

Five Ways to Take Control of YOUR Potential

Five Ways to Take Control of Your Potential *And... a quick self test!*

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

What does taking control of your potential mean? How can you optimize potential at a speed of change, challenges, opportunities and chaos that is unprecedented? Here are Five Lessons learned from many years of studying, doing and coaching/training/advising CEO's, executives, senior managers, managers, HR/training professionals, sales professionals, realtors, teachers, professors, screenwriters, entrepreneur, healthcare and legal professionals...People at the top of their game, in the middle and also others who hit and wall and crashed. People who are now communicating, collaborating & leading forward!



1. Reach. Use tools, strategies that help you redirect focus, and focus faster in the face of change, challenges and opportunities. Focus is the mother of success and creativity is its kissing cousin. Like money or nuclear power focus can be used to optimize or derail potential. Simple tools, geared to your personality, your learning style, your career or organizational objectives can help you focus faster, better on what really counts while helping you learn, ideate, communicate and collaborate faster and better. **Build reach, focus on what will help you learn, collaborate and succeed forward.**

2. Empower. Ideation, communication and collaboration are the new anchors of success. Take control over your potential. Find a collaborative partner, an executive coach or advisor whose only agenda is your success; and whose skills and experience can help you not only get greater clarity around your potential while helping you also see the potential in people and ideas/opportunities around you. Develop new ways of thinking, communicating, doing and failing forward that will drive empowerment and engagement at the speed of change. Recognize that your power to learn and relearn is pivotal to

your success and the success of those you lead. **Teach-Learn-Do-Lead.**

3. Actualize potential by seeing the forest for the trees. See the bottom line. Potential is optimized by our ability to feel that we are contributing. Understanding your own purpose, and helping those you lead see the purpose in their work, their skills their abilities is critical to leading forward both in terms of employee engagement, stakeholder engagement and the csr initiatives that will continue to become more important to successful organizations and their footprint in the marketplace and community. **Remember that purpose = profit**

4. Communicate more effectively across competitive lines, cultural lines and in the face of conflict or challenges in communication and career. Put your money where your mouth is. Your verbal, written and digital/social communication counts. Learn how to best position your words in a way that empowers, engages others. Start developing communication skills that will help you optimize your potential and the potential of others. Develop the communication skills and marketing collaterals that can help you move past career transition or other blips in the road, faster and better. Use your self talk, your thoughts, your words to build better relationships, improved collaboration with yourself, your direct reports, colleagues, bosses, vendors, stakeholders. **Use YOUR words to communicate, collaborate and LEAD forward**

5. Harvest your potential and the potential of others. See your challenges, strengths, wins and failures with new eyes that optimize and catalyze your potential. Let go of anger, frustration, reactivity or stasis. Embrace your ability to harvest the best in yourself and others. Communicate, collaborate and LEAD forward by developing 3Q strengths that drive reach, resonance and results at a speed of change. Learn to use not only your strengths but challenges and failures to build three key strengths that you can actualize under stress:

Q1 IQ (Intellectual capacity-Ideation) Q2 Emotional Intelligence (Perceiving, Reasoning, Understanding and Managing Emotions | Self Awareness and Awareness of Others) Q3 Spiritual Quotient- The alignment with and to your highest values, purpose and power.) **R-E-A-C-H, harvest potential. Develop YOUR 3Q Edge™.**

Quick Self Test: Is Your Potential Derailed or Engaged?

