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April 2016
Volume 4 - Issue 4

Newsletter Highlights:

Reflection

Accelerating Organizational Effectiveness

Clearing the Fog



Contact Kathy

Welcome to the April 2016 edition of **Corporate Clarity® Insights**. This newsletter is dedicated to the friends, colleagues and clients of **Katherine Hart** and **ClearVision Consulting**. Within you will find short, pithy and easy-to-apply insights for how to boost your business and personal effectiveness. As always, your feedback and ideas for improvement are appreciated.

Reflection

What do the **2016 Million Dollar Consulting Convention** (MDCC) hosted by **Alan Weiss**, which I attended in March, and the US Presidential Primary (USPP), which I can't escape, have in common? The answer: keynote speakers, trying to be heard and seen above the crowd, delivering messages that have a unifying theme or vision that people listening will believe in and put into action. Interestingly, while the speakers each have their own unique delivery style, their messages all address the universal theme of believing in something greater than one's self. As **Victoria Labalme**, one of the MDCC keynote speakers asked, "What is your 'throughline' in life?" What is your higher calling, driving force and the belief that resonates why you are doing the work you do and the living the life you live? As a leader, what is your throughline? And how do you ensure that there is alignment between this throughline and your words and actions?

Accelerating Organizational Effectiveness

Defining What a Team Stands For: Finding the throughline for a team



Where will Kathy be in April?

Attending the **SBODN** event, [Leadership Meets Sustainability](#) on Monday, April 4 from 5:30 - 7:30 pm at UCSC-Extension Silicon Valley, Santa Clara, CA

Attending the **Financial Women of San Francisco** event, [Smart Power in Business](#) on Thursday, April 7 from 5:30 - 7:00 pm at the Wells Fargo Learning Center, San Francisco, CA

Enjoying the [San Francisco Ballet Program #6](#) on Friday, April 8 at 8:00 pm at the War Memorial Opera House, San Francisco, CA

Reveling in the **Cal Performances** program [Tallis Scholars](#) on Saturday, April 9 at 8:00 pm at UC Berkeley campus

Joining [Stark Miller Financial Benefits Group](#) and presenting on the topic of [Engaging Your Diverse Workforce](#). Kathy's highly interactive presentation will be "[Tapping into the Multi-Generations to Improve Workplace Effectiveness](#)" A light breakfast will be included. Contact wlyn@starkmillerfbg.com to attend. Tuesday, April 12. The meeting will be from 7:30 - 9:30 at **The Washington Inn**, 495 10th Street, Oakland, CA

Attending the **Watermark Women Like Us** networking evening on Thursday, April 14 at 5:30 pm, San Francisco, CA

Traveling to [The Club](#), Barbados on April 17 - 24

New Opportunities to Connect with Kathy and Ideas to Accelerate Organizational Effectiveness

In January 2016 Kathy launched her [Managers Discovering Video Series](#).

is just as important as defining the throughline for a leader. A throughline is not just the purpose why the team exists, but how the team members will manifest that purpose in their words and actions as participants on the team, both during team meetings and when they are not together. As groups who have worked with me before know, an early activity we work on together is developing team norms. These are agreed upon behaviors that team members will hold each other accountable for while working together. These team norms are not just meant for in-person meetings, they also determine how team members will support the group when they are not together. The team norms ensure that team members will speak with one voice and support the decisions made by the group when asked by others outside of the group.

Clearing the Fog - Personal Actions for Putting Your Throughline into Action

- **Ask Yourself Daily Questions: Marshall Goldsmith**, one of the 2016 MDCC speakers, recommends asking yourself five questions every day to help put your throughline into perspective. They resonate around the idea of "Did I do my best to": 1) increase my happiness, 2) find meaning, 3) build relationships, 4) set daily goals, and 5) make progress on those goals?
- **Align Values with Daily Activities:** In addition to the five posed by Marshall, you may want to include a few additional ones that align your values with daily activities. A few that I ask, "Did I say or do something nice for my husband?" and "Did I get seven hours of sleep?" The answer is either yes (1) or no (0). If you track your answers in a spreadsheet on a daily basis, you will have a good idea where you can improve.
- **Be Purposeful About Integrating Your Throughline:** My mentor, Alan Weiss, recently shared that one of the easiest ways to be more purposeful is to focus on being Conscious and Competent. For those of you not familiar with the learning progression, learners start in a state of Unconscious and Incompetent, meaning they don't know what they don't know. They then move to Conscious and Incompetent, able to ask questions to advance learning. The next stage is Conscious and Competent, and finally Unconscious and Competent. Progress to the final stage brings with it a less mindful aspect. And, while you may want to be Unconscious and Competent about brushing your teeth, integrating your throughline must remain in the Conscious and Competent realm.

April Reading List:

[The Language of Success: The Confidence and Ability to Say What You Mean and Mean What You Say in Business and Life by Kim Wilkerson and Alan Weiss](#)

A slim book that's a short read with powerful concepts that will positively affect your language and how you position yourself as a leader of distinction. I literally read this on a long plane ride, and am still referring to the sections on critical questioning skills and using results-oriented language. However snarled in data the most helpful information may be, it can be saved by clarifying language. The premise of the book is simple; language guides our ability to stand apart from the crowd. How we use it, especially from an inquiry perspective, influences all those we come into contact with. From a development point of view, I strongly recommend picking up this book and figuring how you can up your game in the questioning department.

April 18: Be on the lookout for Tip #4, Co-Create an Action Plan, the fourth release in Kathy's monthly video series [Managers Discovering 12 Actionable Tips to Develop Your Direct Reports](#).

Check out my newly released [speaking demo video](#) that was just

Look for a posting each mid-month of a new two to three minute **video segment** on topics related to leadership effectiveness. If there are specific areas of interest to you, please feel free to share them with Kathy at kathy@clearvisionconsult.com so she can incorporate them into the content.

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created. If you are looking for a nationally recognized speaker on the topics of leadership, culture, team performance or change, then [contact me](#) and let's talk.

Our goal is to provide you with simple and clear actions to accelerate effectiveness in your life and organization. You now have a choice. If you don't want to receive future issues, follow the information below to unsubscribe. If you liked what you read, share the information with a friend or colleague.

Katherine Hart, Ed. D.
President of ClearVision Consulting

Be sure to check out ClearVision's [Free Resources](#) page on the [website](#). Come back periodically as we will continue to post articles and topics of interest.

WEBSITE



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Kathy Is a Member of:



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NEWSLETTER SUBTITLE

ClearVision Consulting was founded in 2005 with the express purpose of promoting the potential of people within business environments. Key consulting services offered to accelerate organizational effectiveness and improve human performance include:

[Feedback and Facilitation](#) that jump-starts your business and breaks through human impasses
[Organizational Improvement](#) that aligns structure, business processes and needed change efforts
[Leadership Coaching and Team Development](#) that enforces strengths and refines challenges