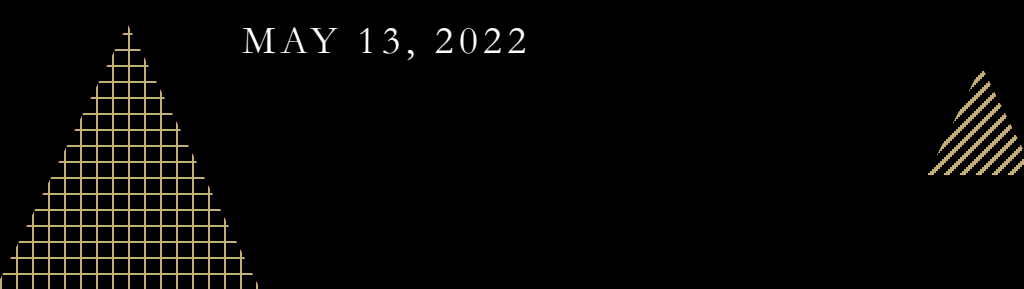


Manage Your Work to Set Yourself Free From the Rat Race

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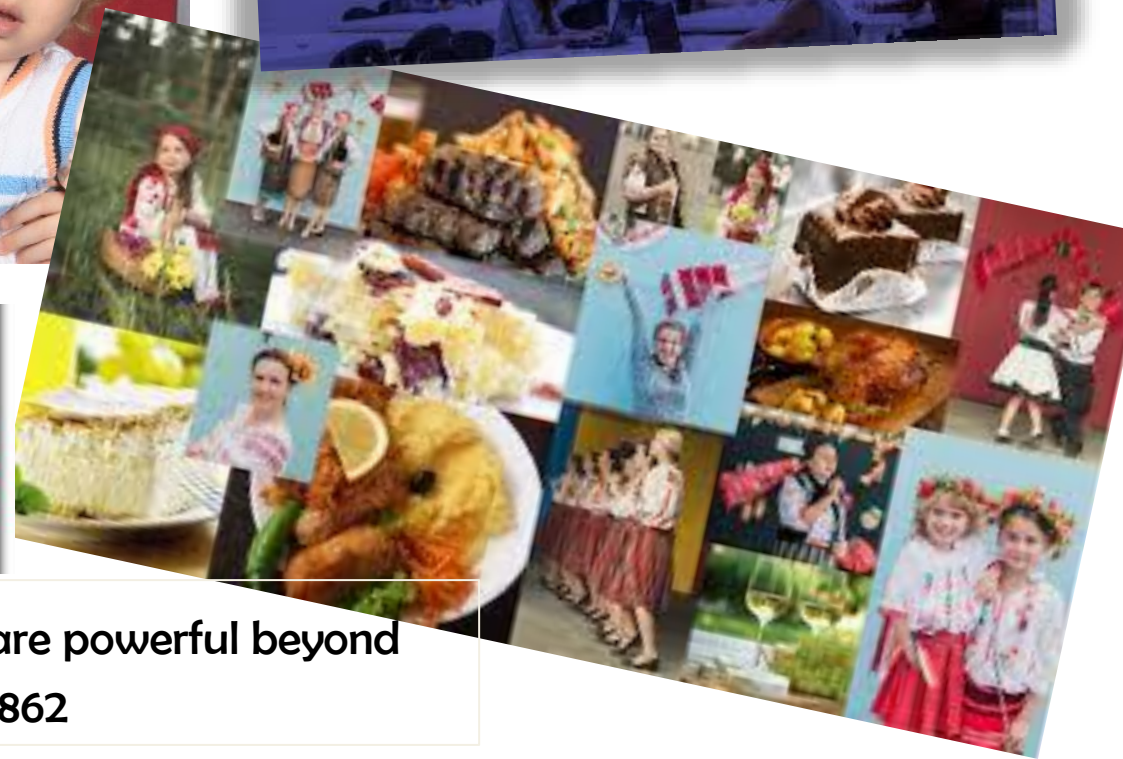




