



CLEARVISION CONSULTING

Accelerating Organizational Effectiveness

CORPORATE CLARITY® INSIGHTS

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Newsletter Highlights:

Reflection

Accelerating Organizational Effectiveness

Clearing the Fog



Contact Kathy



Welcome to the January 2015 edition of *Corporate Clarity® Insights*. This newsletter is dedicated to the friends, colleagues and clients of Kathy 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, we appreciate your feedback and ideas for improvement.

Reflection

It's January, the time of year for making New Year's resolutions and setting personal, financial and professional goals. But January also affords the opportunity for closure, reflection and reinvention, all of which need to precede effective goal setting. All too often we get caught up in the idea of newness, without recognizing that in order to move forward there is the need to let go. For me, December 2014 was especially poignant, as I retired my certification as a Certified Safety Professional (CSP), a profession and calling that I devoted over 20 years of my life to. Over the years, I've found my focus has shifted from safety management to organizational effectiveness and change management. The shift itself has been rather evolutionary, but the decision to release my certification was quite deliberate. I realized that to move forward and be fully engaged, I needed to let go of a past that was holding me back. As you enter 2015, what's holding you back from being fully engaged and focused? What do you need to say goodbye to in order to make room for something new?

Accelerating Organizational Effectiveness

Letting Go to Re-Engage Yourself and Your People: As you enter 2015 what, as a leader, is holding you back? What is holding your

Where will Kathy be in January?

Attending the Northern California Chapter of the [Veterans of the Battle of the Bulge](#) meeting to commemorate the 70th anniversary of the Battle of the Bulge on Saturday, Jan 10

Spending the Martin Luther King, Jr weekend of Jan 16 - 19 in Fort Bragg, CA at [Cleone Gardens Inn](#) celebrating my 15th wedding anniversary

Recommending that those of you interested in (or currently) speaking consider attending the [National Speakers Association](#) (NSA) meeting for Northern California addressing *Secrets to Building a Successful Speaking Business*, Saturday, Jan 17

Attending the [Berkeley CalPerformance](#) appearance of the Peking Acrobats on Saturday, Jan 24
Trivia: The actor Shaobo Qin in the remake of *Ocean's Eleven* was a member of this troupe!

Attending the [Altrena Playhouse](#) production of *Barefoot in the Park*, Saturday, Jan 31

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

Check out Kathy's twice weekly [Blog](#) posts every Tuesday and Friday. If you have information you would like to share, [let us know](#).

Kathy will share a mid-month white paper with our loyal readers as a special thank you to those who have encouraged these in-depth articles on topics of organizational effectiveness.

people back? Before you roll up your sleeves and talk about the year ahead, take stock of what you need to let go of. Once you determine the "what" that is holding you back, it becomes so much easier to discuss the "how" to move forward. You also shift the conversation from one of heaping on responsibilities, to one of shifting responsibilities. As an example, let's say that what's holding you back as a leader is having more time to focus on the bigger vision or strategy for your team, department or organization. What do you then need to let go of to make this a reality? While the answer will differ, let's take the stance that what you need to let go of or limit is your involvement in the day-to-day running of the business. The actions now become readily apparent; such as spending less time in tactical meetings, delegating more day-to-day decision making, and carving out time in your calendar to focus on higher level strategy alignment. The point here is, instead of starting the conversation this year with "What new projects or work are we going to take on?", start with the question, "What are we going to let go of this year to be more efficient and effective?" If you are serious in your effort, you will notice a perceptible response and relief from your people. Their involvement in creatively identifying ways to make room for the future will re-engage both them and you.

Clearing the Fog - Personal Actions for Effectiveness

Personal Actions for Letting Go and Making Room for Change:

- **Cull Your Books and Magazine Subscriptions:** One of the best ways to make room for personal change and growth is to broaden what you spend time reading. If you focus on reading the same material or, worse yet, never recycle your reading material, then the introduction of new ideas and thoughts gets stymied. Use a website like [Paperbackswap](#) to recycle your reading material and obtain new material. Another idea is to review your magazine subscriptions. Is there one you could stop, while starting another that will give you a different perspective?
- **Become More Conscious of Time Spent:** Keep a daily log for two weeks of how you spend your time. Write everything down in this log to accurately capture where your time is going. After that two week period, you can now be ruthless about where you actually want to spend your time and what it will take to make this happen. You can also use this tracking method for food consumed, exercise, or other types of activities.
- **Eliminate All or Nothing Thinking:** Whatever you determine you want to improve upon, erase the notion of perfection. All of us are human and need to periodically pick ourselves up from the proverbial floor. Whatever you do, reflect on the progress you make and not the achievement of perfection. Give yourself permission to be successful by acknowledging the small steps of improvement, and eliminate the all or nothing thinking from your mindset.

A Year with Peter Drucker: 52 Weeks of Coaching for Leadership Effectiveness by Joseph A. Maciariello. One of my gifts for Christmas 2014, from my mother no less, was this book. She read the [Wall Street Journal](#)'s review and decided that every business owner could use a weekly dose of Peter Drucker wisdom. While looking

Kathy has a new
Twitter handle!
[@hart4clrvision](https://twitter.com/hart4clrvision)

forward to my journey this year through Drucker's mentoring wisdom, I realized that one of my New Year's goals is to rekindle my love of reading in a more disciplined manner. To that end, each month in this newsletter I will share the latest business and fun books that I have read from the previous month. My fun reads are typically historical whodunits, such as Elizabeth Peters' series on [Amelia Peabody \(Egyptian archeologist\)](#) or Michael Jeck's [Knights Templar](#) series, but this year I have decided to broaden my palate in this area as well. So stay tuned for next month's selection . . .

BLOG

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.

WEBSITE

Kathy Hart
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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.

ClearVision Consulting does not share, sell or exchange our email listings.

Kathy Is a Member of:



 The American Society of Safety Engineers



IMC USA
Institute of Management Consultants USA



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:

Strategic Planning that jump-starts strategic thinking and long-term planning

Organizational Improvement that identifies efficiencies and increases the speed of execution

Leadership Coaching and Team Development that boosts leader and team performance