

L.A.D. Summer Leadership Coaching Call #1

EMOTIONAL MASTERY

Emotions = How we experience everything we do!

2 Ways People Deal With Emotion

Avoid <-----> Magnify

2 Step Solution to Emotional Mastery

1. Listen and Learn

How am I feeling?

Ex: disappointed (guilty), angry (irritated), fear (worry/insecurity),
overwhelm (stress/anxiety)

What does this mean?

Disappointment: didn't do what I wanted

Anger: somebody broke a rule of mine

Fear: afraid of a story I've created about future (worried about what
others think)

Overwhelm: I've lost control – lost focus of what is important

2. Choose a New Action or Attitude (Process or Perspective)

Disappointment: What can I learn? I can take pride knowing that
I can invest this wisdom into my future.

Anger: should I communicate my rules with others? Are my
rules no longer serving me?

Overwhelm: Get everything out of my head, onto paper. Focus
on what is important

Fear: Get present. Instead of asking, "what might go wrong?",
ask "how do I want this to do?"

Choose a Daily Inventory of Positive Emotions

How do I want to feel today?

Ex: focused, intense, playful, peaceful, confident, passionate, driven, creative, curious, persistent, ecstatic, grateful, centered, inspired, wise, compassionate, powerful, lighthearted, relentless, serene, motivated, intelligent

EXECUTIVE LEVEL TIME (DECISION & ACTION) MANAGEMENT

What is our relationship with time?

Emotion: My time is ultimately a reflection of how I feel.

Decisions: My time is measured by the quality of my decisions.

As a manager, I need a strategy to make decisions so that I feel confident about, and in command of my actions (use of time).

1. Perspective

What is my time worth? Use this number to create a “healthy paranoia” about how and who uses my time.

2. Predetermination

Be in the habit of looking forward, spending time daily and weekly looking at the next day, week, and month of my calendar.

The quality of my decisions today will reflect how far into the future I plan my time.

3. Protection

Interrupt Interruptions: Be willing to be in control and command of how I allow myself and others to interrupt my plans.

4. Presence

The quality of every interaction, action and experience will reflect my ability to be present to the moment. How can I give 100% of my attention to the present moment?

PUSH PERIOD – “THE BIG PICTURE”

Clarity of Purpose

Expand capacity

Purpose on purpose

Diff. between SC1 and SC2

(SC1) Attendance / Recruiting driven Vs. (SC2) Sales Driven

Preparing Your Leaders

Work Backwards: Ask, what obstacles will stand in the way of my managers and top reps from succeeding? Eliminate these obstacles over time, well in advance of the Push.

Push Periods at the Forefront of Conversations: The further out I talk about Push Periods, the more importance my people will give them.

Prepare My “Layers of Leadership”: Make sure my assistant managers / team leaders are prepared to stay in communication with anybody they are responsible for.