



Accelerating Organizational Effectiveness

CORPORATE CLARITY® INSIGHTS

June 2016
Volume 4 - Issue 6

Newsletter Highlights:

[Reflection](#)

[Accelerating Organizational Effectiveness](#)

[Clearing the Fog](#)



[Contact Kathy](#)



Where will Kathy be in June?

Welcome to the June 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

Two events coincided for me the last few weeks - one personal and the other public - which made me realize the fragility of life and the importance of contributing our gifts and talents. From a personal perspective, my mother fell and broke her hip. As she hovered at death's door due to post surgery complications, I pondered the essence of what she stood for. This high school teacher who had pushed the boundaries of learning by championing that all students, regardless of learning capability, should be afforded the opportunity of access to quality education and encouraged to believe in themselves to contribute. On a more public note, Mohammed Ali dominated with his prowess in the boxing ring, but more importantly upheld his indomitable beliefs as a conscientious objector in the judicial court system. And while the world mourns Ali's passing, my mother was able to deflect death's grip for a while longer. Each of us has amazing gifts and talents to contribute. Life is too fragile and short-lived to hide them under a bushel. How will you make your mark on the world? NOW is a good time to start!

Accelerating Organizational Effectiveness

Discover Your Direct Report's Hidden Talents: There is quite a lot of information out there regarding the importance of tapping into people's passions and talents. However, I would contend that organizations in general and managers specifically get blindsided by overt vs covert talents. It is relatively easy to discover what people have to immediately contribute to the business. It takes time and energy to unearth talents that have been masked for whatever reasons. This realization became evident to me when I

Supporting the great work of [Oakland's Fairyland](#) at their gala on Thursday, June 2

Speaking at the [Oakland EBAY2 Walnut Creek Trustegrity](#) on Tuesday, June 7 on the topic of group performance

Traveling June 24 - 26 to Atlanta to speak on safety performance and coaching at the [ASSE PDC Pre Conference](#)

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.

Connect via
Twitter!
[@hart4clrvision](https://twitter.com/hart4clrvision)

BLOG

WEBSITE



witnessed first-hand the transformation of a person, known for highly analytical skills, who became the spokesperson for women engineers. When asked what brought about the transformation, she replied, "My manager seeing something in me that I didn't know I possessed. He spotted my hidden talents of leadership, took a chance on me, and coached me to successfully lead a cross-functional team." What hidden talents do your direct reports have that you're not bringing to the forefront?

Clearing the Fog - Personal Actions for Discovering Your Hidden Talents

- **Take on Projects Outside Your Comfort Zone:** You know where your comfort zone lies; those projects where you feel comfortable and know you can be successful, often without too much effort. It's easy to get stuck in a rut and put out less effort for the same adulation and praise. Challenge yourself by identifying a project or activity that you can take on outside of your comfort zone. Go after something that does not have a certainty for success, and discover your hidden talents.
- **Ask Others What Your Talents Are:** Friends, colleagues, and bosses often see talents that you wouldn't have acknowledged. Elicit the insights of others to discern what hidden talents may not be readily apparent to you.
Attend a Class or Workshop You Wouldn't Normally Go To: Check out courses offered by your company, professional association or community that you wouldn't typically attend. As an example, I attended a bartender's course early in my career. I wasn't planning on becoming a bartender, but thought it might be interesting. What I learned is that I have a special skill in drawing people out, as well as imagining flavors that will blend well together. What can you discover about yourself?

June Reading List:

Managing Transitions: Making the Most of Change
by William Bridges (3rd edition)

Introduced to this book early in my career, it is a favorite go-to in understanding the stages of transition people traverse while adapting to change. And while it focuses primarily on workplace changes, it is also applicable for any type of life changes people may encounter. The newly revised 3rd edition has additional examples and stories, as well as more information on how to support people through each phase of transition. Whether you are engaged as a change agent, change consultant, or just recognize you are on the journey of change (that's everyone), you'll find lots of useful information here.

June: Be on the lookout for Tip #6, *Obtain Feedback*, the sixth release in Kathy's monthly video series [Managers Discovering 12 Actionable Tips to Develop Your Direct Reports](#).

Looking for a nationally recognized speaker on the topics of leadership, culture, team performance or change? Check out my newly released [speaking demo video](#), 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.



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

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



WATER MARK
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