



Accelerating Organizational Effectiveness

CORPORATE CLARITY® INSIGHTS

December 2016
Volume 4 - Issue 10

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Where will Kathy be in December?

Welcome to the December 2016 and final 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.

Beginning January 2017 we will be revamping Corporate Clarity® Insights with a new name, format and contents due to a shift in my business. One of the smaller changes will be to move the publication date to the first day of each month, as opposed to the first Monday. A small change, but we have begun to realize that the distribution comes after events in the month have transpired. Stay tuned for updates.

Reflection

I always knew the first Christmas season without my mom would be difficult, I just never realized how much. There is a loneliness and heartache that those going through grief speak about, which I now fully appreciate. Sometimes all you can do is just let the tears flow or exercise whatever safe physical release you choose. Several years ago, my husband and I agreed that the first Christmas without my mom would be spent abroad, replacing the mother-daughter family traditions honed as a child with our love of adventure and connecting with friends. The reality is that as a family Paul and I need to reflect upon and re-imagine this holiday season as a couple and what we want, as well as embrace the adult orphan I have become. While on the one hand it's sad, scary and uncertain, it's also exciting, exhilarating and awe-inspiring. And isn't that what change and transition are all about? You're stepping forward into a new path, a new way of becoming, while at the same time letting go and shedding that which has been.

Accelerating Organizational Effectiveness

Focus on Choices One of the most difficult times for an organization is

Attending the **San Francisco Symphony** holiday event [Rodgers and Hammerstein at the Movies](#) on Friday, Dec 2 at 7:30 pm

Hosting 15 guests at [Pican Restaurant](#) to celebrate Paul's 60th birthday on Sunday, Dec 4 at 6:00 pm (Note: His birthday is technically on 12/5)

Attending the [Financial Women of San Francisco](#) holiday party on Tuesday, Dec 6 at 5:30 pm

Supporting the **Alameda Family Services League** by attending the [Alameda Holiday Home Tour](#) on Saturday, Dec 10

Performing in the **LOPC Church Christmas Concert** on Saturday, Dec 10 at 4:00 pm, and Sunday, Dec 11 at 2:00 and 5:00 pm (Note: These concerts are sold out)

Reveling in the holiday spirit at the performance of [Irving Berlin's White Christmas](#) at the **Golden Gate Theater** on Thursday, Dec 14 at 7:30 pm

Traveling to **England**, specifically **Oxford, The Cotswolds and London**, Dec 16 thru 27

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

In January 2016 Kathy launched her [Managers Discovering Video Series](#). 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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during significant change. The typical work-life as usual, known habits and solid relationships are disrupted amid turmoil and uncertainty. During this time, when all appears to be out of control, the most human response is to want to take back control. This is when leaders get into the most trouble. In that need for control, normal, sane people managers can swing to the extremes of maniacal, despot rulers. Asking and listening are replaced with demands and forceful edicts. When you find yourself in this uncomfortable situation, step back and take a deep breath. Recognize what is causing this abrupt change. Realize that offering choices to others, as opposed to dictates, lets you both take charge. Change your language from "You must . . ." to "You have three choices . . . What do you choose?" When you enable others to reclaim their choice ability, ownership and resulting action return.

Clearing the Fog - Personal Actions for Reclaiming Your Ability to Make Choices

- **Recognize you have choices:** Too often I hear from others that they have no choice in the matter. While this may be so for young children, one of the gifts of adulthood is the ability of choice. Now you may not like the choices, as I daresay could be said for this last political election, but there are always choices. Take the time to understand the full extent of the choices before you.
- **Push back with a time delay:** While there are always time deadlines, many times those "cast in stone" decision points can be delayed. And yes, delaying may impose consequences, but sometimes it is better to delay than to make a decision in haste. When you are feeling overwhelmed with a time crunch, ask yourself what can be delayed. Perhaps re-prioritizing what's important will assist the process.
- **Adjust your attitude:** Have you ever noticed how the same choices you are faced with appear different based on your attitude? You can either wake up to the new day excited about what the future holds or discontent with what lies ahead. It's the same day either way. Why not choose the former? You have the choice here.

December Reading List: [Grit by Angela Duckworth](#)

I was introduced to this book from the **Financial Women of San Francisco** book review group. It's a great read, highly entertaining, and will blow your preconceived notions of why people succeed. Most people believe that success is equated with innate talent and gifts. How often do you hear, "I'm not as good as X because they're better (smarter, faster, etc) than me." Ms. Duckworth belies that notion with facts and unending examples that relentlessly prove that grit, a combination of passion and perseverance, is the winning factor. As Julianna Iran, leader of the FWSF book group, shared, "What most stuck with me when reading *Grit* is that despite all the examples that support hard work, practice and repetition being the main drivers of success, research still shows that people like to believe that successful people are gifted, smarter, or 'special.' Angela Duckworth, the author, says it is because people like to make excuses for themselves when in reality we all have the potential to be great if we had the grit." The book goes on to share how to infuse more grit into your life through the four essential qualities: interest, practice, purpose and hope. Enjoy!

December: Be on the lookout for Tip #12, [Monitor Development Progress](#), from Kathy's monthly video series [Managers Discovering 12 Actionable Tips to Develop Your Direct Reports](#).

Check out my newly released [speaking demo video](#) if you are looking

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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.

Kathy Is a Member of:



 The American Society of Safety Engineers



WATERMARK
women at the top,
making our mark together



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

