

LEADERSHIP COACHING AND MENTORING –PACK

September 2023

Established in 2006

Welcome to this month's edition. Our highlights include.

Damian Piper CBE our Resilience Coach starts this month edition with: **'Seizing the September Momentum: Lessons from Strictly Come Dancing'** "With its return to routines and promise of new beginnings, September marks a pivotal point in the year. It's not only about schools resuming or governments returning to business after summer recess; it's a reminder that we're entering the year's final third. As we embark on the last four months, we're given a golden opportunity to set our intentions and goals for what we wish to achieve....."

From me: **'Being Bettina's Dad: Enchanting by being fascinating and delightful'** "Driving home from a family wedding in Oldham at the weekend, I reflected on how Bettina had, once again, enchanted everyone she met. I am reminded, once more, how much she inspires her family....."

The Centre for Army Leadership @Army_Leadership The most effective leaders communicate the 'why'. Leaders who can evoke a sense purpose, vision or belief, the reason 'why' we do what we do, are the most effective at motivating & inspiring others. We follow them not because we have to, but because we want to.

Top Tip: Some excellent advice that I keep in my mind for workshops from David Taylor:

WHEN running a seminar, dress as an obvious expert. Have presence. Choose your clothes carefully; you don't want to be dressed as though you are ready to do some gardening. Be well groomed. (Extract from The Naked Millionaire)

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It is not about how good you are

It is how Good You want to be

Seizing the September Momentum: Lessons from Strictly Come Dancing

With its return to routines and promise of new beginnings, September marks a pivotal point in the year. It's not only about schools resuming or governments returning to business after summer recess; it's a reminder that we're entering the year's final third. As we embark on the last four months, we're given a golden opportunity to set our intentions and goals for what we wish to achieve. Yet, it's crucial to approach this time with wisdom. A rush of initial enthusiasm can lead to burnout if our expectations are unrealistic. It's about understanding that medium to long-term gains often require patience, consistency, and a sustainable approach.

Drawing Parallels with Strictly Come Dancing

The return of the BBC series Strictly Come Dancing each September brings mixed emotions. Some find it thrilling, while others may roll their eyes at the familiar routines. However, it's more than just an entertainment programme; it's a valuable lesson in what can be achieved in the final third of the year.

For the uninitiated, Strictly is a dance competition watched by millions, where celebrities partner with professional dancers to compete in various styles. Each week, their performances are scrutinised by judges and viewers, with the lowest scorer eliminated. At the end of the series just before the end of year holidays, the winning pair receive a Glitterball trophy. It's fair to say the progress they make in every case is substantial and not without its challenges.

Lessons from the Glitterball Dancefloor

Lesson One: Define Your Criteria

Just as in Strictly, having clear criteria for what you aim to achieve brings focus and direction. Detailed guidelines exist for the dances performed, ensuring every move aligns with the standard. Similarly, in our pursuits, clarity on our objectives provides a roadmap, helping manage the overwhelm of learning or striving for something new.

Lesson Two: You Can't Do It Alone

In Strictly, celebrities invest substantial time with their professional partners, but success relies on a broader ecosystem. Choreographers, costume designers, lighting and makeup artists, judges, and the audience all play vital roles. Constructive feedback, support, and collaboration elevate the standard. Similarly, consider the environment you've established to support your journey toward success.

Lesson Three: Embrace Discomfort

Stepping into the unknown, be it dancing in sequins or tackling a new challenge, can feel uncomfortable. As the weeks progress on Strictly, competitors gain confidence through structured training, guidance, and sheer effort. It's a reminder that discomfort is a part of growth; learning to navigate it is a skill worth honing.

Lesson Four: Challenge Perceptions

Strictly showcases that perceptions are meant to be challenged and sometimes shattered. The example of Rose Ayling-Ellis, the 2021 winner who is deaf, stands as a powerful testament. Her ability to transcend expectations not only won her the competition but also sparked a wider conversation about inclusivity and the capabilities of individuals with disabilities.

