



Greetings!

Can the year really be almost be half over? That was fast! Time is compared to many things; this month let's think of it as a racecar because it's speeding along. All the more reason to be sure you're driving that car, that you're focused on where you want to go. Take some time right now to list the three things you can do to move closer to achieving the goals you set up at the beginning of the year. As author Doug Horton said, "*If you don't know where you're going, any road will take you there.*" Don't be a passenger in life, letting time and circumstance take you wherever. Be the driver.

P.S. Please check out our NEW teleclass, **Firing on All Cylinders Leadership** - information at the bottom of this newsletter.

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The Apprentice: A Lesson in Leadership

Last's week face-off of the two Apprentice finalists, Tana and Kendra, depicted the difference leadership can make to the success of a project - and it starts with how a leader treats his or her people. Tana kept calling her team members the "three stooges" and that's how she treated them. But she was really the stooge in this story because she failed to connect the way she treated her team with how they performed. Instead, she repeatedly blamed them for the poor results even while she expressed her unfounded confidence in winning the apprenticeship. A leader is only as good as the team's performance. Without a team, there is no leadership; it's a one- person show.



Kendra, on the other hand, recognized that she would only succeed if she and her team worked together. By considering her team members as partners rather than adversaries, Kendra guaranteed the team's overall success because everyone wins when the team wins.

So it was no surprise that Tana crept out of the arena to avoid her team members, while Kendra and her teammates warmly embraced.

It's understood that a leader is supposed to inspire her team and the way to do this can be found in the literal translation of the word "inspire," which means "to breathe life into." A leader who is as concerned, if not more so, with her team members' well being will shine all the brighter in the light of success.

The Art of Guided Visualization for Business Success

Visualization is a natural function; we do it all the time. We do it when we imagine the worst of a situation and we do it when we fantasize about being wildly successful on a project. The key is to harness the power of this technique for consistent success.

The simplest form of visualization is mental imagery, which is the formation of impressions or pictures in our mind that are often accompanied by emotions and physical sensations. When we visualize an experience, we see it through our imagination rather than actually observing a real event happening.



Athletes use visualization. David Allen, the productivity guru, states that "top athletes spend 75 percent of their training time visualizing the way they want it to be." They, and their coaches, wouldn't waste their time if it didn't work. You can use this successful tool by asking yourself: What would happen if our team was successful one year from today? How would people be working together? What would my contribution be? What obstacles did we overcome to get where we are?

Corley Hanson Associates often creates a guided visualization to help our clients walk through the ideal future. We believe the only way to get to the ideal future is to start there. If you start from where you're sitting, you'll be hampered by far too many obstacles. Walt Disney, maker of dreams come true, once said, "If you can dream it, you can do it."

A Stake in the Ground

Success means different things to different people and the path to success is just as diverse. But to reach your goal, you have to define what characteristics are critical for your team. You have to put a stake in the ground. A leader's stake in the ground becomes the compass point that everything is directed toward and can be measured against.

One leadership team we're working with put a stake in the ground by defining their success as: ownership, accountability, and a commitment to excellence. The leader of a huge retail chain put a stake in the ground with this definition of success: to create the kind of environment where employees and customers feel they're entering a welcoming church or cathedral.

Once the leader defines the mission, the next step is to get the employees and partners to co-create the reality.

What's your stake in the ground?

Movie Review: Monsters, Inc.

It may seem that the only correlation between Monsters, Inc. and the real business world is the word, "Inc." but if you look closer, you'll see a story about how doing the right thing is what being a leader is all about.

In this beautifully animated movie by Pixar, James P. Sullivan - "Sulley" to his friends - is a top Scarer who works at Monsters, Incorporated. This factory converts children's screams into energy that runs the city of Monstropolis. When a little human girl ends up in Sulley's world, he realizes humans aren't toxic, as the company would have them believe. But Sulley has to convince his best friend, Mike, to help him save the girl - and risk everything they've worked for in the process.



Mike resists, but eventually he sees what Sulley sees: that doing the right thing is, well, the right thing to do. Eventually, Sulley saves the company from financial ruin by convincing his superior that children's laughs produce more energy than their screams (harder to get since kids today are so savvy), which makes life much more satisfying for everyone.

Despite this being an animated film, you don't have to reach far to see the business lessons:

- Stand up for what you believe in.
- Lead by example.
- Do what you love and success will follow.

And finally, in the words of management leader Warren Bennis, "Managers are people who do things right. Leaders are people who do the right thing."

BOOK REVIEW: *Leading at the Edge*

Leading at the Edge: Leadership Lessons from the Extraordinary Saga of Shackleton's Expedition by Dennis N.T. Perkins

Perkins translates Shackleton's gripping story of survival in the harshest of conditions during a 1914 expedition to the South Pole into 10 relevant lessons on becoming a great business leader. The author describes contemporary business cases as well as practical suggestions for implementing these principles. The book's premise is that to lead in business is often to lead from the edge.



Here are the Perkins' strategies for leading on the edge:

Strategy 1: Never lose sight of the ultimate goal; focus energy on short-term objectives.

Strategy 2: Set a personal example with visible, memorable symbols, and behaviors.

Strategy 3: Instill optimism and self-confidence, but stay grounded in reality. **Strategy 4:**

Take care of yourself: Maintain your stamina and let go of guilt. **Strategy 5:** Reinforce the

team message constantly: "We are one. We live or die together." **Strategy 6:** Minimize

status differences and insist on courtesy and mutual respect. **Strategy 7:** Master conflict -

deal with anger in small doses, engage dissidents, and avoid needless power struggles.

Strategy 8: Find something to celebrate and something to laugh about. **Strategy 9:** Be

willing to take the big risk. **Strategy 10:** Never give up - there's always another move.

[To order this book](#)

NEW TELECLASS - *Firing on All Cylinders Leadership*

Three-week teleclass begins June 7.

Join a group of other business professionals to:

- Learn to use the Corley Hanson Leadership Model: Focus - Design - Create and Execute
- Learn structures and processes to keep you focused
- Build your listening skills and know your impact
- Practice partnering and creating allies at work

[View the flyer for registration information. . .](#)

WHAT'S NEW - Assessment Services

Corley Hanson Associates now has web based **Assessment Services** for individuals and organizations to better understand ways to effectively communicate, build your leadership skills and create high performance teams. We are piloting this new program by providing complimentary assessments for you to sample for your organization. Please send an e-mail to Wendy Hanson at whanson@corleyhanson.com to learn more and/or sign up!!!!!!

"He who knows others is learned. He who knows himself is wise." Lao Tse

email: whanson@corleyhanson.com

phone: 401-490-6897

web: <http://www.corleyhanson.com>