



# CLEARVISION CONSULTING

*Accelerating Organizational Effectiveness*

CORPORATE CLARITY® INSIGHTS



May 2016  
Volume 4 - Issue 5

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Where will Kathy be in May?

Welcome to the May 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

My family and I recently returned from a one week vacation at [The Club, Barbados](#). It was one of the first times we did minimal sightseeing, instead spending our time getting caught up on the three R's: reading, relaxing, and reflecting. Being at the ocean we did take advantage of the water sports. Our first snorkeling excursion proved a bit eventful. We swam out in shallow water and immediately got caught in a coral reef. The instinct was to panic and stand up, which would have resulted in lots of scrapes to our legs and ankles. We instead remained calm, assumed a prone position, kicked with minimal leg movement and vigilantly looked for breaks in the coral to swim through. We later learned there was a location further along the beach to avoid the coral reef altogether. Our lesson? Ask those who are familiar with the area about unseen dangers before embarking on the journey. Isn't this a truism not just for swimming, but for life? Take the time to talk with others more knowledgeable about a location, procedure or experience. It will save you consternation, time and maybe even your life.

### Accelerating Organizational Effectiveness

**Seek out Mentors, Coaches and Champions:** During a recent working session with a group of middle managers we were discussing the differences between mentors, coaches and champions. These distinctions are important to recognize when you want to advance within an organization. And while one person, such as a direct boss, may fulfill all three roles, it's much more likely that you will need to identify multiple people to serve these

Supporting the great work of the [Center for Elders Independence](#) at their gala on Thursday, May 5

Joining the supporters of the [Oakland Symphony Youth Orchestra](#) at their gala on Saturday, May 7

Attending her nephew Nathan Beadleston's high school graduation on May 10

Attending the [Bay Area Biotech Forum](#) on Wednesday, May 18 from 7:30 - 10:00 am at the Marriott Marquis in San Francisco

Joining friends at the [Altarena Playhouse](#) production of *The Light in the Piazza* on Saturday, May 21

Attending the [Association for Corporate Growth San Francisco](#) meeting on the topic *Recent Food and Beverage Company Exits* on Wednesday, May 25 from 5:30 - 7:30 pm

Speaking at [LOPC Church](#) on the topic *New Beginnings: Preparing For and Coping with Significant Life Changes* Sunday, May 29 from 9:45 - 10:45 am

## 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](mailto:kathy@clearvisionconsult.com) so she can incorporate them into the content.

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important functions for your own career advancement.

**Mentors:** People who have some advanced experience and can provide insights into how they approached a certain problem or situation. The learning is from their triumphs and mistakes.

**Coaches:** Individuals with an expert set of skills. They can observe your actions and provide direct feedback as to what to do differently and how to continuously improve.

**Champions:** Individuals who know your strengths and are willing to speak out on your behalf to others.

## Clearing the Fog - Personal Actions for Involving Others

- **Be Willing to Ask for Help:** I believe there are two kinds of people; those who are comfortable asking for help and those who are not. The ability to reach out for assistance appears to cut across gender, age and other demographics. Where do you fall in? If you are in the latter, reflect on why it is so uncomfortable to ask for help. Take steps to overcome this affliction, realizing that those who do ask have a much easier time navigating the journey and being known by others.
- **Prepare Your Champion:** Once you identify someone to champion you (or an initiative), take the time to prepare them. Let them know the specifics of what you have accomplished, clarify your strengths, and share what future positions you are interested in. If you don't provide them with tangible data, how can they help you stand out from the crowd?
- **Schedule Meetings with Senior Leaders:** Everyone's schedule is busy. So get over it. Take time to schedule 1:1 meetings with those in positions senior to your own. Get on people's radar as to who you are, what you have to offer, and what value-add you bring to the company. If you don't, who will?

### May Reading List:

[Who's Got Your Back: How to Design, Implement, Evaluate and Improve Your Business by Measuring and Engaging Human Performance](#) by Alan Weiss and Omar Khan

What's the difference between activities versus output? What yardsticks are you using to measure the performance of your most valuable resource - people? And how do you know that what you are measuring is actually linked directly to the success of your business? These and so many more answers are addressed in this book. It's a quick read, sharing relevant examples from a broad-spectrum of industries, and cuts to the heart of the human performance dilemma that so many companies are grappling with. How to re-focus on the human performance element when technology is the latest fad? The reality is that people are not going away and, if company leaders fail to fully integrate the two, they are missing out on the next major cultural revolution - the shift from the knowledge worker to the customer-centric worker.

**May 23:** Be on the lookout for Tip #5, *Support Learning a New Skill*, the fifth 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.

For those of you who read this newsletter on an ongoing basis you will realize it's coming out late this month. Our typical schedule is to

## BLOG

## WEBSITE



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

deliver its contents the first Monday of the month. Due to family concerns that didn't happen. My regrets for any inconvenience, and for that reason I am offering the following gift. Send your name and complete physical address to [kathy@clearvisionconsult.com](mailto:kathy@clearvisionconsult.com) and I will mail you the following book *The Language of Success: The Confidence and Ability to Say What You Mean and Mean What You Say in Business and Life* by Kim Wilkerson and Alan Weiss . The content of the book was reviewed in our [April newsletter](#). There are no hidden charges. It is my way of saying THANK YOU for being a loyal reader. This offer is good until the end of May 2016.

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

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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.

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### Kathy Is a Member of:



 The American Society of Safety Engineers



WATERMARK  
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

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