| Is Your Potential Derailed? Are you... | Is Your Potential Engaged? Are you... |
|---|---|
| Easily fatigued or exhausted? | Energized, motivated? |
| Working in a messy or disorganized space or fashion? | Working in a neat organized space and with a modus operandi that maximizes results? |
| Disinterested or frustrated by our job? | Engaged, empowered and challenged by your work? |
| Easily stressed, angered or in a constant internal state of strife? | Using challenges and strengths to learn, lead and communicate better and faster? |
| Frustrated with your direct reports, and stymied by teambuilding problems, turf wars or passive aggressive behaviors that derail team dynamics and results? | Helping those you lead optimize, humanize and monetize results by finding new ways to improve ideation, learning, communicating, collaborating...doing. |

| | |
|---|--|
| Stuck in a negative rut, seeing no way to improve your performance or the performance of others? | Constantly looking for ways to use both strengths and challenges to improve the way you learn, communicate and collaborate? |
| Easily confused or frustrated by the actions of others? | Focused, energized and ready to meet goals and objectives? |
| Focused on who is against you rather than how you can build collaboration, cooperation and results? | Developing the reach and resonance you need to succeed through verbal/inter-personal, written/digital-social communication? |
| Frantically putting out fires and reacting to emergencies? | Responding, rather than reacting to challenges using them to develop new ways of thinking, communicating and doing that help prevent emergency situations? |
| Disengaged unable to think of ways to drive greater engagement and productivity? | Do you have good ideas for increasing engagement and productivity; ideas you will build upon, use and execute? |

If you answered yes to one or more of the derailment questions, it is time to seriously consider moving your potential forward. Success is not achieve alone, and finding an executive coach, advisor or a program that can help you optimize your potential and communication strengths is not only critical to your job, but to your health and welfare. **Buyer beware:** The World Health Organization forecasts that stress will be the major cause of physical disability in the world by 2020. Moving past challenges, finding new ways to use them to empower, engage and lead the best in yourself and others might be the most important investment you make this

year.

More on Agile Management and Leadership? You Betcha!

The Agile Management Toolbox

Guest Post: Ten Steps to Building Employee Engagement, Switch & Shift Blog

Video on Developing R-E-A-C-H (Leadership Development)

A Great Team is the Sum of Its Parts

The Thriving Organization

Seven Ways to Turn Conflict Around

Optimize-Humanize-Monetize

Ten Top Leadership & Communication Posts

Great Read Review & Excerpts:

Full Steam Ahead by Jesse Lyn Stoner and Ken Blanchard

The Power of Communication by Helio Fred Garcia

Business at the Speed of Now by John M Bernard

Managing with a Conscience by Frank Sonnenberg

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

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Five Ways to Communicate & Lead Forward

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Stop Making Change Hard-Embrace it, empower it, USE it!

Build Your Ability To R-E-A-C-H | Build Your 3Q Edge!

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Stop making change hard by developing R-E-A-C-H. Stop saying that change is hard, stop using words, thinking thoughts that entrench default patterns (or the default pattern of most people) around rejecting change. Alter your vocabulary, modify your self-talk. Whether you need to make a behavioral

change or you are facing a tough assignment that requires you to think and act differently; the only way to embrace and use change is to STOP focusing on what is hard (i.e. change) by focusing on what you can do now to communicate and LEAD forward. Stop making change hard. **Develop YOUR ability to R-E-A-C-H**

1. **Redirect your focus.** Learn to see the changes you face with new eyes. Old school: problem focus, change management. New school: Solution focus, transform changes into levers for ideation, empowerment, collaboration and results. At a time when ADD is rampant, leading forward means honing your ability

to focus faster and better on what counts because it will help you and members of your team learn and lead forward.

2. Empower yourself and others. You cannot make a fire with wet wood. Stop focusing on the change you need to make, focus on the end game, the objective, the caveat that will make changing what you think or do worthwhile. Focus on the benefit of the change you will make, not on having to change behavior, way of thinking or doing. What you focus on grows. Focus on the solution by developing strategies and tools that will help you change and lead forward faster, better and with less static, strain or struggle.

