achieved greater

prosperity and independence than ever before in human history. We are fighting a new war with a new opponent; the most difficult opponent that we could ever face because our opponent is OUR SELF. No matter what happens to us, it is our

thoughts that will strengthen or undermine our power. Our thoughts determine our actions, and our actions determine our results. What we focus on grows, and if we feed our minds a steady diet of negativity, fear and ego based desire for command and control power we are arming our internal opponent and we will lose the war with our greatest opponent...our self.

In a world of increased complexity and competition, purpose makes profit. Value starts with what we contribute, and grows when we find that unique balance of independence and interdependence that allows us to collaborate with others. Value grows when we develop the mindset that helps us lead forward, a perspective that allows us to develop ME to WE leadership. A mindset that will help those who lead build strong, vibrant communities of purpose

Change is not the obstacle. Change is the answer to the war of negative, fearful or self focused thought that is draining our joy and engaging an epidemic of stress that is putting our mental health, our physical wellbeing and our economic wellbeing at risk. If you are living and working in overdrive or if you are stuck on the other side of the roadway in neutral or trying to move forward with your parking break on; seize this moment to stop asking what is wrong and start focusing on what is right.

The war we face can only be won with a new alignment of head and heart. An alignment that is anchored in our ability to build our SQ-spiritual quotient, values alignment, attunement to the greater good and its importance in our thoughts, our self talk, our communication, our actions...our world.

Success lies not in what we have, but in what we can contribute. Purpose equals profit, because the ability to develop reach, resonance and results depends upon our ability to engage the best in ourselves and others is not only the path to success; it is the path to winning the war against our most important foe, our internal opponent. Our internal

opponent feeds off our greatest insecurities, our most primal/basic desires and our need for power and control in ways that insidiously erode our ability to lead forward.

Change is not the obstacle. Change is the answer. Embracing our ability to change, to learn and relearn new ways of thinking, new ways of communicating and new ways of doing is the way forward. Our ability to use even the most difficult challenges we face to find solutions is real. Science confirms that power of neuroplasticity, the power of being able to write and rewrite our brains and reset default patterns. Our ability to use what is to create what can be remains the truest triumph of the human being better, rather than human doing faster than ever before.

More on Personal Development, Personal Leadership and Growth? YOU Betcha!

Ten Practical Ways To Build Essential Success Skills At The Speed Of Change & Complexity

The Secret to Personal Development (1 post 10 gr8 links)

Five Ways to Take Control of Your Potential

Five Ways to Communicate and Lead Forward

Seven Tips for Better Self Talk

**Men and Women: Building the Leadership Strengths YOU Need Now
True Happiness (1 post, 10 links & bonus exercise)**

The Happiness Compendium

18 Word Success Formula

Smart and Fast is NOT Enough-The Need for Higher EQ

Seven Ways to Transform Conflict/Communication Problems

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

Is it time to REACH- Redirect-empower-actualize-communicate-

harvest YOUR potential to lead forward?

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Just Coach It for reach, resonance, results. Executive Coaching, Consulting, Keynotes and Workshops with as 3Q Edge™



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Leadership and Enlightened Business: 3Q Skills and REACH

Leadership and Enlightened Business: Building 3Q Skills and REACH

Interview Series-Global Leaders who have Enlarged, Excelled and Evolved into Global Personal Brands

Dr. Amit Nagpal
www.dramitnagpal.com | Enlarge-Excel-Evolve

I want to thank Dr. Nagpal for an excellent interview. I am honored and humbled that this interview has received over 2000 visits on his website in the past 60 days. My passion, my purpose is to help change-makers LEAD change in the face of internal and external challenges, changes. I remain convinced that the only way to move forward, to lead forward is to develop what I call 3Q skills and R-E-A-C-H, and that the imperative to do so is not important but critical. Hope lies in our ability to learn and re-learn new ways, faster ways, better ways of optimizing, humanizing and monetizing our potential. Hope lies in leading forward by developing individuals and organizations that serve and create value at the speed of change.



Irene Becker International Coaching Pioneer | Interview by Dr. Amit Nagpal

Dr Amit Nagpal: Irene, Tell us something about 3Q edge.

Irene Becker: The 3Q Edge™ refers to three critical areas of strength that I believe are important to life and leadership in the 21st Century. Areas of strength that can be developed/built using not only our potential but the challenges we face as catalysts for positive growth. Q1 IQ- Intellectual capacity under stress Q2 Emotional Intelligence Q3 Spiritual Quotient-our alignment to our highest power, our greatest values.

Dr Amit: How do you assess your client's potential?

Irene : I have an intake and assessment process which not only allows me to best understand the client's areas of strength and also challenges that can be transformed into Q strengths, but their goals/objectives. I also have excellent tests and assessments that I use.

