

LEADERSHIP SUMMIT #466
FRIDAY, JULY 12 : 9:40 am - 11:15 am

Your 3-5 Action & Application points for the leadership pillar you will be coaching
Leadership in Your BUSINESS & CAREER

The pillars we want to examine are:

- 1) Finding your **mission and passion**
- 2) Determining what **your role** might be and what you will need **educationally, emotionally, and financially** to start this mission
- 3) **Asking for help** from mentors, friends, and family with experience who are willing to share openly and honestly
- 4) **Setting solid goals financially**, and of course with **timelines**.
- 5) Taking the time to **review** and see if you might need to reschedule your timeline, increase your financial commitment, stop your project or expand your vision.

PASSION & MISSION

In setting an action plan for your business and career the first thing you should do is figure out what your passion is and what your mission will be.

If you are looking to open a business – What kind? How large? What offerings?

If you are setting a goal for your career – What area? When environment? What salary?

If you are looking to open a studio or your own business, So some recognizance. Examine what is out there. Visit as many studios and clubs as possible. Talk to the owners, the managers and the members. Ask what is working and what is not.

Do the same to review career options. Discover what responsibilities different owners, managers, and creators take on. Find out what they like, what the don't like and what is not optional. Start to visualize your perfect job and your perfect career.

YOUR ROLE

After you feel confident in what your ultimate career goal is, it is important that you create somewhat of a job description regarding this aspiration. This should reflect your likes and dislikes and your particular skillset. It may even include a broad growth strategy. This does not necessarily need to be limited to your current skillset. What are you looking to achieve in your life? Both financially and emotionally. Include any physical limitations and any deep personal desires. Try to understand where you personally will need to improve – what steps you will need to take to prepare for your ultimate job , career and company.

After you feel like you know what type of job you would like to have and what life you would like to lead, look at timelines. Make sure these timelines are reasonable. Do you need an extra degree? Do you need a mentor to shadow to achieve these Particular goals. Conduct a bit of an analysis regarding current people who have similar jobs and offer similar authority. See what helped them to succeed – a particular degree, an online course, a certain training program. Or mentor.

ASKING FOR HELP

Another very important aspect of leadership is being able to ask for help. I think people forget this because they think leadership means only leading and telling people what to do. Leadership is really asking people to help you in your pursuit of a goal. Ask people that are higher up for their assistance. Ask friends and family for support both financially and emotionally.

Ask the same people for guidance as far as career development. We will be surprised at how many people are willing to help you succeed and will share their innermost thoughts and experiences. Ask these leaders that you admire to mentor you. Inquire as to what they did right and what they did wrong. People will share their mistakes, which will hopefully help you avoid them.

SETTING GOALS & TIMELINES

After you feel like you have a clear understanding of your career goal or your business role, you set some solid goals. These goals should include timelines and financial markers. These financial markers can be money you hope to make, money you hope to borrow, money you hope not to lose. Set realistic markers based on realistic experience. Ask those around you how long they think your goal will take to achieve. Ask for advice on what timelines you should set. Be sure to ask both supporters and naysayers. Ask the conservative people and the people that you think don't really believe in you. Listen to what they have to say. You have two ears and one mouth. Listen!

REVIEW & READJUST

Then after you begin your new job or start your new business, be sure to reevaluate. Don't judge too quickly. It is important that you do not overreact. You will make mistakes. Make sure you have time to process what you are reviewing. Be sure to reevaluate every quarter (every 90 days.) And of course, you must perform a six month review and an annual review. Work with a financial consultant or a friend that can look at the numbers. Get to know your numbers. Understand your business and your financial situation. One of the biggest mistakes we make by following our passion, and our purpose is not reviewing our bank accounts. Personally, this was the hardest thing for me to learn. You must live and die by your numbers, especially if you have employees and they have families. It is not just about your bank account. It is about their survival. As your responsibilities will grow, so might your staff.

One of the last reviews that you conduct, may be defining the people that you want and need to work with. Only hiring people that will support everything you say and everything you do is a mistake. You will want to hire individuals with diverse backgrounds, and diverse experience. You will want to seek advice from people with diverse backgrounds and diverse experience. And if

you get a sense that someone is not working out, don't wait months and years to let them go. This is one of the hardest aspects of your job as a leader, figuring out who fits in. Like rowers in a boat, everybody must work together. Everyone needs to be working as hard as each other and as a team. If someone is slowing you down and dragging the boat, you will need to find someone to replace them to keep the boat balanced and moving forward.