



Fueling the Recovery

Fueling the Change



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Agenda

- Audacity of HOPE
- Authentic Leadership
- Change Is Good
- Q & A

Key Definitions

➤ **Audacity**

- ✓ Daring spirit, resolution or confidence; venturesome
- ✓ Shameless boldness
- ✓ Bold or insolent heedlessness of restraints, as of those imposed by...

➤ **Synonyms:**

- ✓ Nerve, spunk, grit
- ✓ Heart

➤ **Hope**

- ✓ To wish for something with expectation of it's fulfillment
- ✓ To look forward to with confidence and trust

The Audacity of Hope

➤ The audacity to:

- ✓ **H**ave a big goal
- ✓ **O**vercome failure
- ✓ **P**erceive the best in every situation
- ✓ **E**xpect to receive

The Audacity of Hope

➤ The audacity to:

✓ Have a big vision

- Dreams lead to goals
- Goals lead to activities
- Activities lead to results

The Audacity of Hope

➤ The audacity to:

✓ Overcome failure

The Audacity of Hope

➤ The audacity to:

- ✓ Perceive the best in every situation
 - You have to say it to see it
 - You have to see it to believe it
 - You have to believe it to receive it

The Audacity of Hope

➤ **The audacity to:**

✓ **Expect to receive**

Audacity of Hope



Authentic Leadership

Authentic Leadership - Key Definitions

➤ Insanity:

- ✓ Doing the same thing and expecting different results

➤ Authentic:

- ✓ True to one's own personality, spirit, or character; genuine; bona fide

➤ Leader:

- ✓ A person who has influence

Recognize Who You Really Are

- Obtain an assessment
- Gain awareness
- Identify your strengths
 - ✓ Talent (natural and innate) + Knowledge + Skills
- Align with your core values
 - ✓ What's most important to you in life
- See yourself in your maximized state of being

What is my natural selling style?

- A talent can be a recurring pattern of behavior
- A behavioral strength is the ability to provide consistent, near-perfect performance by conducting yourself or communicating in a specific manner
- Selling is a form of communication used to gain buy-in or acceptance of ideas, products, services, etc.
- Your natural behavioral style governs your approach to communicating and your “selling style”
- To obtain a job or a promotion, you must know and develop your “selling style” to fit your audience

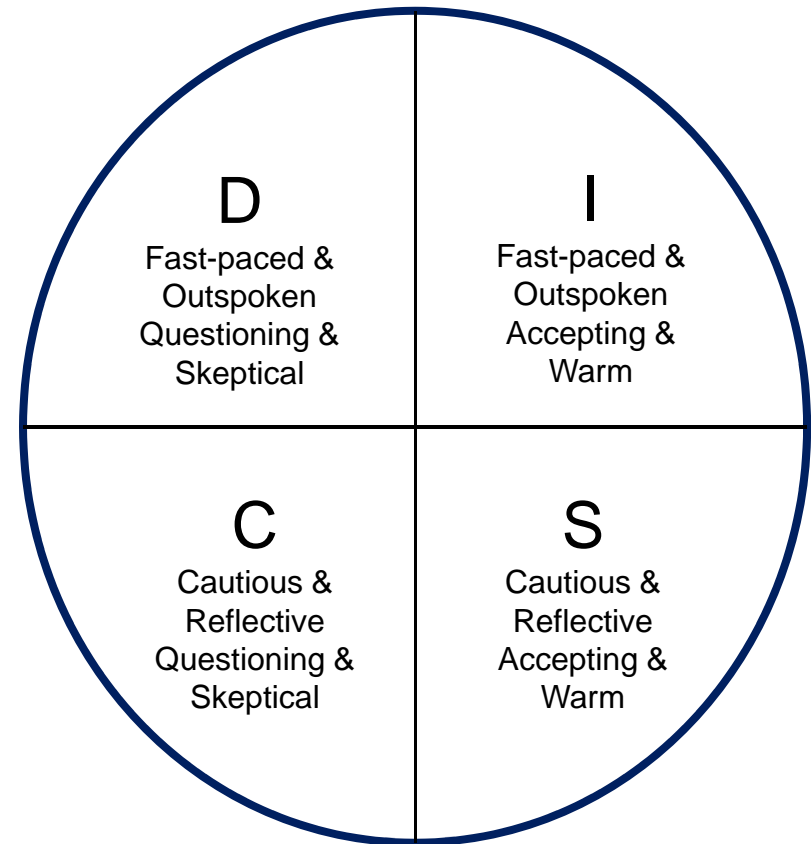


How do I determine my natural selling style?

