



Accelerating Organizational Effectiveness

CORPORATE CLARITY® INSIGHTS

November 2015
Volume 3 - Issue 11

Newsletter Highlights:

Reflection

Accelerating Organizational Effectiveness

Clearing the Fog



Contact Kathy



Welcome to the November 2015 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 occurred this past week that collided in significance for me. The first was the celebration of All Hallows Eve or in the vernacular, Halloween. Adults and children of all ages donned their favorite character or persona and celebrated with parties and trick-or-treating activities. The second was the election of Paul Ryan as Speaker of the House. Regardless of political affiliation, the importance was not the election of the position but rather the stand Mr. Ryan took to embody his personal and professional values. Before the election Mr. Ryan made it a condition of acceptance that he would step forward as a candidate only if he had more latitude in decision-making, less travel time away from his family, and party unification. Every day leaders don masks of some form to embody their public persona and navigate the multiple roles they are expected to play within organizational environments. The question is, how do you align your public and private personas? What are your non-negotiable values? How and when do you reveal your true self and embody those values that make you human and authentic to those around you and that you will be interacting with?

Accelerating Organizational Effectiveness

Being an Authentic Leader: What does it mean to be an authentic leader? There are extensive libraries devoted to the topic of authentic

Where will Kathy be in November?

Attending the **Altarena Playhouse** performance of [Nonsense](#) on Saturday, Nov 7 at 8:00 pm

Presenting a Salon on [Miraculous Tips for Meeting Facilitation](#) for the **Northern California National Speaker's Association** on Thursday, Nov 12 from 6:00 - 8:00 pm

Attending the **Oakland East Bay Symphony** concert [Lost Romantics](#) and a pre-concert event at **Ozumo** sponsored by **Oakland Rotary #3**. If interested in attending the pre-event, send me an email at info@clearvisionconsult.com

Joining the women of **Watermark** for their annual [Make Your Mark Awards Ceremony](#) on Tuesday, Nov 17 from 6:00 - 9:00 pm

Performing at LOPC's [Thanksgiving Eve](#) service on Wednesday, Nov 25 at 7:00 pm

leadership. However, the most enduring and simple trait that I have found is the phrase "walk the talk." Literally this means that your actions must unequivocally mirror and match that which comes out of your mouth. There are a couple of implicit understandings here:

- **Listen more than you talk.** It costs nothing to listen, and the benefits reaped from doing so are exhaustive. People want to follow leaders who listen to them and are genuinely interested in what they have to contribute. Listening also keeps you out of hot water. It also helps temper inadvertent outbursts or "off the cuff" remarks that may seem of no consequence, but may ultimately misalign with your actual actions.
- **Watch your language.** Be very clear in the words and setting expectations of what you will and will not do. Do not make promises or even hint at future possible actions unless you are certain you can follow through. As an example, if you are asking for people's opinions, clarify how you will use this information. Maybe it is to inform your final decision or maybe it is to understand multiple perspectives. Whatever the reason, be explicit.
- **Follow through on what you say you will do.** Whether it is a hallway chat or formal meeting, always do what you say you will do. If you have troubles remembering what you promised, then write it down in either paper or electronic format. Forgetting here is not an option. If you don't think you will remember, then either don't make the promise or ask the other person to assist in reminding you.

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

Clearing the Fog - Personal Actions for Being Authentically You

Check out Kathy's [Blog](#) posts. 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.

Connect via
Twitter!
[@hart4clrvision](#)

- **Discern your values:** What are your personal non-negotiable values? Each person is slightly different regarding what's important to them and what they are willing to tolerate. Determining your values lays the foundation for all other aspects of your life: your sense of purpose, type of company to work for or with, personal and professional relationships, etc. If you have not recently examined your values, Google "values" and review the list that appears, then thoughtfully consider what's most important to you and narrow your criteria down to three to five top ones.
- **Learn How Others Perceive You:** Outreach to others (people you know, like and trust) to learn how they regard you and what they think of you. What words do they use to describe you? What is the persona that you portray to them? Don't get too caught up in the "but I don't do that" type of language. This is how other people perceive you, and you want them to be honest in their appraisal. If you don't like the persona, you can do something about it. However, you have to know upfront what others think before you can take action.
- **Align Your Values, Persona and Brand:** Brand is simply the amplification of the person you want to be known for. The question is not whether you have a brand, but rather does the brand you personify by your daily actions embody the person you want to be known for? This is your opportunity to evaluate alignment between your core values and how others perceive

WEBSITE



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

November Reading List:

Delivering Happiness: A Path to Profits, Passion and Purpose by *Tony Hsieh*

With Mr. Hsieh's announcement to shift the management of his company Zappos to a holacracy model and subsequent follow through on this endeavor, I have been interested in learning more about him as a person and his journey as a CEO. This book provided that more intimate and behind-the-scenes examination of him, his background, and the decision points along his career journey. While certainly a quick read, I found myself not simply focusing on his character, but also on my own life story. What significant events have made me who I am today? What am I willing to let go of so that I can have more of what is important to me? At what choice points may I have settled, and what can I learn from those situations? Read this book with the understanding that you will not only learn about Zappos and its CEO Tony Hsieh, but perhaps find some personal insights of your own.

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

© 2015, Kathy Hart. All rights reserved.

NEWSLETTER SUBTITLE



This email was sent to info@clearvisionconsult.com by kathy@clearvisionconsult.com | [Update Profile/Email Address](#) | Rapid removal with [SafeUnsubscribe™](#) | [About our service provider](#).



ClearVision Consulting, Inc | 1501 8th Street | Alameda | CA | 94501