

JULY 2020

ECKSTEIN EXECUTIVE COACHING

Creating Success & Empowering Executives



ALSO IN THIS EMAIL DIGEST:

Leadership Dashboard
Summer Reading

WHAT IS YOUR EDGE?

What is your Edge? Your advantage, brilliance, force or effectiveness? Until you know that you will fumble, bobble, bumble, fozzle, botch, destroy, mangle and blunder. Not the result you want. You need your Why. What sets you apart? Is it customer intimacy? Do you respond quickly, follow-up and over deliver? Is it product innovation? Are you constantly launching a new and adaptive product? Is it operational efficiency? Can you get stuff done, on-time in the most efficient manner?

LEADERSHIP DASHBOARD

We have all been there when we thought it could not get worse, and then 2020 arrived with Covid-19, and a crashing economy. The world changed with an enemy that you couldn't see, or taste or smell or hear coming. The invisible opponent. Our livelihoods and our lives were threatened and as of this writing they still are not completely on the mend. CEOs, executives and leaders have had to take on new visions.

Before Covid-19, we dreamed of escalating profits due to the economy in 2020. Now we just want to retain our current employees and hope for consistent and sustainable change. Before we avoided change, now we are doing everything we can to enhance our situation, minimize our challenges and move forward. When we began this war, we assumed it would be temporary. What if we are wrong and it is permanent? How will we as "leaders of leaders" fare? Can we sustain our current state, pivot to protect our stability and thwart off competition?

If Covid-19 doesn't teach us anything else, it is teaching us to embrace change and be flexible. We are learning new technology, new methods of safety and new dangers every day. We are learning how to develop new leadership practices too, taking more risks and hopefully practicing compassion for our colleagues. These strengths are not natural for every leader. They need to be refined and practiced and there has been very little time to adapt and prepare. So how are CEOs and executives surviving? Reading published articles on change management, and attending webinars are very helpful, and it seems that every hour a new webinar is available. However, neither of these provide CEOs with the practice and feedback that is necessary to create real and lasting change.

Coaching is a dynamic practicum for ensuring that challenges become opportunities for growth and organic strengths are perfected to overcome inherent weaknesses. Do you know your organic strengths? Do you know the gaps in your team? Have you thought through your brand in Covid-19 to allow for change in your own personal management style? And, if you are self-aware, a necessary component of emotional intelligence, who will hold you accountable to ensure that you continue to grow and maintain your new brand?

"Success is getting what you want; happiness is wanting what you get." Ingrid Bergman

Book Corner

The Coaching Habit; Michael Bungay Stanier

StandOut 2.0; Marcus Buckingham

On Leadership; Harvard Business Review



LEADERSHIP DASHBOARD CONT'D

Our legacy is what we leave behind, and what others say as we move on to new challenges. What will your colleagues and team say about your leadership during this unprecedented crisis? Have you asked yourself the difficult questions? How are you perceived? What will it take to ensure that you go into this new age without bias and empathy for other humans? We are all very different but also the very same. We are all humans; unique but alike. The one common denominator amongst us all. We have brains that function like computers, sending millions of transmissions over our networks where we can choose to solve challenges or create new issues.

We are the species with the power to change our future and the future of management. Yet we grapple with the thought of change and we procrastinate and make excuses. We hesitate to take risks when we know that our current state no longer works effectively. We need to push through the thoughts in our head that undermine our superpowers and move forward into that world that might just be something we can work with. So in the moment we need to be self-aware but in the future we must be mentally tough and emotional resilient for what lies ahead and is changing faster than we can perceive a neurotransmission from our brain.

We need to learn the dance to a new song that seriously is going to be fast paced and frenetic at one moment but less at other times. We have to be able to pivot and accept all that comes our way so we can truly reflect, and move forward in times of triumph but also in times of chaos. Say “no” to your inner critic and only allow the positive self-talk that you need to survive and achieve your goals. This is a time when you as a leader must stay positively steadfast. Your team is watching YOU and hoping to see the path, the direction that they should take. If you are calm and positive, they will be as well. If you are throwing chairs, slamming doors, they might demonstrate the same. These are tough times. If the enemy doesn't invade your body, it will invade your bank account. Our safety and security has been disturbed. We must be aware of our other fellow humans like never before; help ourselves by helping them and yet still remain able to move from the current state to a new better future state that we can find. It is like playing “frogger.” We have to get to the other side and create our new safe place. We can't stay on that lily pad we are on forever, we have to move forward, and with resilience and poise now because we are all “feeling something” yet we are unsure what our fellow humans might be feeling. We have to be aware, of others and self-aware of our reactions while willing to change. Now go out into that new place and be courageously confident..