Dr Amit: Tell us how we can create enlightened businesses. How can workplaces become more passion oriented?

Irene: I am presuming that what you mean by enlightened business is business that is founded on the desire to serve a greater purpose, or the greatest purpose. Enlightened businesses will develop employee engagement through training, coaching and initiatives that drive improved engagement and passion

Yes, workplaces must become more passion oriented, in that the workers, the managers and the leaders must all be engaged and moving forward. We have a new generation that seeks meaning in their work, and we have recognition in the workplace that meaningful work and employee engagement is critical.

Corporations are starting to change, and while the change is slow, we can see large organizations paying more attention to employee engagement, creating a better workplace. Purpose = profit. Corporations are about making money, and the ability to generate profits demands a new look, and an important look at an organizations most valuable asset, their people. Creating improved communication and leadership vertically and horizontally across the organization will become more and more critical.

Dr Amit: What are the 3 most important points for 21st century leadership?

Irene: Mission, Vision and Empowerment/Engagement

Dr Amit: How is coaching CEOs different from coaching middle management? More strategy, more ego?

Irene: Coaching CEOs is different from middle management in a number of ways as their oversight and responsibilities are different. Yes, there is often more ego to deal with and strategy and strategic objectives are critical, whereas the focus- when coaching a manager is totally different.

Dr Amit: How long you have been coaching professionals?

Irene: I have been an executive coach for ten years, and I coached, mentored and trained managers, senior managers and executives in my previous career as CEO of a steel company for another decade.

Dr Amit: How do we ensure that our experiences do not become our baggage?

Irene: I think that the only way to ensure that our experience does not become our baggage is related to consciousness and

perspective. Desire to grow, to learn, to evolve, to share and contribute fuel our potential. And, our ability to see even the most difficult challenges we have faced as learning experiences that can not only take us forward but help us grow in ways we never thought possible, is critical.

Instead of asking why is this happening to me, or getting stuck in the past, we must focus on what pearls of wisdom and experience we can take from the past, on learning that can help us create a better present and future.

Dr Amit: There is a saying that only two people actually work in an organisation (they cannot evade responsibility), the sales executive and the chief executive? CEO cannot pass the buck for failure and sales executive cannot delegate to anyone. Rest of the people don't work, they just manage others. What do you say?

Irene: Well, I think that the CEO and the Sales Executive cannot pass the buck and have oversight for the bottom line, but the engine of success are the managers and the people they manage. Together they all form part of a critical system that must evolve and grow or die.

Dr Amit: What is Passion Point Web TV all about? Do you own it?

Irene: Passion Point is a Web TV show that I do, I do not own it; is part of a roster of shows and programming on All Talk TV. Passion Point is about people who are living their passion through their work.

Dr Amit: Tell us about your REACH philosophy?

Irene: Effective leadership and communication are all about: Redirecting Empowering Actualizing Communicating and Harvesting. This is also the focus of great coaching. Let me explain

Great leadership and communication means redirecting one's efforts and attentions and initiatives, actualizing potential, developing enhanced communication and collaboration (engagement) and harvesting the results.

Dr Amit: Corporates tend to have an opposition towards spirituality. Competition is about cutting throat after all. How do you handle it?

Irene: I do not stress SQ as spirituality, but rather values alignment. It is clear that without a values alignment, without serving not only the shareholders but all stakeholder sand the community, sustainability is impossible. Short term gain for long term pain will not work going forward. Building an organization that can stand the test of time, the velocity of change, demands values that are entrenched in the culture- not only the mission statement

Dr Amit: How can we tap into collective intelligence?

Irene: I think there are many ways to tap into collective intelligence, many layers...However; in terms of organizations the best way to tap into collective intelligence is to make learning part of the culture. I think that as we also see the global marketplace really expand, there will be a natural evolution of our collective intelligence as success is dependent upon transforming me to we. We must learn to work collaboratively, learn faster and do more for each other. In many ways this has already started to happen.

Peter Senge spoke about the learning organization decades ago. What he referenced in the Fifth Discipline is still critical today. A successful organization is a learning organization, and today that means tapping into the collective intelligence through culture and initiatives that improve the learning ability of the organization and its employees.

Dr Amit: Anything else you would like to share with our readers.

Irene: I am a learnaholic who embraces life, Dr. Amit, so my hobbies revolve around activities that grow my 3Qs...things that stretch my mind, my highest, noblest thoughts and my spiritual strength-alignment with the greatest good and, also a healthy dose of fun. We all need the fun factor, laughter, joy and an appreciation of same to not only optimize our brains and our

potential, but our physical and mental well being.

Dr Amit: [important]It was great talking to you Irene. I am sure you must be bringing Reach, Resonance and Results for your clients.[/important]

About Irene Becker

Executive Coach, Consultant, Speaker, Writer

Chief Success Officer, Just Coach It -The 3Q Edge™

Irene is based in Toronto, Canada and is virtually everywhere. She firmly believes, a satisfied client is the biggest award one can get.

