



*Accelerating Organizational Effectiveness*

CORPORATE CLARITY® INSIGHTS

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February 2015  
Volume 3 - Issue 2

### Newsletter Highlights:

#### Reflection

#### Accelerating Organizational Effectiveness

#### Clearing the Fog



#### Contact Kathy



Where will Kathy be in February?

Dear Kathy,

Welcome to the February 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*

February has always been a special month for me, partly because it's my natal month, but mainly because it's a celebration of human enjoyment. It starts with Super Bowl Sunday, transitions into Valentine's Day, and ends with Fat Tuesday or Mardi Gras. Three separate occasions to throw caution to the wind, indulge the appetites, and join with fellow revelers. It's a time when we can celebrate our common core of humanity, just cut loose, and have some fun. So, regardless of your sport affinity, love quotient or religious affiliation, take some time in February to celebrate *joie de vivre*.

#### *Accelerating Organizational Effectiveness*

**Injecting the Fun at Work:** While fun at work may seem to be the classic oxymoron, it's essential for keeping people engaged, motivated and, well, just plain happy. I remember leading a project team many years ago, and realizing that what was holding us back from reaching our full potential was fun with a capital 'F.' After sharing my concern, the team decided to take on the fun factor. As their leader I would keep my focus trained on ensuring our team hit its targets, but it was the missing fun link that kept everyone energized. Some of the activities that the team instituted:

Attending the [Diablo Ballet](#) production of "Enticing Beauty" on Friday, Feb 6

Attending the program of "Music and the Human Spirit" with features guest Vijay Gupta at the [Lafayette Orinda Presbyterian Church](#) on Sunday, Feb 8

Teaching two classes, one on coaching and the other on decision making, at the [ASSE SeminarFest](#) in Las Vegas, Tuesday -Wednesday, Feb 10 - 11

Attending the [Mayor's Economic Forecast](#) at the Oakland Convention Center on Thursday, Feb 19

Attending the [Oakland East Bay Symphony](#) performance of Haydn & Jazz on Friday, Feb 20

Volunteering and attending the [Lead On: Watermark Silicon Valley Conference for Women](#) on Tuesday, Feb 24

- *Specialty lunches* - During working lunch meetings, instead of the same old eating places frequented, we each selected our favorite ethnic meal choice and experimented with trying different dishes.
- *Ice breakers (project related)* - While not a fan of generalized ice breakers, I do believe they can serve a purpose related to deeper team understanding when project oriented. As an example, our team decided we needed deeper knowledge of each person's strengths to help pair people up. The first few meetings would include a question that revealed some unique characteristic about each person.
- *Department field trips* - As part of a cross-functional understanding, the team took field trips to different offices, getting familiar with the needs of those specific areas. Depending on the office visited, there was typically a before- or after-work activity incorporated.
- *Rock star salute* - Early on each team member identified a personal hand gesture that resonated success for them. For some it was a high five action, for others it was a fist bump. Whatever the sign, we knew immediately when someone on the team scored a victory or completed an assigned task.
- *Project mascot* - Not sure how it started, but at one meeting the team decided we needed a mascot and ever after we always had a small rubber duck at the center of our project discussions. People took turns bringing in their favorite design. Mine was always the devil duck.

## 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.

Kathy has a new  
Twitter handle!  
[@hart4clrvision](#)

## Clearing the Fog - Personal Actions for Injecting a Fun Factor

- **Find a friend who helps you laugh:** One of the reasons I fell in love with my husband is his dry sense of humor. I don't care how tough or challenging life gets; he always seems to find the underlying humor. Whether it is a partner, close friend or work buddy, find someone who can tickle your funny bone. A good laugh puts everything in its proper perspective.
- **Treat yourself with a reward:** Whatever the task or goal, identify how you are going to treat yourself once it is completed. As an example, I will schedule a pedicure or massage after I have completed an especially tough project assignment. My husband celebrates completed home projects with a long bathtub soak.
- **Indulge in a matinee movie or other decadent activities:** Identify self-indulgent activities and allow yourself the opportunity to partake when you need a fun break. As an example, going to a matinee movie during mid-week is the height of decadence for me. Another example is meeting a colleague for afternoon tea at a favorite teahouse.

### January Reading List:

#### *Infiltration Marketing* by Don Debelak

Though written with the small business market in mind, *Infiltration Marketing* can be applied to any size company. The concepts presented are also useful for those internal support departments within a larger organization that need to understand their internal client. Rather than a hardcore marketing approach of pushing out manipulative messages, this book shifts the focus to building mutually

## WEBSITE



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beneficial client partnerships by taking an active role in their world. To stand out, businesses must provide ongoing value both in action and content messaging that aligns with their clients' goals. The book is jam-packed with specific examples of how to increase direct and indirect customer service activities by selling less and listening more.

### ***Seabiscuit*** by Laura Hillenbrand

Having long been on my reading list, what an enjoyable adventure. I personally loved the exquisite character development of the horse Seabiscuit, along with the owner, trainer and jockey. One of the more moving elements was the setting of the Great Depression, and how the exploits of Seabiscuit provided a universal message of hope and encouragement to a society coping with harsh economic realities.

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.

**Kathy Hart**

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:**



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:

[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

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