Lesson Five: Springboard to New Heights

Rose's participation in Strictly had a ripple effect beyond the dance floor. Research studies since 2021 indicate a heightened interest in the challenges faced by deaf individuals and a surge in interest in British Sign Language. This demonstrates how accomplishments within a short timeframe can serve as a catalyst for broader positive change.

Conclusion: Start Now, Don't Wait for January

As we gear up for the new year, January will bring a surge of goal-setting and resolutions. But why wait? The next four months offer a fertile ground for growth and achievement. The lessons from Strictly Come Dancing teach us that we can accomplish remarkable things with clear goals, a supportive environment, a willingness to embrace discomfort, and a determination to challenge perceptions.

As always, I'm interested in how you get on.

Damian

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P.S. here's a [clip from Rose Ayling Ellis dance in the final of the competition](#). In it, she powerfully demonstrates what it's like to dance with no hearing. Check it out and make sure you watch to the end. I struggle to believe it won't make anyone think. It certainly had that impact on me.



Being Bettina's Dad: Enchanting by being fascinating and delightful



Bettina at the wedding reception in Oldham. Picture courtesy of Joyce Raw

Driving home from a family wedding in Oldham at the weekend, I reflected on how Bettina had, once again, enchanted everyone she met. I am reminded, once more, how much she inspires her family.

Bettina's wider family have followed her progress since she came into our world over 35 years ago. A person who was at odds with her world, caused by her severe autism and learning disability. With all her might, and the love and belief of her family, she fought her demons and won. With each visit to see the family they comment on her progress and delight in her achievements.

This Sunday afternoon my thoughts turn towards the week ahead, which includes a presentation and preparation for a Board Meeting. I hope to influence those I meet and communicate with, about how our company www.dosh.org feels about supporting people with a learning disability to be more independent and have more control over their money.

I want to inspire and capture their imagination, but ultimately enchant them.

Thinking about Bettina's charm helps me to prepare:

How Bettina enchants people:

- Her calmness casts a magic spell that soothes away your stress and anxiety.
- Bettina knows how to look and feel every moment of her life with an innocence and vulnerability.
- Every decision Bettina makes says something about her.

Related: <https://leadershipintheraw.org/2018/03/29/being-bettinas-dad-be-your-authentic-self/>

- Bettina enchants others by choosing her words very carefully, which can be difficult as Bettina finds retrieval of vocabulary a slow process. Each word she speaks is in accordance with your own way of communicating.

- By being enigmatic – Bettina attracts attention without really trying. People, including her family, find themselves watching her without realising it wondering what she is going to do next.

“She was put here on earth to make sense of its wild enchantments.”

Boris Pasternak

Bettina’s six lessons of enchantment:

1. Putting others first
2. Concentrating on being true to yourself and your passions
3. Offering a better solution to a difficulty without the expectation of something in return
4. Loving what you do and how you live is infectious.
5. Focus on the person you are interacting with
6. Communicate genuinely and not just for the sake of hearing your own voice

A quote that could have been written for Bettina:

“Only those who truly love and who are truly strong can sustain their lives as a dream. You dwell in your own enchantment. Life throws stones at you, but your love and your dream change those stones into the flowers of discovery. Even if you lose, or are defeated by things, your triumph will always be exemplary. And if no one knows it, then there are places that do. People like you enrich the dreams of the worlds, and it is dreams that create history. People like you are unknowing transformers of things, protected by your own fairy-tale, by love.”

Ben Okri

As I finish this blog post I hear a knock at the door. It is Bettina (and her Personal Assistant) returning home and once again they have managed to fit a huge amount into their day together.

“Hi Bettina” = “Hello Dad, Steve boy” (sometimes just Dad, sometimes Steve and sometimes my full title, but at 67, to be still called ‘boy’, that’s enchantment for me).

