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a MESSAGE from SYLVIA

Lead Where You Are

A few weeks ago I participated in a women's event that raised money for a local nonprofit organization. While I volunteered my time as a speaker, I also attended several other breakout sessions, enjoyed a picnic lunch, and browsed the wares of many vendors. A woman I'd recently gotten to know had planned and orchestrated this entire affair, stretching beyond her comfort zone.

But here's what I noticed that day: Despite the fact that someone was officially in charge, other attendees stepped up to the plate at every turn. Over and over I observed them bringing in additional chairs, collecting donations, serving drinks. Seriously, I was impressed by the cooperative effort.



What I witnessed there was countless demonstrations of what I call in-the-moment-leadership. The world needs more of that. And YOU need to offer it. Check out my feature article below to get some ideas for how to lead without formal authority. Once you know what you can do, you'll discover opportunities everywhere!

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FEATURE ARTICLE

7 Ways to Lead Right Where You Are

You don't have to sit in a power seat to be a leader at work. By choosing to step up and step out, you benefit your organization, other individuals, and yourself. It's a triple win. This article shows you exactly how to do it.

1. Find out what people need and want.

Get to know the folks in your environment: their core values, background, credentials, and world view. Observe their communications styles, preferences, stress triggers, and interests. Ask how they envision their professional future.

2. Identify what YOU can offer.

Assess your natural talents and skills through the lens of helping others get more of what they say they want. Demonstrate your value so people can see it. Provide essential resources that make a difference.

3. Make everybody's life easier.

When you notice a colleague's overwhelmed, offer to take a few tasks off her plate. If your supervisor wrestles with a problem, come up with two solutions. Prevent people from making serious mistakes, and point out the hidden opportunity in breakdowns or change.

4. View and treat others as allies.

Picture those in your work world as partners instead of competitors or enemies waiting to see you fail. Show folks that you believe in them, care about them, and trust them. Be slow to write off those who irritate you. Make an effort to understand people on a deeper level.

5. Express concern for their challenges.

Today, the majority of folks are up to their ears with worries, responsibilities, and fears. Show a little empathy for others' frustrations

and circumstances. What you know about may be only the tip of the iceberg in other people's lives.

6. Develop and nurture effective relationships.

You can't put a price tag on human capital. High functioning, open, collaborative relationships are like ingots of gold. Go out of your way to make meaningful connections with associates. Create bonds and repair damage as quickly as possible. Your goal is not intimacy but rather common ground that allows you to move your organization and your career forward.

7. Ask plenty of questions.

Relevant, artful, challenging questions are one hallmark of an emerging or seasoned leader. Set yourself apart from the crowd. Stop accepting things at face value. Learn to probe to influence the direction of dialogues, work flow, and project outcomes.

If you truly desire to make a remarkable difference at work, then don't let indolence, ignorance, or apathy stop you. You can do much more than you think.

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What Clients Say

A few years ago I hired Sylvia when my frustration with my boss reached an all-time high. His last minute Johnny tactics—and then expecting me to deliver miracles instantaneously--were driving me crazy. During the three month coaching engagement I learned a number of strategies for influencing my boss's behavior. Prior to working with Sylvia I wasn't aware of these things. She also supported me as I implemented the strategies, one by one. I think I would have lost my mind if I hadn't invested in Launching Lives services.

- Dick M., A Statewide Association

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Offers and Opportunities

Let's Do It Again!

Last month Sylvia offered a brief FREE phone session to help the first

responder to reduce some workplace struggle. Because that offer seemed to be popular, she is making a similar one in this ezine. If YOU want to find a way to positively influence your boss, a colleague, an employee, or a stakeholder in order to get different or better results, request a **free twenty minute** phone coaching session today. Simply send an email directly to:

sylvia@launchinglives.biz.

The first person to respond will be awarded this opportunity. Your session must be scheduled during the time period of June 10 to June 24.

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RESOURCES

Influence Without Authority

In this practical guidebook (2005) by Allan Cohen and David Bradford readers receive a variety of tools for leading folks who report to other people, building effective relationships and creating workplace allies, influencing bosses, peers, clients/customers, and strategic partners, and initiating major change. If you want a single go-to resource on this topic, this book is the one to get. The hard cover edition is available on Amazon.com for \$26, plus some inexpensive “used” copy options are posted too.

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TIP

Throughout your day, take a look around. I mean really *look*. Could somebody benefit from your knowledge, guidance, example, or praise? Practice what’s known as **leadership in the moment** and watch people, processes, products, and results change right in front of your eyes. Honestly, by choosing to stand as a leader you can work wonders in minutes!

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Where in the World is SYLVIA?

On June 3, 2015 Sylvia participated in the all day Business Women’s

Forum at Messiah College, then presented a time management workshop for the Republican Council of Republican Women at GIANT Food Store, Camp Hill.

On June 10, 2015 Sylvia will provide a comprehensive presentation entitled Emotional Intelligence: How to Use It, Grow It, and Leverage It to Succeed in Business to members of the West Shore Young Professionals at the Hampton Inn Harrisburg-West Conference Center, Mechanicsburg.

On June 8, 2015 Sylvia was interviewed for twenty minutes about her new book on the “Amis in the Morning” radio show (WCXZ) hosted out of Tennessee.

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Join Sylvia on these social networks!

About This Ezine

The purpose of this Ezine is to: 1) Provide readers with valuable FREE content which contributes to personal and professional growth as well as overall career development; and 2) Invite readers to take next steps toward working directly with Sylvia.

Back issues are [available here](#). Send an email by [clicking here](#) to manage your free subscription. Sharing content with attribution is encouraged as is forwarding the Ezine email. Include launchinglives.biz in your list of safe senders or friends, depending upon your email software, to be sure you receive the monthly emailed issues.

Launching Lives Ezine is dedicated to “building people ... building businesses.” ©2010, 2011, 2012, 2013, 2014

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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 Golden, Colorado and Quantum Endeavors in Chicago, Illinois (plus a participant in extensive continuing education opportunities with several coaches of national notoriety), Sylvia offers individual and group coaching, assessments, teleseminars, workshops, keynote speeches, and retreats. She also has created tangible and downloadable products that augment her coaching and speaking services.

For more information and to connect with Sylvia try:

[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 managers and 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 may be the SOLUTION to any of these issues.

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