



**Leadership Tips**  
*January, 2020*

**Developing**  
**Your**  
**20/20 Vision**  
**in 2020**

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**Developing Your**  
**20/20 Vision**  
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***For the New Year, what new skills will you explore?***

Today is a good time to plant your seeds for success in 2020.

- What new skills will you acquire or explore?
- What are your areas for opportunity in the coming year?
- What 2019 milestone can you turn into a stepping stone for further success in 2020?

Now is the time to embrace continuous learning and adopt a growth mind set.

*Here are new skills you can add to your tool-kit:*

- Listening
- Mindfulness
- Meeting management and facilitation
- Appreciative inquiry
- Time management
- Emotional intelligence
- Compassionate candor
- Empathy
- Stress management
- Negotiation
- Learning a new language

*Here are some stretch goals to consider for the New Year:*

1. Better understanding different generations you work with
2. Serving as a mentor
3. Conquering your fear of public speaking
4. Becoming more social in the workplace
5. Stepping up as a leader for a workplace project, committee, or team
6. Sharing your talents and skills with your community
7. Reopening your mind in the New Year as you look at the world through new eyes with your 2020 vision

January is a great time to set new goals for yourself for 2020. Your first question may be "Where to begin?"



### **To Know Yourself...Assess Yourself**

How well do you know your own strengths and weaknesses? Consider reading up on emotional intelligence (EI) and taking an EI assessment to reveal your self-knowledge and self-management abilities.

For a deeper dive, take a DiSC assessment to help you understand your personal style. DiSC also helps you understand how to work effectively with others' styles in your workgroup, as well as with others in your social and family life.

## Understanding Others

We all relate to some people easier than others, but understanding why we aren't naturally sympathetic with some co-workers can be illuminating. Learning how to find common ground, and seeing interactions through others' lenses can be the first step to improving working relationships with your counterparts.

The future of work will include even more collaboration and teamwork, more flexibility and adaptability, and greater emotional intelligence. Get a jump start on sharpening these skills by setting your stretch goals for 2020.

Here are a couple of success stories to showcase what is possible when you set your mind on self-improvement.

## Write with Might and Now Speaks with Strength

Jenny always wrote well but was nearly invisible in team and staff meetings where ideas were exchanged verbally. A traumatic public speaking experience in college led her to "play it safe" and avoid speaking in group settings. A year ago she vowed to improve her public speaking skills through coaching and take a class on [presentation skills](#).

Jenny conquered her public speaking fears and now she enjoys delivering short, crisp reports and project updates. She sometimes scripts out what she intends to say and rehearses before meetings. Her manager recognizes the great strides she's taken in the last year, as do her co-workers.

Jenny's 2020 goal: to tackle her fears of *extemporaneous* speaking. She's excited to learn [how to think on her feet](#) and improve her impromptu speaking.

## Strengthening Your Team

Pablo is a manager with several new supervisors he's excited to groom in the coming year. He's helping Casey overcome a lack of assertiveness through [coaching](#) and [assertiveness training](#) in 2020. Another supervisor, Anya, while decisive, is somewhat headstrong and not prone to listen to her direct reports. Pablo enrolled her in several trainings to [earn the trust](#) of her team through [asking better questions and listening more deeply](#) - to what's being said, implied, and embedded in their communication.

## Forecast: Diminishing Clouds and a Brighter Future

According to Maria, a department head, "Jason was a manager prone to see a problem in every opportunity. He brought rain clouds to every conversation he had with his staff." She was concerned that his pessimism was casting gloom over his entire team. So she introduced him to *Appreciative Inquiry* as a way to focus on what's working

rather than what isn't.

Everyone is in awe of Tranh's technical prowess. Working solo, he solved complex problems, innovated, and produced at a high level. Early in his tenure he achieved superstar status in his department. Now that he's been promoted to management, he is expected to lead. This is new territory for him: delegating to others what he could do in his sleep and coaching others whose stars don't shine as brightly. His 2020 goal is to acquire [teambuilding skills](#) and avoid the common [mistakes of a first time manager](#).

### **New Year, New Skills**

Each of these professionals has identified areas for training and development in 2020. Each has a growth mindset, a thirst for learning and self-improvement, and is motivated to become better in the coming year.

What goals will you set for yourself to become a better leader, listener, writer, team player, coach, mentor or communicator?

*What's your 20/20 vision for yourself in 2020?*

### **Your First Goal: Put All Goals in Writing**

The most successful people put their annual goals in writing and ensuring that their goals are SMART:

1. Specific
2. Measurable
3. Attainable
4. Relevant
5. Trackable

This works for individuals as well as for teams. For instance, when we [facilitate visioning or goal-setting retreats and strategic planning offsites](#) we use SMART goals and implement systems for tracking, measuring, and celebrating their achievement.

### **Your Declaration**

It's not just that successful goals are ambitious, but that those setting them are bold enough to put them in writing and trumpet them to others, declaring their intentions and willingness to be held accountable. Committing to goals in writing and sharing them signifies your commitment to success.

Most goals are soon forgotten, so consider posting yours in a place of prominence as a reminder. Over the course of a year it's easy to forget them and be taken off course by the tyranny of the urgent or other unexpected tsunamis that hijack our focus.

**Ready, Steady, GOAL!**

Remember, the stronger your 20/20 vision, and the SMARTer the goal, the more likely your future will be successful. Welcome 2020 with a clear vision of your goals for the year and a stated intention to pursue them. All of us at The Consulting Team supports your embracing a growth mindset, with a voracious appetite for learning and a commitment to ambitious goal achievement this year.

- Marilyn, Victoria, Kathye, Craig, Stewart,  
Susan, Richard, and Nataly



### **RELATED TRAININGS**

Improve your presence through increasing your Emotional Intelligence (EQ). Sharpen your self-awareness and understand how to relate and partner better with others. Learn about [Emotional Intelligence: What it is and how to increase yours](#), in our half-day EQ training. ([Download a PDF](#) about it here.)

Would you like to improve your ability to listen with intention, avoid common listening mistakes, ask better questions, and build trust through focusing better on your listening partner? [Read about our popular "Ask, Listen, and Influence" training](#) or [click for a PDF description here.](#)

Seeking a refresher course for leaders including first-time supervisors? Our [Supervisory-101: back-to-basics-training](#) is just for you. Check it out.

Would you like to elevate your stature in meetings and interpersonal communications? Take our [Executive Presence training](#) to learn how to exude confidence, listen with intention, engage those you lead, and earn the respect of your colleagues. [Click for a PDF description.](#)

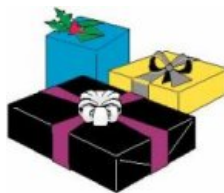
### **COACHING:**

Do you have a leader or employee in need of coaching to improve their leadership, facilitation skills, communication skills, emotional intelligence, or customer service proficiency? [Let us help.](#)

[Enhance your Executive Presence through Coaching](#)

- [Coaching and Feedback for Increased Performance](#)

- [Emotional Intelligence: Effective Coaching and Assessments](#)



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