

Exploring New Pathways

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Welcome back! We like to approach the "back to school" period with plenty of good resolutions, so like last year, we are offering 10 subscribers **2 free coaching sessions** to help you get your great resolutions well underway! Sign up before October 15th by e-mailing info@intoaction.eu

On our side, we have been very busy this summer, working on our new website, which will be launched very shortly. Stay tuned!!

We are starting off our fall newsletter series with an anecdote we thought might be particularly relevant for you and your organization today.

Are You Leading the Change or is the Change Leading You?

Following an important restructuring, my client, John, is now heading up a newly merged franchise. In speaking with John, he expressed concern about how he was going to achieve the ambitious results that were expected of him. The restructuring has had a significant impact on his team, leaving them frustrated and demotivated, as they saw a number of their colleagues leave the company. It was clear to him that the achievement of results would be contingent on a stronger engagement and a higher level of performance from his team. John was asking himself the questions so many leaders are currently wrestling with:

- How do I motivate my team to achieve higher levels of performance?
- How do I rebuild trust in and loyalty to the organization?
- How can I engage my team and move forward with the transition?
- What will my role be to help the organization to change and move forward?

I reminded John of the first rule of leadership in a situation of change: Leaders are not able or expected to achieve results alone. The complexities of today's business environment have created dynamics that force successful leaders to recognize that they will need the full contribution of their team to succeed. Leaders cannot, realistically, have all the answers. On the contrary, they must learn to empower individuals to find their own solutions, thereby generating creativity, commitment, accountability, and initiative, all ingredients for a successful transition. In addition, individuals who are given the possibility to contribute in this way, are more likely to give their best and stay with an organization. A transformational leader is able to deploy the tools and skills necessary to catalyze commitment and mobilize individuals to achieve extraordinary results.

Although change is everywhere around us, it continues to be one of the biggest challenges for leaders.

According to the Harvard Business Review, 70% of change initiatives fail.

The bad news is that these high-impact transformations tend to be highly visible, with no room for failure.

The inability to get a team motivated around a change initiative is the number one reason why organizational change fails.

The task of motivating teams in a post-recession environment is even more challenging as individuals are questioning their job security and company loyalty, and are feeling scared and mistrustful. This creates a lot of pressure for organizations as they seek higher levels of performance, rapid change, and fast results to emerge from the economic slowdown.

In our next newsletter, we will be sending you our free report:

The Top 9 Mistakes when Engaging Others to Achieve Change

In this report, we review each of the main mistakes made by Leaders of Change, and provide ready-to-use tips that can be immediately applied in the work environment. By avoiding these mistakes, leaders can make a real, long-term difference in organizational transitions by fostering the necessary engagement and initiative in others, and empowering them to achieve extraordinary results.

You are receiving this email because we have had a connection over the years. If you wish to Unsubscribe, please see the link at the bottom of this email.

The concept behind this newsletter is an invitation for you to explore new ways of thinking, new perspectives, and new behaviors, so as to increase your personal effectiveness. The themes we have selected are commonly addressed topics in coaching. We have chosen them carefully and are eager to share them with you, in the hopes you will find them both thought-provoking and valuable.

Warmly,

Céline Brillet

Top 8 reasons to partner up with a coach

1. You want to make yourself a priority.
2. You feel stuck.
3. You want to build on your strengths.
4. You want to reach your goals more effortlessly.
5. You need a neutral sounding board to bounce ideas off.
6. You are facing a stretch challenge.
7. You have an important decision to make.
8. You are ready to move to the next level.

intoaction intoaction works with Leaders of Change worldwide who are committed to making a lasting difference in their approach to leading others through transitions.

<http://www.intoaction.eu/>



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