



Accelerating Organizational Effectiveness

CORPORATE CLARITY® INSIGHTS

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March 2016
Volume 4 - Issue 3

Newsletter Highlights:

Reflection

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Clearing the Fog



Contact Kathy



Welcome to the March 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

I recently returned from an intensive four-day class on personal branding taught by Sam Christensen, of [Sam Christensen Studios](#). This was one of the most powerful sessions I have attended, helping me to align the dual perspectives of who I am with how others perceive me. While intended for performers who make their living bringing characters to life through their individual personas, it was invaluable to those of us who make our living working with and influencing others. What I found so fascinating is that, while many of us try to hide behind the persona we feel necessary to succeed in the workplace, the edge that really distinguishes us and contributes to success emerges when we are comfortable with our true authentic self. As Sam shared, Keanu Reeves may not be the best actor in the world, but he is one of the highest paid because he uses his authentic self of the "luck-meister" in all the movie roles he accepts. As a leader, how well do you understand your authentic self? How do you use that knowledge to its fullest to make decisions for your career and your organization's success?

Accelerating Organizational Effectiveness

High Performing Teams Excel in Clarifying Individual Authenticity: Groups of people meeting together to accomplish a task or group of

Where will Kathy be in March?

Speaking at the [Northern California RUG \(Regional Users Group\)](#) meeting at Cisco Headquarters on the topic *The Change Game; Listening Trumps Telling Every Time*, Wednesday, March 9th

Attending [Oakland Rotary #3 OAKTown Gala](#) at the Paramount Theater. The money raised supports the many worthy local and global Rotary projects, such as the Saroni/Lena Scholarships, Business Enterprise Institute, and transitional kindergarten programs. Saturday, March 12th

Participating in [Alan Weiss' Consulting Convention](#) being held in Los Angeles, March 16 - 18

Listening to the **Oakland Symphony's** program [Beethoven's Choice](#) on Friday, March 18 at 8:00 pm

Participating in the **Girls Inc of the Island City** [Hats Off to Women Who Dare](#) gala fundraiser on Saturday, March 19 at 11:00 am

Attending [Contra Costa County Commission on Women](#), *Women's Hall of Fame* event on Thursday, March 24 at 5:30 pm

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.

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tasks are at one end of the spectrum, with high performing teams at the other end. One distinction that separates the two is how intimately people on the team know each other and apply that knowledge to work more effectively together. Simplistic assessments like DISC, MBTI or others can certainly be a way to move past the initial "get to know you better" stage. However, focusing time on how people see each other, warts and all, and discussing how to make the best use of individual skills, talents and behaviors that people bring into their work can rapidly transform a team. How much time are you spending with your team to more deeply and intimately connect? Use this quick exercise - Have the team pair up and share with each other what they think the person's strengths and challenges are. Discuss where alignment exists and doesn't. Debrief what was learned to make the team even more effective.

Clearing the Fog - Personal Actions for Discovering Your Authentic Self

- **Ask for Insights from Family and Friends:** Ask friends and family what words they would use to describe you. These are people who know you well. They may already have shorthand names that describe you. For instance, my husband jokes that I'm "the planner" in the family and I've just accepted it without really digging deeper. Believe me, when I came back from the class, I asked and learned what he actually meant. It was very enlightening.
- **Find Words that Describe You:** Spend some quiet time listing the key words that describe you. Don't focus on buzz words, but rather what makes you, well, you! Once you have this listing, group them into categories, and be sure to include include the words you heard from family and friends.
- **Integrate Descriptive Words In Your Conversations:** Identify the descriptive words you want to use to share your authentic self with others. Make it a habit to share this information early, helping people to get to know you better. As an example, pretty early on in a conversation I will share that I am very direct and will at times be directive. It's who I am, and knowing this upfront prepares people when they work with me. I also ask others what I should know about them to deepen the relationship.

March Reading List:

Decisive by Chip and Dan Heath

This is a solidly researched book that explores how and why people make decisions. It alludes to people's shortcomings related to bias, irrationalities, overconfidence, and distractions. It short, as the Heath brothers explain, the human brain is flawed and actions need to be taken to disrupt tunnel thinking. They suggest an acronym of WRAP to recalibrate your thinking:

- **W - Widen Your Options** to consider multiple alternatives
- **R - Reality-Test Your Assumptions**, such as considering the opposite choices, or looking at the decision from different perspectives
- **A - Attain Distance Before Deciding**, such as delaying impulse purchases and honoring core priorities
- **P - Prepare to Be Wrong.** Know that sometimes your decisions

made with the best of intentions may be wrong. Have a Plan B in place and be ready to admit the decision didn't meet expectations.

March 21: Be on the lookout for [Tip #3, Recommend Learning Opportunities](#), the third release in Kathy's monthly video series [Managers Discovering 12 Actionable Tips to Develop Your Direct Reports](#).

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



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