Having spent the whole weekend with Bettina it is always a bit of an anti-climax when she leaves to start her busy day, but she is now back once again to enchant her family.

So, who are you going to enchant today?

“To the one who knows how to look and feel, every moment of this free wandering life is an enchantment.”

Alexandra David-Neel



Bettina and her dad moments after the wedding. Picture courtesy of Joyce Raw

This is an updated version on an article I wrote on October 18, 2018, after a trip to Great Manchester to see family.

HURRYING AND WORRYING ARE NOT THE SAME AS STRENGTH

(Nigerian Proverb)

My Ted Talk Picks

Judson Brewer: A simple way to break a bad habit

https://www.ted.com/talks/judson_brewer_a_simple_way_to_break_a_bad_habit

Can we break bad habits by being more curious about them? Psychiatrist Judson Brewer studies the relationship between mindfulness and addiction — from smoking to overeating to all those other things we do even though we know they're bad for us. Learn more about the mechanism of habit development and discover a simple but profound tactic that might help you beat your next urge to smoke, snack or check a text while driving.

James Veitch – This is what happens when you reply to spam email

https://www.ted.com/talks/james_veitch_this_is_what_happens_when_you_reply_to_spam_email

Suspicious emails: unclaimed insurance bonds, diamond-encrusted safe deposit boxes, close friends marooned in a foreign country. They pop up in our inboxes, and standard procedure is to delete on sight. But what happens when you reply? Follow along as writer and comedian James Veitch narrates a hilarious, weeks-long exchange with a spammer who offered to cut him in on a hot deal.

The Centre for Army Leadership

@Army_Leadership

The most effective leaders communicate the 'why'.

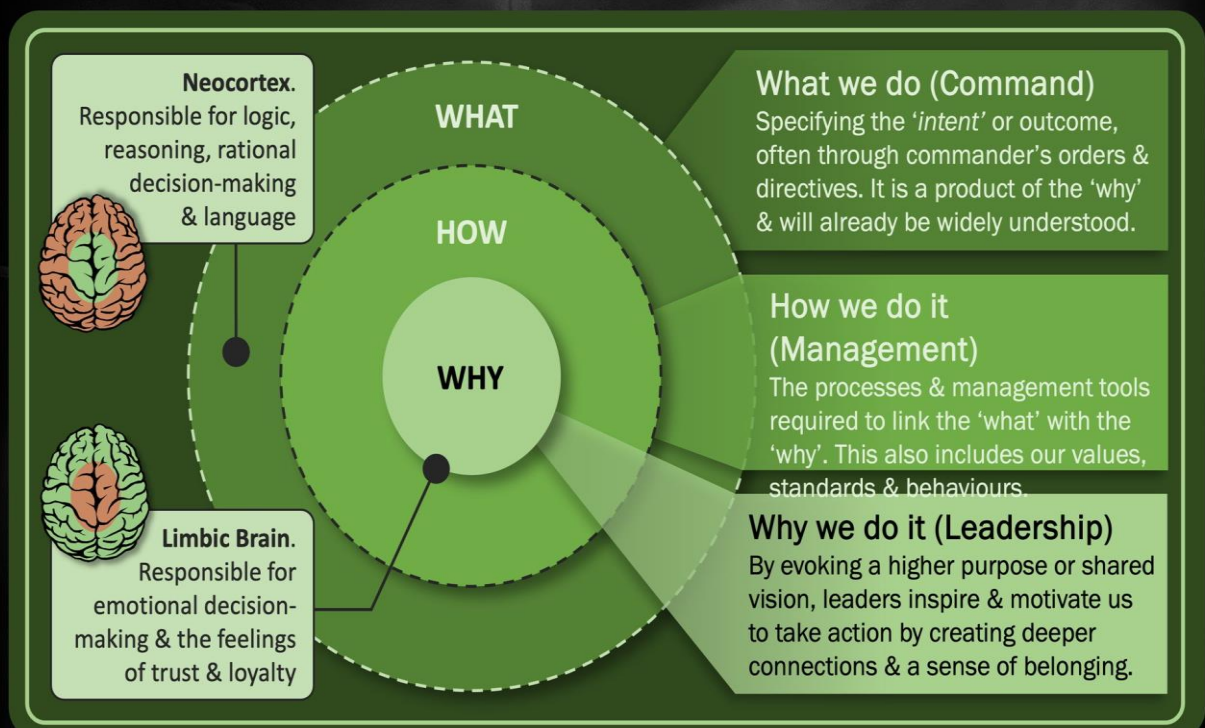
Leaders who can evoke a sense purpose, vision or belief, the reason 'why' we do what we do, are the most effective at motivating & inspiring others. We follow them not because we have to, but because we want to.