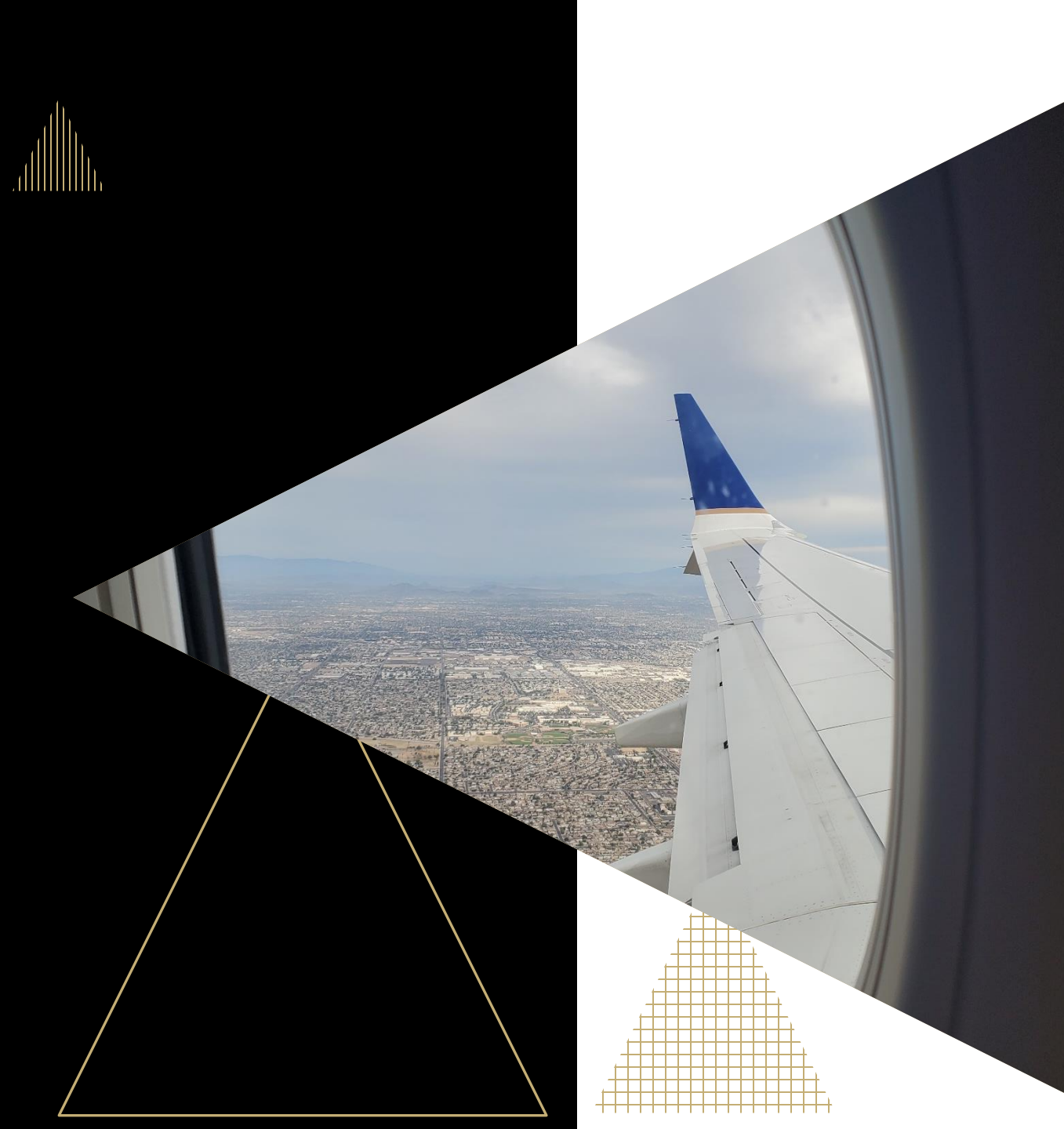
**CHALLENGE
YOUR LIMITS**



ROMANIA

The image shows the top portion of a Romanian flag, with the blue, yellow, and red vertical stripes. Below the flag is a horizontal band featuring a traditional Romanian embroidery pattern in red and white. The pattern consists of a series of repeating geometric motifs, including squares and diamonds, with a central cross-like element. The word "ROMANIA" is written in a large, black, serif font across the top of the image.

“Our deepest fear is that we are powerful beyond measure” Abraham Lincoln, 1862



“I trusted the pilot
knows what he’s
doing!”

- Did you ever have an incident where providence just speaks to you?

The near crash woke
me up from **a life of
barely going
through the
motions** and I
decided I wanted
something different out
of life.

IS THAT YOU?





Overwhelmed and Burned out Secretly **LOOKING FOR A WAY OUT**

It brings **GUILT AND SHAME** that you **COULDN'T** FIGURE IT OUT

EVERYBODY ELSE only **SEES** the **EXTERNAL SUCCESS**



Government Career = Ultimate Work-Life Balance?

- Department head role
- Trade Associations roles
- Graduate studies in evening
- Single- parenting + expecting

Feeling in control of
the many plates you
have in the air?





Burnout creeps in slowly over time.

Despite...

- loving your work
- positive changes you bring
- accolades
- accomplishments
- promotions/ more \$

Lost drive for all of it..





Success felt so darn empty!
Change to government sector didn't help
The **Common Factor** was
Me!



Feel like you can't take it
anymore?

But you don't know how
to shake it off?





Financial
Rewards?




Achievements?

Success



True Success Quality of Life You Live



- Building the good life & enjoying life each day
- Life of grace, purpose & energy
- Close connection with dear ones
- Joy and fun
- Good health
- Financial wellbeing
- Deep spirituality
- Lasting legacy of positive impact: family, career and society



Overview

- Mindset
- North Star
- 7 Intrinsic Needs
- Career Management
- Credibility Shock
- Alignment Change
- Strategic Perspective
- Free Giveaways

Mindset

Perfectionistic tendencies

Hardship relinquishing control

Self Sacrifice to a Fault

Need for approval- childhood





Your Unwavering North Star





CORE VALUES

DOES THIS DEFINE ME?