3. Actualize potential by hitting the hot button. Discover your hot button-the motivator that truly propels you to action. Get self aware. Find your true hot button, use it. Help others do the same. Being a best practice leader means also being a best practice coach who can learn-teach/coach and empower others. Actualizing potential at the speed of change, in the face of challenges is critical for you and for members of your team. Learn-Do-Teach-Lead

4. Communicate with empathy and clarity. Learn and relearn communication skills that will take your verbal, digital/social, written communication to new heights of success. Discover tools that will help you reset fight or flight responses, retrain your brain to communicate more effectively at the speed of change, in the face of conflict or across diverse groups. Use communication to develop reach, resonance and results. Do not speak at others, speak to them in ways that engage and empower results.

5. Harvest results, practice hard. Practice makes perfect. Old adage, key truth. The more you practice, the more you rewrite default patterns and reset neural pathways so YOU focus on your objective, develop tools that drive positive differences in how you think, communicate and act. Celebrate each small win, each positive step forward in thinking,

acting/communicating. We are not trained to celebrate the small wins in our mind's eye and doing so is critical. You cannot harvest new and better behaviors, ways of thinking and doing without celebrating the small wins, because doing is both empowering and also empowers your brain to lead forward.

More on Agile Management and Leadership? You Betcha!

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

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Great Read Review & Excerpt: Connecting Forward

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Connecting Forward

Advanced Networking for Changing Jobs, Company, Industry or Country

by Dr. Jordi Robert-Ribes

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Connecting Forward is an insightful and valuable read in cross cultural/global career development and networking success.

Business networking is essential to a successful career. You cannot advance your career or explore new opportunities without mastering your ability to effectively network.

Whether you are seeking a new position, taking new position, or you want to hone your networking skills, Connecting Forward provides a valuable manual, a toolkit, for developing the relationships you need to succeed, relationships you need to connect forward faster, better and more successfully across a cultural divide that can span an organization, a city, country or the globe.

Here is an excerpt from a Great Read, Connecting Forward, by Dr. Jordi Robert-Ribes

Onboarding Effectively: Networking Inside the Corporation

Listen, listen, listen

Keep your ears wide open during the first weeks. You will learn about things that you will never hear again.

Listening between the lines becomes very important during your first days within the corporation. Often you will be approached by different staff who will try to get you on their side of an internal conflict. Since you are unaware of the conflict, you might take a side even without knowing it. If you had listened between the lines you might have seen what that person was trying to do. Be particularly cautious with colleagues who show unfounded interest in talking often to you.

Effective Networking Across a New Country

Prepare to build trust step by step

Expect your networking activities to take more time than in your home country.

You have just arrived in your new country and would like to have a big network of local contacts really soon. You might be tempted to cast a wide net to increase your odds. You could start phoning people listed in your trade association's membership with the objective of scheduling lots of appointments. Don't be fooled into doing so.

When you start meeting people, take your time to build trust. Some people might not give you names and information easily at the first meeting. This does not mean they do not want to share information with you. It just means that you need to take your time to build trust with them. The trust-building pace changes considerably from culture to culture and from

person to person. As usual, you should listen between the lines during your meetings to estimate ways you can give value to that person.

Ready-Set-Go: Building Your Network

Joining the Right Clubs

When choosing which clubs to join, focus on your objective, not just your comfort.

Expat clubs, a potential trap

Clubs and associations are frameworks that allow connections to be made. Put yourself into the most relevant frameworks!

Which clubs to join? The first one that comes to mind is the expats club formed by people from your home country. You will be able to speak your own language and get tips from people who have made the same transition before you. Beware, though you may be joining it for your own comfort. Do not see it as one of your big networking opportunities. More often than not, people who join expat clubs end up trapped in old-country contacts and mindsets. It is one of the examples where your network can be a liability and hold you back from making relevant contacts.

Joining a professional association or club will allow you to connect with people like yourself.





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Dr. Jordi Robert-Ribes is the author of “Connecting Forward”, as well as Investments Director at XGr SL. He is an international speaker on networking, innovation and entrepreneurship. His experience spans several continents and has worked in many sectors such as R&D, government, investment and private equity.

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