The 'why' engages our limbic brain, responsible for our emotions and creating feelings such as trust & loyalty. This sense of belonging, reinforced by the release of oxytocin, causes a deeper connection between the leader & follower - we too believe in what they are saying.

So next time you have the opportunity to start a new project, set a task, or look to inspire your team, in the words of Simon Sinek "try starting with why."

THE CENTRE FOR ARMY LEADERSHIP

COMMUNICATING THE 'WHY' – PURPOSE & VISION



Source: Adapted from Simon Sinek's: Golden Circle

People love doing what they are good at...

Time to read: 17 seconds

Dear Steve

People love doing what they are good at...

And they – we – are good at what we love doing.

When I said this recently, at a school, a young boy responded:

“Duh!”

So, ask everyone in your team, on your project, in your organisation, what do you LOVE doing at work?

And have them do it more.

So, that's releasing people's passion,

David

Source: David Taylor 'Naked Leader' series author

Never regret doing the right thing or being a good person. Not everyone will appreciate you...but the right people will.

How to Build Hype

- Be different. You won't stand out if you're just offering the same as everyone else.
- Address your customers' needs. Think about their life and why it's not complete without your product.
- Restrict availability. People want what they can't have – limited editions while stocks last.
- Tease before you please. Drip feed hints about your product before launch to pique interest.
- Get out there and talk. Find out who the trendsetters are and give them an earful.

Source: MT Management Today

Creating a Legacy

Who wouldn't want to make a mark on the world, to be remembered for making it a better place? The late Jim Rohn – a legendary motivator who is often (still) featured on Success CDs I listen to is remembered that way.

Here are his nine philosophies for helping you do the same.

1. Life is best lived in service to others. How can you help your family, co-workers and friends?
2. Consider others' interests as important as your own. People usually look out for No1, but the way to leave a legacy is to also look out for others.
3. Love your neighbour even if you don't like him. Liking people has to do with emotions. Loving people has to do with actions. When you love them and do good by them, you might begin to like them.
4. Maintain integrity at all costs. There are always going to be temptations to cut corners. Don't do it. Do what is right all of the time.
5. To improve, you must take risks. When we risk, we gain. And when we gain, we have more to leave for others.
6. You reap what you sow. What you give, you get. Decide what you want out of life and then share it.
7. Hard work is never a waste. Give your all during your time on Earth.
8. Don't give up. Those who succeed don't stay down when they fall.
9. Keep going. There is always time to do more and achieve more, to help more and serve more, to teach more and to learn more.

Source: USA's Success Magazine

Some excellent advice that I keep in my mind for workshops from David Taylor:

WHEN running a seminar, dress as an obvious expert. Have presence. Choose your clothes carefully; you don't want to be dressed as though you are ready to do some gardening. Be well groomed. (Extract from The Naked Millionaire)

FASTRACK TO CELEBRATING SUCCESS

Us Brits have inherited a culture of modesty and, some would argue, a fear of success. The net effect is that most of us believe that humility is good, only show-offs talk about their achievements, and bragging is bad. But there's nothing wrong with being confident about your achievements and proud of your successes.