First woman CEO of a steel company in Canada, Irene has a track record of trailblazing accomplishments in business and in the community at large. An insightful and inspiring executive coach, mentor, speaker and writer, Irene helps clients achieve breakthrough results in their communication, leadership and lives. Passionate about the integrity of her work and its ability to help change-makers LEAD change, Irene helps smart people and organizations develop 3Q Leadership™ and effective verbal, written and social communication that builds reach, resonance and results.

Irene welcomes your emails at irene@justcoachit.com and tweets at [@justcoachit](https://twitter.com/justcoachit).

Men & Women Leading Forward-3Q Leadership in 10

Steps

Men and Women Leading Forward Now-3Q Leadership

10 Steps to Building the Leadership Strengths YOU Need Now

1 Post & 10 bonus leadership links

A Pink Paper-Shorter than a white paper, but more extensive than a regular post!

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Helping smart people and organizations lead & communicate forward smarter, faster, happier is what I do best

"Neuroplasticity is better than mind over matter. It's mind turning into matter."

Deepak Chopra and Rudolph Tanzi from a great book, Super Brain



The differences between men and women have been documented, argued, joked about; while experts have discovered that there are fundamental biological differences in the way women's and men's brains are structured and how they react, the most critical linchpin for 21st Century is the development of a more androgynous brain. Yes, the focus must be in learning and relearning new ways to make male and female brains more effective/androgynous, if you will. Focusing on gender differences

is interesting, but it is our ability to not only use

intrinsic strengths but reset default patterns and retrain our brains that will help us optimize, humanize and monetize human potential and leadership abilities. The need to find new ways, faster and more effective ways to not only develop the type of leadership strengths we need has never been greater. The emphasis of leadership, the focus of those who lead must encompass the development of improved strategic thought in high stress, high change, and diverse arenas as well as the communication and collaboration that transforms vision into action, strategy into execution, possibility into opportunity and results.

The New Leader, the Successful Leader is a strategic thinker, a whole brained leader (androgynous thinker) with what I call 3Q abilities or strengths; enhanced ideation under stress, improved emotional intelligence and engaged spiritual quotient-values as primary drivers and motivators. Our definition of success is changing and it will continue to change. Corporations and individuals are facing a new reality. Success demands mobilization and optimization of human potential, achieving it means tapping into the purpose that drives human beings. Enabling engagement, empowerment, improved ideation, cognition, communication, collaboration is a core leadership competency. A competency that means developing a more androgynous brain; a competency that means learning and relearning new ways of thinking, doing and communicating that make **Peter Senge's visionary model and ideal of the learning organization must become a reality.**

And, the organizations we build must be not only learning, but living, leading and contributing entities. Purpose = profit. Human beings need purpose and meaning to be motivated when the going gets tough; and, let's face it the going is going to get tougher as we continue the march from the age of information to the age of innovation.

Command and control leadership, while still alive and well is a short term, disengaging mode that will lead to a toxic

workplace where learning, communicating and doing are obscured. The imperative to coach and train those who lead and those who aspire to greater leadership to develop their 3Q Edge is critical. The coachable moment, the executive focus must be geared towards **helping clients/constituents develop R-E-A-C-H** (redirect focus, improve confidence, actualize potential, communicate effectively and harvest results) in arenas of high change, high stress and increasing diversity and opportunity.

Ten Steps to Building 3Q Leadership Strengths:

1. Embrace Your Failures. Learn, re-learn, fail and succeed forward. Practice it, model it, and optimize it. Yes, that means getting naked with your failures, taking off the shield of invulnerability and looking at what has not worked, what is not working with new eyes. Eyes that will not only help you lead forward, but help you teach, mentor and coach those you lead to fail forward, faster and better.

2. Understand how your brain works. Use it or risk losing it. Get in the know. The World Health Organization forecasts that stress will be the major cause of disability by the year 2020. American corporations spend in excess of \$300 million a year on stress related addictions, problems, presenteeism, absenteeism, personal problems etc. Stop, reflect on your ability to learn brain basics that will help you understand YOUR power to learn, relearn and model/coach and teach others to think, communicate and collaborate more effectively under stress. You do not need to become a neuro-nut, but you need to comprehend YOUR ability to learn, re-learn and re-set default patterns of thinking, doing and communicating that will not help you develop the leadership strengths you need to succeed and to inspire the best in those you lead. **Deepak Chopra and**

Rudolph E. Tanzi recently published an excellent book on brain basics, Super Brain.