- **DiSC** is a behavioral assessment used to determine your behavioral strengths and determine your natural “selling style”
 - ✓ **D** – Seeks fast-paced, change-oriented environments; thrives in results-driven organizations and situations
 - ✓ **i** – Seeks fast-paced, change-oriented environments; thrives in people-oriented organizations or situations the require connections with others
 - ✓ **S** – Seeks stable work environments; thrives in organizations that provide a mix of routine work and constant contact with people
 - ✓ **C** – Seeks stable stable work environments; thrives in organizations that value consistency, accuracy, and attention to details

How do I determine the “buying style” of my boss or hiring manager?

- Does your boss tend to be more “fast-paced and outspoken” or “cautious and reflective” in his/her management style?
- Does your boss tend to be more “questioning and skeptical” or “accepting and warm” when dealing with people?
- Combine the answers to the questions above to determine the “buying style” of your boss or hiring manager.



Brand & Differentiation

Positioning Yourself by Differentiating Yourself

- Be distinct or risk being extinct
- Branding is about differentiating yourself
- Getting people to see the difference is marketing
- Getting people to pay for the difference is selling
- Leaders do common things uncommonly well

Adapt Not Adopt

- Adapt: to bring one thing in correspondence or in harmony with another
- Adopt: accepting something created by another or foreign to one's nature (forced to adopt new policies)
- You were hired based on your unique experiences and talents
 - ✓ Dance with your style to excel in the corporate environment

“Our greatest fear is not that we are inadequate, but that we are powerful beyond measure. It is our light, not our darkness, that frightens us. As we are liberated from our own fear, our presence automatically liberates others...”

- Marianne Williamson

Critical Success Factors

Critical Success Factors

- Understand the Rules of the Game
- Create & Maintain Strategic Alliances
- Demonstrate Competence with Confidence

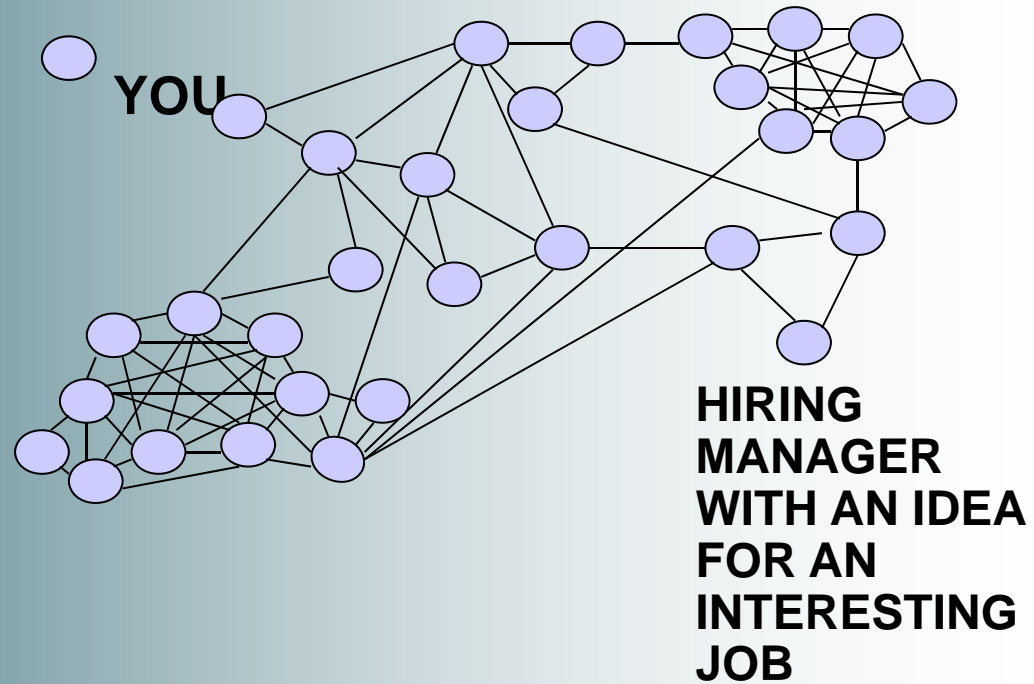
Understand the Rules of the Game

- Look like a leader – look “ready to play”
- Executive presence
- Be clear about why you’re there
- Read the cues; what are the dos and don’ts
- Advocate for yourself
 - ✓ Delegate self-promotion as necessary
 - ✓ People need to know what you’re excited about
 - ✓ Need to tell people what you want next