Slow and steady rarely wins the race. Visible and steady wins the race these days. How can your boss reward what he/she can't see? If they can't see all the great work you've done, what's the point in doing it?

Think of yourself as a product. Nobody will buy you if they don't know you're there. You need to let the right people know the value that you bring; and then 'do what it says on the tin' to prove your worth.

Don't blow your own trumpet if you have patchy performance. You'll do more damage than good if you're all style but no substance. You need to perform on the job to be taken seriously when you blow your own trumpet about it.

Know what your unique differentiator is. What makes your approach different? Know what differentiates you and be prepared to share it so people know how to categorise your contribution. Think of your unique style as a professional skill – what makes you a valuable contributor? Do you want to become known as the 'ideas guy', the 'detail girl'? A 'solid pair of hands'?

Be clear about your achievements. Always have a couple of things ready to mention when people ask, 'how are things going with you?' Having a few key, recent achievements at the tip of your tongue is useful – you never know who you're going to strike up a conversation with in the lift. Didn't the scouts or guides teach you to 'always be prepared'?

Target your audience. Make sure you are letting the 'right' people know about your achievements. A scattergun approach isn't going to get the result you're looking for. Make sure you know the key people that have the power to influence your career – these people are your target. And don't forget the less obvious people too – you may be surprised at the power of the MD's PA – their opinion counts more than you think, so don't think senior always equals influential.

Be clear about your outcome. Why are you blowing your trumpet? What is your desired outcome? Are you focused on earning more money, getting promoted, taking on more responsibility? Be clear about what you want. That way, you can mould things to make sure you get it.

Source: ILM's Edge Magazine

I may not have gone where I intended to go, but I think I have ended up where I needed to be.- Douglas Adams

OVERCOME ENTREPRENEURIAL ANXIETY

6 WAYS TO STAY IN CHARGE

In our society, the entrepreneurs who make it big tend to achieve hero status. People look at them and think they have it all together. But many of the most successful leaders in business face challenges similar to the rest of us. Owning a business can be extremely stressful and exhausting. The entrepreneur's resulting anxiety can be crippling to their business.

Usually stepping back and disconnecting from big issues to calm down is helpful. Try these strategies to cool your nerves:

BRAINDUMP

Your brain loves holding on to what it thinks is important, which easily causes overwhelm and exhaustion. Take 20 minutes and write down anything that comes to mind, your worries, to do list and everyday tasks. Don't think; just purge what's in your head.

MEDITATE

After creating space in your brain from everything that it's been holding onto, give it a short break from all the thinking. Choose a guided meditation – a clear framework for your thoughts can be very helpful while relaxing your mind.

SHIFT PERSPECTIVE

Changing how you look at a situation can give you an incredible relief of stress. Ask yourself how you will be looking at your life situation a few years from now. Picture the worst thing that can happen and come to terms with it. Then create a strategy on how you would handle that situation.

CELEBRATE

Instead of focusing on everything that's going wrong, switch your approach and make a list of all your past and current wins.

SIMPLIFY

Your brain is wired to solve basic problems. Essentially it needs to decide between a fight or flight response. Create and write down a simple but efficient action plan for the next 30 days, which will leave you with a sense of control and certainty.

TAKE ACTION

After getting clear on your action plan, execute. Focus on the process of your strategy on a micro level, instead of the bigger picture and vision, which might seem unreachable and intimidating at the moment.

Source: Katy Trost, ICF Certified Coach from USA's Success magazine

<p>“When you are content to be simply yourself and don't compare or compete, everybody will respect you” Lao Tzu</p>
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FAST TRACK TO.....

DEVELOPING A WINNING MINDSET

All too often the difference between those that achieve success and those that don't is that the winners have a different state of mind. Mark Rhodes, author of Think Your Way to Success outlines the top attributes of a 'success mind-set'.

EXPECTATION IMPACTS RESULTS

When you have an expectation that things will go well, then they end up going far better than they would have. Thinking negatively affects everything – the words you use, the hesitation in your voice, your confidence, and your body language.

