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a MESSAGE from SYLVIA

LEADERSHIP Kicked Up a Notch

I probably don't need to tell you that the world is changing at a mind numbing rate. The world we used to know just a few years ago? It's gone. Volatility, uncertainty, complexity, and ambiguity have moved in. Some experts have labeled it "VUCA": a set of circumstances that call for new ways of doing things; a state of being that is here to stay. Just reading this paragraph may jangle your nerves.



Exactly *how* is the world so unsettled? What are the issues that must be confronted and managed? Financial crises, environmental toxicities, climate shifts, persistent poverty, chemical wars...these are some examples on a global scale. But there are others close to home: unemployment, limited resources, mass violence, obesity, disabilities, growing cultural diversity, longer life spans, a shrinking middle class. Oh, and let's not forget about massive dependence upon electronics.

As a leader, your greatest challenge and responsibility is to figure how to *lead* in this VUCA world. The bottom line is that you must learn to function at a higher level than perhaps you are now. You must learn to do things differently. This is not a criticism—it's a fact. Not sure where to start? The feature article below provides fundamental clues.

Sylvia

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FEATURE ARTICLE

VUCA AS OPPORTUNITY? How to Go Forward Without Fear

Change your beliefs about leadership.

Navigating a VUCA environment begins with a mindset shift about what leadership should look and sound like. VUCA requires communicating a vision and then sharing the responsibility to achieve it. Going forward, manage your ego to make room for others.

Accept that some issues cannot be solved.

You will be challenged to make decisions in the midst of situations and problems that have no definitive solutions. There will be fewer opportunities to tie things up with a nice bow on top. VUCA will ask you to live with ongoing dilemmas.

Become curious about everything.

Avoid thinking in terms of good and bad. Adopt an attitude of curiosity about circumstances to remain neutral about them and their potential impact upon your organization and business. Identify ways to make lemonade out

what you perceive to be lemons.

Embrace life-long learning as the norm.

Prepare to expend time, energy, and money to modify and grow your own skills and those of your staff. Avoid the trap of viewing yourself and others as “having arrived, being fully developed, or being totally ready”. VUCA will quickly show you that this assumption is far from the truth.

Maximize available resources.

Gain clarity about your human, financial, and technological resources, then solicit input around how to get the biggest bang for the buck with each of them. VUCA will require you to eliminate waste. Sometimes the problem isn't a lack of additional resources but rather unwise use of those you already have.

Establish key connections.

You cannot isolate in a VUCA world. You will need to build strategic relationships with people within your organization and outside of it. How can others benefit you and your agenda, and how can you help them to accomplish their goals? These are the kinds of value-add, mutually advantageous conversations in which you must engage.

See yourself and others as builders.

Uncertainty gives you a chance to *make* things and situations with passion: an innovative workplace culture, higher functioning teams, new products and services, super efficient processes, more profits. And don't forget: as a leader it's your job to teach others how to unleash their natural builder instincts. When everybody's building, the sky is the limit!

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What Clients Say

I have been fortunate to engage in private coaching with Sylvia for several consecutive months (as well as participate in small group coaching with her on several different occasions). Sylvia's holistic approach helped me to address a wide variety of factors which then led

to needed personal and professional growth. Together we identified areas I struggle with constantly, and then she provided strategies for overcoming those challenges . Although I am making observable progress with Sylvia’s support, I know I must continue to work on improving certain habits, processes, and self leadership skills to get better business results and reduce my stress.

Christopher Pajak
u Financial Group

Offers and Opportunities

FREE TELESEMINAR

Are you struggling with the fact that only a small or moderate percentage of your staff is fully engaged at work? If so, there are specific reasons why you are experiencing this costly problem. On December 10, 2013 Sylvia will conduct a 30 minute FREE teleseminar entitled: ***Key Drivers and Indicators of Employee Engagement***. Watch your email inbox for more details in the next week.

RESOURCES

Committed to kicking your leadership skills up a notch to prepare for the VUCA environment fast becoming our “new normal”? There’s no better resource than Bob Johansen’s 2012 book entitled: *Leaders Make the Future: Ten New Leadership Skills for an Uncertain World*. Beginning with an overview of the macro forces sure to impact every organization, this resource discusses essential leadership capabilities you must demonstrate to survive and thrive over the next decade. These are also the skills you’ll need to position your entire company for success. Don’t miss it. Available on Amazon.com for \$20.

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TIP

Identify the external factors influencing **your** organization today. Then identify the external factors that you expect will affect your business over the next one to three years. Examine what you have done to date to deal with each current and future factor. Develop a plan for managing these forces and factors, using the content in my feature article to guide the process.

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Where in the World is SYLVIA?

On November 6, 2013 Sylvia participated in a panel discussion that focused on the value of mentoring for business women during the regular monthly meeting of the Central PA Association of Female Executives. Part of this discussion examined the difference between mentoring and coaching.



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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