IS THIS WHO I AM AT MY BEST?

IS THIS A FILTER I USE TO MAKE HARD
DECISIONS?

RESIST CHOOSING WORDS
YOU'VE BEEN TAUGHT TO BE

7 Intrinsic Needs

SECURITY
money

ESTEEM
worth

HEALTH
food
exercise

AUTONOMY
freedom

CONNECTION
relationships

PURPOSE
life's legacy

LEISURE
recreation
fun

Uplevel Your Career Model

Credibility Shock

Alignment Change

Strategic Perspective



The Credibility Shock

Relationship Management

Credibility is not about how smart you are, your experience or your title. In fact, **IT'S NOT ABOUT YOU AT ALL.** It's about the other person and your ability to connect with others and deliver value to them.



The Credibility Shock



Credibility Success Factors

Trust: building a positive reputation based on your ability to commit and deliver value to others

Character and moral courage: the demonstration of integrity and highest professional standards even when facing adversity or making the tough decisions- how you choose to do business

Effective communication and influence skills: the ability to listen, to communicate at the level of the audience, and to persuade others effectively by identifying common ground and striving for mutually beneficial outcomes

Relationship management: establishing rapport, making connections, building relationships, and creating networks critical to both long term and short term goals

Activities to Build Credibility



Become a student of people. Watch people's reactions in meetings.

When selling your ideas or getting buy in, do your homework. Get advance perspective in one-on-one meetings.

Dealing with bureaucracy at work? Build your own networks to get the answers and results you need.

Learning how to deal with emotional situations/people through emotional distance.

Pick one conversation a day to practice active listening.

The Alignment Change

From Personal Competence to Organizational Capacity

Continuously aligning people, processes and structures to maximize organizational performance and deliver results.



The Alignment Change



Alignment Success Factors

Shapes the culture and political landscape: shapes a culture based on mutual respect, trust and accountability

Builds an adaptive organization: creates a high performance organization that gets results by continually aligning strategy, roles, skill sets, and leadership responsibilities

Develops talent: takes pride in role as coach and teacher who get the most out of individuals and teams

Leads by example: models the leadership behaviors and values expected of others

Mentore Leadership Model

Activities to Build Alignment



Department Head Leader Activity

For next week, identify 1 activity you need to do *less of*. Create a goal for what you will do by when.

List 1 activity you need to do *more of*. Create a goal.

Repeat this as part of your weekly scheduling for the next 12 weeks.

At the end of that period, take a close look at what you have accomplished. Review the observations with your manager and ask for feedback.

The Strategic Perspective Change

A Broader Perspective

Engaging in strategic leadership- looking out beyond organizational boundaries to understand the bigger picture, deciding on the future and creating steps in the present to get there.



The Strategy Step



Strategy Success Factors

Business Savvy: a potent mix of strategic thinking and business acumen with experience and insight that yields a confidence for moving smartly to the future

Strategic Thinker: the ability to see the big picture by thinking broadly and extrapolating from current to future trends and outcomes

Walks in Customer's Shoes: positions the organization to deliver value through ongoing commitment and shared risk for the success of the end-customer; strives for win-win-win outcomes

Business Partner and Strategist: mastery and proficiency- the ability to apply knowledge and skills that consistently achieve outcomes in a variety of circumstances and situations

Activities to Step into the Strategy Stage



Consciously take the time to reflect and ask myself how I am thinking through an issue, what insight I've gained and what it means for the future

Involve all levels of the organization in a systematic process to understand customer needs through ongoing customer dialogue

Study market trends and use knowledge of the business and its core competencies to determine how the organization competes successfully for the long term

Team Member	Credibility Shock	Alignment Change	Strategy Change
What	Who	How	Why
Track record	Image & reputation	Coaching & leading by example	Seeing the bigger picture
Knowledge & Expertise	Communication & Influence	Decision making, prioritization & problem resolution	Insights applied to the business
Depth	Breath	Agility	Calculated risk taking
Student of knowledge	Student of people	Student of the organization	Student of the business
Native intelligence	Emotional intelligence	Systems thinking	Strategic thinking
How smart you are	How you deliver value to others	How to maximize operational efficiencies	How to work as a partner & strategist to the business
Knowing your subject matter	Knowing your audience	Knowing your organization	Knowing your business

Level UP your Career

Wrap Up

Reflection Questions

1. Which leadership step are you in right now? What has been the hardest shift or transformation?
2. To what extent are you operating at the right level? Are you spending your time on the right things?
3. If you are not where you need to be, what are the steps needed to move you in the right direction? Create a SMART goal with the action steps that support it.



QUESTIONS?

Stop by our BOOK
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- Raffle Prize Giveaways
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group
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Balance”

TheWork.Life.Balance.Academy@gmail.com