

Exploring new pathways



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intoAction

intoAction helps
Executives and
Entrepreneurs achieve
their desired results
through individual and
team coaching, as well
as through workshops
devoted to developing
leadership skills,
managing change
successfully, and
enhancing team
effectiveness.

To make one kilo of honey, bees have to visit 4 million flowers, traveling a distance equal to circling the earth four times. *Are we acknowledging the contribution of those around us?*

Acknowledge others

Acknowledging does not limit itself to an action that an individual has performed; it goes one step further, looking at who that person is being when they perform that action. Acknowledging also focuses exclusively on the individual who is receiving the comment, not on the person making the observation.

The true meaning of acknowledging is best explained by comparing it to complimenting. Complimenting: "I enjoyed listening to your interview as the answers you gave touched on themes I could clearly identify with." Acknowledging: "I enjoyed your interview. Your authenticity and enthusiasm enabled you to show the value you place on people." Here, the acknowledging recognizes the strengths, uniqueness, and values of the individual.

We have beliefs that prevent us from acknowledging others in the workplace: risk of getting too personal, being perceived as too nice, making a comment

that will go to the recipient's head, or wasting energy/time, as the recipient will be indifferent to the observation.

Sincere acknowledging creates a noticeable impact on the recipient, one that can be both seen and felt. It can be a building block for trusting and authentic relationships. It can also encourage the positive behavior necessary to yield impactful results.

How do you feel when you are acknowledged? What holds you back from acknowledging others? What might be the impact of creating a culture of acknowledging?

My invitation is:

- This week, spend 20 seconds acknowledging one individual.
- Be completely genuine and timely in your acknowledgement.
- Speak directly to the talent, values, and impact you have observed.

Top 7 reasons to partner up with a coach

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

Leadership in Crises

Mr. Daniel NAOR (Senior VP Frito-Lay) believes that during crises, it is primordial to be transparent. Employees might not be happy with the impact of a crisis, ie. cutting back/delaying products or projects. They will, however, be more understanding if they know where you are coming from as a leader. There is no reason to hide the truth from them.