



February 2016
Volume 4 - Issue 2

Newsletter Highlights:

Reflection

Accelerating Organizational Effectiveness

Clearing the Fog



Contact Kathy

Welcome to the February 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

Offering a nod to February and writing this before celebrating my 16th wedding anniversary in Fort Bragg, I can't help but ruminate about human relationships. We are bombarded with news that heightens relational divide and human derision toward one another. On the flip side we have at our disposal a plethora of mediums for staying electronically connected. Here's the reality - human relationships require time and attention to cultivate. The more intimate the connection, the more time required to sift through emotional layers to reach mutual understandings and agreements. When we squander our relational time on superficial dribble or mindless technology, we forfeit our innate human need for deeper connections with others. I am not deriding technology, but rather making a plea for personal investment to connect on a deeper emotional level with those close to you. How about this - before sending that email or text, ask yourself would my relationship be better served scheduling a phone call or having an in-person conversation to more deeply connect?

Accelerating Organizational Effectiveness



Where will Kathy be in February?

Celebrating **Superbowl 50** by attending the **San Francisco Symphony** performance of [A Concert of Champions](#) on Thursday, Feb 4 at 8:00 pm

Attending the [2016 Ruby Slippers](#) gala to raise funds for the **Contra Costa Interfaith Housing** on Saturday, Feb 6 from 6:00 - 11:00 pm

Listening to the [Oakland and San Francisco Mayors Economic Forecast](#) on Tuesday, Feb 9 from 7:15 - 10:00 pm

Attending **Alan Weiss' Mentor Summit** Thursday thru Friday, Feb 11 - Feb 12 in Las Vegas with like-minded consultants

Listening to the **Oakland Symphony's** performance of [Notes from Vietnam](#) on Friday, Feb 12 at 8:00 pm

Attending **SEEDS** [Cultivating Common Ground](#) fundraiser on Thursday, Feb 25 from 6:30 - 8:30 pm

Participating in the **Sam Christensen Studio** class [Personal Brand Workshop](#) on Friday thru Monday, Feb 26 - Feb 29

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

Save Time by Having a Conversation: Technology and the use of email or text has its place with activities such as sharing information, scheduling or confirming appointments, or asking a one-off favor, then following up in writing those agreements made. The problem arises when email or text moves beyond a general conveyance of information to human agreements, especially when there are multiple viewpoints to consider. During a project review we were trying to determine how to reduce the time it took to gain agreement on an ongoing document review. The baseline time was one month. According to the people involved, it took multiple emails going back and forth between three different functional stakeholders to gain agreement. And, while the stakeholders changed, the time did not. My recommendation was to schedule a phone call with the necessary people and see how long that took. The resulting time was between 15 and 45 minutes, depending on the amount of changes required. Although it took between one and two weeks to schedule the call, the time saved was at worst two weeks, and at best three. As a leader, when might it be beneficial for you to encourage your people to move beyond email or text and have a conversation to save time?

Clearing the Fog - Personal Actions for Fostering Relationships

- **Carve out time for relationship building:** Be thoughtful and deliberate about scheduling relational time. If you are clear about what the time is to be used for (i.e., getting to know the other person), you will be amazed at what you both can learn from each other and how much easier reaching agreements in the future will be. Be present and mindful during these times. Resist the urge to look at your technology device, rather focus your attention on the other person.
- **Take responsibility for the relationship:** Being in a relationship with others is not always easy. Misunderstandings and disagreements can cloud otherwise congenial partnerships. Before attacking, step back and ask yourself what part did my actions play in this disagreement? Could I have done something differently that might have altered the outcome? While you aren't expected to take full responsibility, acknowledging your part may move the relationship forward.
- **Follow through on agreements:** Regardless of whom you made the agreement with, there is no excuse for not following through. Yes, life happens and you may have to renegotiate agreements. When that happens, take responsibility for alerting the person as to why the change, ask for understanding, and recommend an alternative.

February Reading List:

Extreme Ownership: How U.S. Navy Seals Lead and Win
by Jocko Willink and Leif Babin

Starting 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 me at kathy@clearvisionconsult.com so I can incorporate them into the content.

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Listed as #1 on the New York Times reading list, I finally had the chance to read Extreme Ownership. Written by two Navy Seals who founded a leadership training program after they retired from the military, the book examines their leadership principles learned from combat experience in Iraq. Each principle is presented from a military perspective with vivid scenes drawn from combat experience, and then applied to specific client business situations. And, while in agreement with the principles (who can argue with need for leaders to take ownership, check their egos when needed, resist blaming others, and plan for success?), there wasn't anything new or unique about the principles themselves. I would strongly recommend this book for first-time managers as a leadership primer, along with the book **The First 90 Days**. As for those more advanced in leadership, this might be a bit simplistic, but you will certainly enjoy the military parallels and different contexts presented.

February 15: Be on the lookout for **Tip #2, Identify Strengths and Skill Gaps**, the second installment of Kathy's monthly [Managers Discovering Video Series, 12 Actionable Tips to Develop Your Direct Reports](#).

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:





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

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