

Xtreme Executive Makeover:

5 BEHAVIORS TO BE

You have been chosen and you get to act in a way that keeps the story moving along in the direction of your vision. To do this, you internalize, remember and engage in the 5 following behaviors:

1: Leadership is your next conversation.

What is the conversation you're not having, what is the truth you're not telling? Find a way to share it.

2: Leadership is in the next sentence you speak.

When a manager responds to a question or a problem, he has the choice to demonstrate leadership in his response or not.

3: Leadership is in the next story you tell.

Make your stories of achievement and pride, not negative stories that complain and blame. Authentic, positive stories expand energy, negative stories destroy it.

4: Leadership is your next question.

People get comfortable and we like order. People talk to the same people, sit in the same seat and watch the same TV programs. Leadership is like acupuncture but instead of using a needle to release energy, the leader uses a question. 'Verbal Acupuncture' asks 'What is the question I need to ask this person, this team, this division?'... that, when answered, will clear a blockage and release essential energy. Make it provocative, make it demanding—make it relevant.

5: Leadership is your body.

You are your learning, your experience and your talent—embody it in the way you stand, talk and the space you command. Stand tall, breathe deeply, take all your space and acknowledge, with respect, the human being inside you and in front of you. An idea is not enough, it needs to come from someone living that idea to make it powerful. Search for your authenticity, your truth—speak it and capture the imagination of others.

**HONOR YOUR PAST, DREAM OF A "POSSIBILITIES" FUTURE,
LIVE IN THE PRESENT.**



Betsy Allen and Mike Koucis of Alliance Financial Group discuss unique strategies for 2010 Goal Achievement.

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