3. Practice simple but powerful exercises that help your brain grow, stretch and evolve. Take a few minutes each day to think differently. How? Start by changing a simple routine. Brush your teeth with your non-dominant hand. Try writing sentences backwards. Take a different route to work. Walk down the street and look for things you have never seen before. Take a time each day to feel gratitude. Take time each day to simply laugh and enjoy. Take time each day to learn something new. Practice putting your brain into an alpha state, and important brain state for creativity, ideation, increased focus and improved spiritual connection. What? **Yes, get alpha. Here is a quick, but powerful exercise you can do to get into the alpha groove.**

4. Human doing is not enough. Human being is the way. Being a cog in a wheel, acting with complacency and blindly following the status quo will not work going forward. Put your head and heart to work. Human relationships count. Employee disengagement, presenteeism are rife in organizations, and they erode potential from inside out. Building trust, engagement, effectiveness; developing a **Community of Purpose** starts with human being better, not simply doing faster than ever before. Stop, pause, find new ways to develop empathy by building not only greater self awareness, but awareness of the needs and motivations of others. Developing vertical and horizontal relationships, developing human connections, person-person, social/digital network to people

5. Understand gender differences, and use them to learn, relearn and reset default patterns. IF you want to lead, you want to build a more androgynous brain. Make learn, relearn, fail forward and succeed your mantra. Yes, most women are better communicators than men and they have greater facility

at understanding non verbal cues. Yes, women are biologically hardwired to be able to move between left and right hemispheres of the brain thus being more aware of feelings and being able to ideate and communicate at the same. Women also appear to have greater facility mediating conflict/tending and befriending during stressful situations. Yes, most men are generally stronger at left brain activities (task orientation, problem solving, spatial ability, mathematical computation). So what? So now it is time to develop a more androgynous brain, to build your abilities regardless of gender.

6. Develop new and better ways to transform stress. Stress reactions are rooted in hormones released and our primal fight or flight reaction. Our ability to transmute, to learn to bypass or circumvent the fight or flight reaction is real, and doing so is critical. Work with a coach who can help you learn to circumvent fight or flight so that you can respond rather than react or run away from the problem at hand. Understand that change is a constant. You can try to fight it, but you are waging a losing battle. Transforming your relationship with change and with stressors is not important, it is critical. Helping others do the same will become critical in your role as a leader and engager of potential.

7. Root out toxicity-Harvest Values and Value. Toxic teams, toxic relationships, toxic interactions are part of the human dynamic. Root them out. Toxicity grows and spreads. You need to build and in some cases to reconstruct teams where passive aggressive behaviors, misalignment of values and objectives are addressed. Systems theory tells us that one consistent change will change the whole system. Put theory into practice by rooting out the creep of toxicity and modeling the leadership, communication and collaborative strengths that will take you forward.

8. Embrace your ability to R-E-A-C-H. Develop new ways to redirect focus, improve confidence, actualize potential, **communicate effectively** and harvest results. Start with yourself, your self awareness, your areas of strength and challenge. Become a master and learning, re-learning, failing forward and succeeding. Learn new ways, better ways to build your 3Q's (enhanced ideation under stress, improved emotional intelligence and resiliency, engaged spiritual quotient or values alignment. Master it. **Do it... then teach R-E-A-C-H to others.**

9. Get back to basics. Your passion, your purpose, your ability to use both strengths and challenges to develop solutions, collaborative relationships, and communication is real. Find and understand your passion, your purpose, your unique footprint as leader. The end game is your life, your purpose, your ability to be able to contribute something of value to a greater whole.

10. Get simple for a second. While there is debate around whether happiness is a driver of success, there is a great deal of information and substantive longitudinal studies pointing to the fact that we need to get happy, to become empowered in order to really optimize our potential. **Your happiness counts. Learning simple ways to get happier each day, no matter what challenges you face is critical to your health, your potential, your wellness and your ability to lead forward.** Getting happier, introducing laughter and fun time is important and has been proven to improve the immune system, boost creativity and many believe also strengthen cognition and ideation.

More on 3Q Leadership, R-E-A-C-H and Leading Forward? You Betcha!

Interview on Building 3Q Leadership and R-E-A-C-H

- Short Video on Building R-E-A-C-H
 - Ten Steps to Building Employee Engagement
 - Five Ways to LEAD Forward by Championing the Challenge
 - Five Ways to Take Control of YOUR Potential
- The Secret to Personal Development and Growth
- Five Ways to Communicate and Lead Forward
<http://bit.ly/PMww6F>
 - The Agile Management and Leadership Toolkit
<http://bit.ly/Pf1BQ8>
 - Top Ten Posts on Leadership and Communication (June to Aug 2012)
 - Leadership is Olympian-Time to Lead Forward
 - The Pause 3 Min Powerful Exercise <http://bit.ly/JWI9yd> | Alpha brain state can improve focus, ideation, resiliency

Is it time to REACH- Redirect-empower-actualize-communicate and harvest YOUR potential to lead forward?

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