Critical Success Factors

Establish Social Networks



Six Degrees of Kevin Bacon



Critical Success Factors

Demonstrate Competence with Confidence



Critical Success Factors

Think
~~Dress for success~~



Critical Success Factors

STEP ONE: ASSESS

Know yourself within the context of your working environment today

- Identify career values
- Gather sources of feedback
- Identify strengths and development needs
- Create a personal vision statement
- Set a five-year career goal
- Assess



Critical Success Factors

STEP TWO: DISCUSS

Gain multiple perspectives from the people with whom you work and play.



- Discuss long-term career goals
- Engage in an informational interview
- Prioritize your development focus areas
- Learn about organizational direction
- Give constructive feedback

STEP THREE: TAKE ACTION

- Know where you want to go and be creative / flexible in how you get there
- Create and update your career plan, and execute on it every day
- Keep your plan simple, memorable, and focused
- Prepare for and learn from set-backs

Career development is an ongoing journey...

Don't go alone!



Signs of the Times

➤ **It was the best of times, It was the worst of times**

- ✓ A Tale of Two Cities by Charles Dickens (1859)
- ✓ "It was the best of times, it was the worst of times; it was the age of wisdom, it was the age of foolishness; it was the epoch of belief, it was the epoch of incredulity; it was the season of Light, it was the season of Darkness; it was the spring of hope, it was the winter of despair; we had everything before us, we had nothing before us; we were all going directly to Heaven, we were all going the other way."

-- **Charles Dickens**

Time is Ticking...

- **Countdown to New Year 2011**
- **Time until Saturday, January 1, 2011**
 - ✓ 331 days
 - ✓ 7,949 hours
 - ✓ 476,961 minutes
 - ✓ 28,617,167 seconds
 - ✓ ...and counting...



Getting Results Quote

If you focus on results, you will never change. If you focus on change, you will get results

- Jack Dixon

Change is Good!

- Change is good!
- Change is good!
- Change is good!

Key Definitions

➤ Time Management

- ✓ Life management

➤ Insanity:

- ✓ Doing the same thing and expecting different results

➤ Change

- ✓ To become different or undergo alteration
- ✓ To undergo transformation or transition
- ✓ To go from one place to another
- ✓ To make an exchange

Why Change / WIIFM

- To live a purpose driven life
- To live a prosperous life
- To live a balanced and fulfilled life

How to Change

- Changed thinking leads to changed beliefs
- Changed beliefs leads to changed expectations
- Changed expectations leads to changed attitudes
- Changed attitudes leads to changed habits
- Changed habits leads to changed character
- Changed character leads to a changed destiny

➤ Consider SMART Goals

- ✓ Specific
- ✓ Measurable
- ✓ Achievable
- ✓ Relevant
- ✓ Time bound

Goal Setting Works

- Goals are dreams with a deadline
 - Harvey McKay

Exercise

➤ Eat that Frog!

✓ Brian Tracy



Commitment is Critical

“It was character that got us out of bed, commitment that moved us into action, and discipline that enabled us to follow through.”

- Zig Zigler

“There's a difference between interest and commitment. When you're interested in doing something, you do it only when circumstance permit. When you're committed to something, you accept no excuses, only results.”

“The difference between 'involvement' and 'commitment' is like an eggs-and-ham breakfast: the chicken was 'involved' - the pig was 'committed'.”

Happy New Year?!

- What goal will you have accomplished in 331 days?
 - ✓ What needs to happen by the end of March?
 - ✓ What needs to happen by the end of June?
 - ✓ What needs to happen by the end of September?
 - ✓ ...?



Choose to Win in 2010!





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