



Success Strategies

Tips for Leadership and Organizational Transformation

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Check Out our new Website!

www.wbwassociates.com

Download advice about coaching, leadership, team and organization effectiveness; and review information about WBW & Associates.

Teamwork Tip: *Handling the Team Member who is a Headache*

Of the several ways to handle this situation, one key approach is to seek to understand the individual's underlying concerns and interests. Go beyond the face value of what he or she says to discover the real issues behind the words. Taking this approach, common ground is often found.

CONTACTING US:

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Life Tip: How to Adapt to Change

Coping with excessive change involves the same approach to life that is of benefit under any circumstances. Recommendations by Warner B. Wims, Ph.D., President of WBW & Associates:

- **TAKE A WHOLE-LIFE PERSPECTIVE** – Recognize that work is a subset of life, not vice versa, and act accordingly. Understand that work is a means to an end, and the end is happiness.
- **TAKE ACTION** – Don't become idle, even if some projects are on hold. Ask to be included in a project that is moving forward. You can acquire new experience, skills and contacts and reduce stress.
- **VISUALIZE SUCCESS** – Dream the biggest dreams possible for yourself. Visualizing the positive future is the beginning of actualizing the future.
- **ACT FOR SUCCESS** – If you can't see the positives yet or don't believe you have a great opportunity in sight, talk and act like it anyway. Without being insincere, externalize what you want by behaving accordingly. Even if it is awkward at first, it will eventually internalize and you'll have a better chance of success.
- **RANK YOUR STRENGTHS** – Write down your skills and personal strengths as a way to stay positive. Forget your weaknesses. Think of ways you can capitalize on your strengths.
- **THINK OF OTHERS** – Your family and colleagues, anyone who depends on you either emotionally, financially or others. Lead them by example.

Leadership Tip:

WBW & Associates Inclusive Model of Leadership:

- Act out of passion and conviction
- Take risks, demonstrating courage and sacrificing for a higher purpose
- Speak from the heart, connecting with others
- Believe that you can change things against seemingly insurmountable odds
- Have crystal clarity about your own beliefs
- Create more influence than your position requires
- Create a future as opposed to waiting for it to happen
- Develop a nurturing environment, involving others

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Coaching Tip: *On Fear*

Fear of an approaching hurricane is rational fear; it has preparatory and energizing benefits. Fear of what is not real is irrational fear; it zaps energy and causes stress. Often, we confuse the two. Fearing something that is not real is a waste. Examine your assumptions about the source of fear to see if there is truly an objective basis for the fear. Also look at both types of fear as opportunities to take a positive, constructive action (as opposed to simply dwelling on the fear), and you will reduce any debilitating consequences.

Do not have fear of fear. A certain amount of anxiety is helpful. It energizes and helps you focus. Enjoy its benefits without allowing it to overtake you.

Who Are Typical Executive Coaching Candidates?

These are typically highly valued senior executives who need to improve their leadership or teamwork skills, or executives taking on a larger managerial challenge who need to quickly get up-to-speed. For more information on executive coaching and how it works, contact WBW&Associates.

Expand Your View of Development

Very often when companies and other organizations think of development they immediately think of sending the person to a seminar or some program when in fact that is most often not the most effective alternative. A broader view of development includes a vast array of alternatives, many of the most effective require no additional direct cost to the company whatsoever. Companies should be more imaginative when it comes to development. Here is a list of alternatives:

- 1) Job Enrichment (expanded responsibilities, additional exposure)
- 2) Special Assignments (e.g., task force, “acting”, lead special project)
- 3) Lateral Transfer
- 4) Job Rotation
- 5) Coaching by Manager
- 6) Professional Coaching *
- 7) Mentoring (giver or receiver)
- 8) Skills Training
- 9) Understudy training
- 10) Action Learning
- 11) Global business experience
- 12) Self-development/self study
- 13) University Based Programs
- 14) Benchmarking Research
- 15) Expert Seminars*
- 16) Simulation Models

*Provided by WBW & Associates. See www.wbwassociates.com for more information on each alternative.

Speaking Topics offered by WBW & Associates

In addition to consulting to organizations in the areas of leadership, executive coaching, teamwork and organizational effectiveness, we also address groups on these issues. Here is a partial list of topics:

- Team Effectiveness & Team Headaches
- Characteristics of Most Effective Organizations
- Coaching Others
- Coaching Yourself
- Principals of Leadership
- Adapting to Change
- Resolving Conflicts