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## *a MESSAGE from SYLVIA*

### **Leadership Laws That Count**



I probably don't need to tell you that an impressive plethora of material on leadership appears on the internet and in bookstores. Entire in-person and online conferences and courses focus on leadership. Over the last fifty years hundreds of experts have weighed in on the topic, each presenting his own view. To be honest, most of what I've seen and heard is "good stuff". Despite its value, however, it's easy to be overwhelmed by sheer volume. When that happens, we become confused. Confusion often precedes stuck.

The majority of people who hold leadership positions care about how they lead. They want to do the right thing, but

they may not know what *right* looks like---at least by today's standards. How can every expert be right? And who in this frenzied world can implement all of that available advice? In the midst of the blur, a lot of folks just keep on doing it the way they've always done it. It's just easier.

The purpose of this newsletter is to bring you relief in the form of succinct simplicity. In the feature article below I share my own essential laws of basic leadership based upon experience. To spare you frustration there are only seven. Because I believe in YOU, I trust that you can remember them. Most importantly, I trust that you will practice them. If you do this regularly, you set the stage to accomplish more than you can imagine. Take a look.



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## FEATURE ARTICLE

### Sylvia's 7 Laws of Leadership

Bombarded by too many leadership strategies? In this article my goal is to cut to the chase about **who** you need to be and **what** you need to do to gain respect and get results.

#### **1. Be real.**

Let people see who you are as a person. Show them what matters most to you. Stand for something and share it. Say what you mean, and mean what you say. Avoid mind games.

#### **2. Build trust.**

Demonstrate integrity. Prove your competence. Offer benevolence. These are the cornerstones to establishing a trusting relationship with your staff, colleagues, and boss.

#### **3. Inspire people to act in alignment with the common good.**

Create and nurture high functioning teams that produce excellent work and allow folks to feel successful. Encourage individuals to tell the truth, even when it may be painful. Support their efforts to do the right thing

instead of the easiest or quickest thing in tough situations.

#### **4. Model the behaviors and strategies you want to see.**

One of my favorite lines is that people are watching you even when you think they aren't. I know this firsthand. Want to see evidence of more critical thinking, better decisions, powerful solutions, and fewer conflicts? Show people how to manage relationships, tackle challenges, and explore options.

#### **5. Teach people how to use and leverage available resources.**

As a leader, your job is to remove unnecessary obstacles that prevent employees from doing their best work. Then help them to identify the human, technological, and financial resources they need to move forward. Provide clear guidance around how to apply those resources in a way that yields the biggest bang for the buck.

#### **6. Communicate the larger picture.**

When people understand the WHY behind the WHAT, they are more likely to be fully engaged at work. You, yourself, must know that bigger picture and be able to describe it with language folks can grasp. Too often this doesn't happen, and it's the root cause of failure on various levels.

#### **7. Empower people to reach their potential.**

I believe you have an obligation to coach and mentor, but also to give employees plenty of appropriate opportunities to spread their wings and fly. Nobody reaches full potential confined to a little box. Yes, there is risk involved in handing people a rope. But until you do, you simply fuel the status quo for individuals and the organization. True leaders are never satisfied with stagnation.

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## *What Clients Say*

Prior to hiring Sylvia I felt like a cloud was hanging over me. I lacked professional direction and strategy. I walked in circles, working long hours but with little vision for what was possible for me. As I worked with Sylvia, I identified my strengths and

weaknesses, clarified specific ways to use and leverage the skills I have on a daily basis, and implemented various accountability tools and techniques. Perhaps the best result from this coaching experience was my renewed motivation to take the necessary steps to create a more fulfilling future. For the first time in many months I feel hopeful and confident that I really can achieve my career goals by developing the right mindset and taking the right actions.

Beverly James, Connect Care 3

## Offers and Opportunities

### COMPLETE THIS SENTENCE

Email [Sylvia@launchinglives.biz](mailto:Sylvia@launchinglives.biz) with your response to this sentence: “I feel most confident as a leader when....”. Your thoughts may be incorporated anonymously into the content of one of the many articles Sylvia writes for various publications. This is an opportunity for YOU to provide some meaningful input.

## RESOURCES

### 360 Degree Assessments

One of the best ways you can gain important insight into your personal leadership skills and style is to solicit observations from your staff and others around you. A 360 degree assessment can provide meaningful feedback when it is done appropriately. If you want to learn more about this assessment and its benefits, [click here](#) to access Sylvia’s article on the topic.

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## TIP

Identify the #1 factor that is getting in your way of functioning as a class act leader. Consider life over the last 90 days to help you put your finger on it. Once you know what it is, write down 3 action steps you could take to

eliminate this factor altogether or at least minimize its negative impact. Then prioritize those steps and add them to your calendar. Remember: unless something actually shows up on your calendar, it probably won't happen.

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## *Where in the World is SYLVIA?*

On September 23, 2013 Sylvia released her brand new first time ever FREE video series that highlights 5 components from her coaching program entitled: "Blueprint for Landing Your Next Job". If you didn't sign up to have this series delivered weekly to your email inbox, keep an eye out for it on her business You Tube channel on October 28. The address is: [www.youtube.com/launchinglives](http://www.youtube.com/launchinglives).

Sylvia travels to State College, PA on October 29, 2013 to present a workshop entitled: "Building Capacity and Creating Culture Through Focused Leadership" to statewide Criminal Justice Advisory Board (CJAB) members. The Pennsylvania Commission on Crime and Delinquency invited her to participate in their bi-annual two day conference.



Join Sylvia on these social networks!

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## *About This Ezine*

This Ezine is 1) to provide readers with valuable FREE content which contributes to both personal and professional growth and 2) to invite them to take next steps toward working directly with Sylvia.

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*Launching Lives Ezine* is dedicated, above all, to “building people ... building businesses.” ©2010, 2011, 2012, 2013

## About SYLVIA

**Sylvia Hepler**, Owner and President of Launching Lives, LLC, specializes in career development for both corporate and nonprofit executives and managers. Based in South Central PA, she specifically supports clients as they upgrade their current job performance, seek a promotion, or plan/navigate a career transition. What makes her services unique is that Sylvia helps people to cope with change, loss, and grief as they work on developing their careers. Her professional background includes: nonprofit executive management/leadership, nonprofit community health program start-up, program evaluation, public speaking, business and freelance writing, teaching, and retail sales.

A certified executive coach through The Rescue Institute in Colorado and a participant in extensive continuing education opportunities with several executive coaches of national notoriety, Sylvia offers individual and group coaching, assessments, teleseminars, workshops, keynote speeches, and retreats. She has also created products that augment her coaching services. For more information contact:

[Launching Lives Website](#)

[Click to contact Sylvia by Email](#)

Reach Sylvia by phone at 717-761-5457

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## Launching Lives SERVICES

**Launching Lives, LLC** is a full service career development company for executives located in South Central PA. Utilizing a holistic approach to service provision, Launching Lives focuses on supporting clients as they create the platinum level career they desire by upgrading their job performance, seeking a promotion, or planning/navigating a career transition

Often people don't really know HOW they might benefit from coaching.

Quite simply, ask yourself these questions: “What can’t I seem to resolve on my own? What is keeping me awake at night? What am I missing when I look at a certain situation? How can I get to the next professional level? How can I learn certain skills quickly? How can I narrow my professional gaps? How can I motivate my staff? How can I communicate more effectively so I serve myself and others better? How can I reduce my work-related frustration? How can I develop a viable plan of action for myself and/or my organization? How can I obtain greater job satisfaction? Coaching is the SOLUTION to any of these issues.

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