CONFIDENT AND DEFINITE

Rather than being vague when faced with a request from a prospective client or customer, be confident and definite that you can help them. This doesn't necessarily mean you have all the answers but will help instil the message in you that, one way or another, you will help them get the solution they need.

RESPOND, DON'T REACT

Instead of reacting (or over-reacting) to situations, you need to respond to them. Successful people take a step back, consider all the evidence and make a logical, rational response.

YOU CAN'T FAIL

Failure is within your own control; you only fail when you decide not to go for your goal anymore. If there is an opportunity to achieve your goal in a different way on a different day, you haven't failed.

CAN'T OR WON'T

99% of the things we say we can't do are actually things we won't do. Perhaps you say you can't delegate? If so, it's probably that you won't delegate for whatever reason.

SHOULD OR COULD HAVE?

When you come out of a situation that didn't go very well, focus on the things you could have done. Thinking about what you should have done focuses on the failure of the situation and puts you off ever doing it again.

ASK BETTER QUESTIONS

When struggling with a situation or project, don't fall into the trap of getting frustrated. Instead ask a better question of yourself like "What else could make this work? What could make things better?" Ideas will come if you allow your mind to work.

END RESULT OR PROCESS?

Focus on the end result rather than the process involved. Very often focusing on the process puts us off getting started. If I think about all the effort needed to wash the car, I'm unlikely to get started. However, if I just focus on how good the car will look when it's nice and clean, I'm much more likely to get going.

From the ILM's Edge magazine

Never regret doing the right thing or being a good person. Not everyone will appreciate you...but the right people will.

Ten Ways to.....

MAKE THINGS HAPPEN

1. Be clear about what you want
2. Explain why it's needed
3. Listen to any concerns from your team
4. Get the support of key influencers
5. Tell them what's at stake
6. Give a time frame
7. Keep on the case
8. Don't be too ambitious. Set up short-term goals....
9.then build on them after they've been successful
10. Show your appreciation along the way

Source: Modern Management

"The best motivation is self-motivation. The guy says, 'I wish someone would come by and turn me on.' What if they don't show up? You've got to have a better plan for your life."

Jim Rohn

YOUR ROUTE TO THE TOP

HOW TO GET YOUR WAY

Keep your enemies close. Let the other person speak first. You'll gain invaluable insights into their true concerns, and they'll be more likely to listen when it's your turn.

Delve deep. Ask questions to find out what's driving them. Whether they want to be inspired or to be given irrefutable facts, you can adapt your approach once you know their motivations.

Engage them. Be clear about what's in it for them: 'This project will involve working closely with a number of different people. I believe this will appeal to your social side.' People make decisions for their own reasons, not yours.

Choose your words carefully. Use phrases like: 'he's....' or 'shall we try...?' If you're pushy, they'll be less likely to comply.

Flattery will get you everywhere. To get a colleague to adopt the next proposal, explain what was good about the last one and why: 'The PCP examples work really well, and I like the humorous tone.' If they feel favourably towards you, they'll be more open to persuasion. Just don't overdo it!

Guide them. People are most likely to agree to something if they feel they've come to the conclusion themselves. In *My Big Fat Greek Wedding*, the protagonist's mother uses gentle questioning to get her way. It's so effective that the daughter leaves to follow her dreams, and her father thinks it was his idea.

Make your case. State all the facts, and be clear about the pros and cons. Offer solutions that will resolve their concerns and open a debate to incorporate their views. Focus on areas where it's easier to adept without damaging the integrity of what you're trying to achieve.

Be prepared to compromise. Is your way really the best way? Present your proposal as a first draft to work on together. A collaborative solution is more likely to lead to a positive outcome for everyone.

Source: 'The Mind Gym.'

"Knowing yourself is the beginning of all wisdom" Aristotle

Seven Ways To Write Clever-er

Time to Read: Forever!

Dear Steve

General Style

1 Never write a brief, definitive statement: Ramble, dance around a point that you never actually reveal, write in riddles, and then double back again.

2 Refer to examples that you have not mentioned before – as covered in point one.

3 Always equivocate or, at least, sometimes.

Emails

4 Never say what you want the recipients to do, and make sure there are lots of them by copying everyone you can think of – also blind copy some others just for good measure.

Show you are The Expert

5 Include a phrase in Latin – or any IT/buzzword/jargon words and acronyms to show you are far more intelligent than anyone reading it – the more of these the cleverer you are.

Pre-Reads for meetings

6 Send them out with an attachment that has nothing in it – as no-one ever reads them no-one will open it and you can just make some stuff up at the meeting.

Proposals for Customers

7 Go on and on about yourselves and how brilliant you are as a company, long before you say what you can do for them, which you can include as an afterthought - if there's room

Above all – Enjoy Yourself!

With my love and best wishes

David

(David Taylor)

@nakedleader across all social media

www.davidtaylorblog.com

"In three words I can sum up everything I've learnt about life: It goes on".

Robert Frost

CAREER MATERCLASS

STOP CYCNICS INFECTING YOUR TEAM

Be open. Cynics thrive on rumours and half-truths. ('They're probably planning to cut your budget.') Share as much as you can with your team as regularly as possible and be on hand to answer questions. Make yours the only news worth listening to.

Ignore them. In meetings, give less attention to the cynics and more to those who make a sensible contribution.

Pass the power. We're more likely to thrive during tricky times if we're optimistic and take responsibility for overcoming challenges. Keep your team too busy to listen to cynics.

Take them on. Before your next team meeting, arm yourself with the facts needed to answer your cynics' accusations. Invite them to voice their complaints then quash them one by one.

Find champions. Enlist your most positive team members as anti-cynics to counter every sneering comment with an optimistic perspective or constructive suggestion.

Get moving. Announcing a new way? Take action as soon as possible and plan some quick wins. Cynics can't warn that the change will 'never work' if it already is working.

Warn them. Meet the cynics privately and explain the impact of their behaviour on their chances of progress. There's nothing like a little straight talking to bring out the optimist in someone.

Silence with symbolism. Cynics use emotive methods (hyperbole, scaremongering) to lower mood. Two can play that game, so use gestures to spread good feeling. So, if cynics say you're out of touch, quite your office and sit among your team.

Favour the optimists. Share publicly the fact that you value attitude alongside impact and prove it by giving opportunities to the 'can doers,' even if they're less skilled.

Stay positive. You are the most powerful advert your team has for dismissing cynics. Don't let them think you're losing the faith.

The Mind Gym: Relationships is published by Little, Brown


Business Expo Center :: Special Edition :: What's hot today?

Are You a Leader?

Jul 11, 2014 Written by: Business Expo Center

5 Qualities of a Good Leader

Defining Leadership
A leader is a person capable of making all kinds of decisions and is a role model for his followers. But not everyone inherently has the ability to be a good leader. Many different traits make a good leader. Here are five of them.



- 1. Goal Oriented**
A good leader seeks to achieve targets and is aware that to achieve his goals, he has to devise a daily plan. He or she knows how to organize his or her team and how to get the best work out of each of them.
- 2. Confident**
To be in command of a company, a leader needs to demonstrate confidence so his or her employees can feel secure working under him.
- 3. Knowledgeable & Curious**
Knowledge is crucial to lead a company. A leader's eagerness to increase knowledge of the industry and current projects influences and motivates their employees to do the same. He or she would also be informed of any updates that may influence the company.
- 4. Efficient**
A good leader is able to gauge how much time should be devoted to a task to maximize efficiency. They know to delegate work to those best suited for each task.
- 5. Adapts to Change Easily**
A leader should always be active and eager to improve. Moreover, he or she should be able to adjust easily to unexpected changes when they happen. Good or bad news can hit the world at any time.

BEC 2014