



{ THE BYWATER JOURNAL }

CREATIVE APPROACHES TO OPTIMIZING PERFORMANCE

NEWS FOR CLIENTS AND FRIENDS OF BYWATER CONSULTING GROUP

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How to Rapidly Accelerate Success in 2016

As 2015 draws to a close, it is the perfect time to slow down, look back at the year in review, and create an ambitious yet actionable plan for remarkable results in 2016. Here's how you can apply my 3-step process to accelerate success for you, your team and your organization.

This is how it works:

1. Pause.

Take a deliberate break from the onslaught of activity that pervades this time of year. Block specific times on your calendar. Identify them as "Strategic Thinking" sessions and don't let anyone take that time away from you.

Now that you've got your own attention, take a look at where you were at the start of the year and be honest about where

What Clients Are Saying



"Liz is a phenomenal executive coach. She has an authentic and results-oriented approach that you will use to make significant inroads into your professional and personal development. My experience with Liz has been a great complement to my

you are now. Ask yourself:

- Have you met your 2015 goals? Have you exceeded them?
- How well are you positioned for additional innovation, growth, industry recognition and overall repute?
- What are the indicators of a successful year gone by? And where will you excel in the coming year?

Take as much time as needed to carefully examine what you, your team and your company have accomplished and be honest about where you stand going into the new year.

2. Reflect.

Now that you've got a clear picture of where you were and where you are, give thought to the factors that helped you meet with success. Did you hire and develop an outstanding team? Did you convey an extraordinary vision that inspired dedication above and beyond expectations? Did you take advantage of market insights and emerging opportunities to outpace the competition? The possibilities are numerous.

Then look at the factors that prevented you from being as resoundingly successful as you could have been. Maybe you had some gaps in your team that left you and the rest of the team scrambling to get things done. Maybe you struggled to select and attend to the right priorities. Perhaps a new initiative was announced but without adequate clarity to gain traction across the organization. Be honest with yourself. What's been holding you back?

3. Project!

Using the above reflections, you will be well equipped to create a powerful, highly actionable plan for success in the new year. The key is to select your top priorities and look at opportunities to build upon strengths and successes while mitigating areas of weakness or concern. Determine the concrete actions that will allow you to meet your goals. Figure

career and personal life journey. I highly endorse and recommend her."

- Larry Jones
Vice President and
CIO, Janssen
Pharmaceuticals,
Johnson & Johnson

Shout Outs



"I had the opportunity to hear Liz speak recently and was delighted. She was excellent - great content, authentic desire to help others, terrific energy, and delivered with passion!"

- Ann Latham
President, Uncommon
Clarity

Leadership Insights:

Check out Liz's **videos**, filled with targeted advice for exceptional leaders.

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out where you'll need support, from whom and in what form. Line up the resources you'll need right away. Set your timeframes and establish measures of success.

Pause, Reflect, Project! and you will be powerfully positioned for a successful and rewarding 2016. Don't delay. The new year is just around the bend.

Top 10 Traits of Successful Leaders

In case you missed our last newsletter...

Last month, I shared my newest leadership concept, "**Pause. Reflect. Project. 3 Steps to Rapidly Accelerating Success!**" to a gathering of premier consultants at the Society for Advancement of Consulting (SAC) in NYC.

As I prepared for my discussion, I thought about the traits shared by my most successful clients. Here's what I've observed in working with top-tier executives in the Fortune 500. **These leaders are:**

Relationship masters...

Rapidly develop and sustain mutually rewarding relationships and unfaltering trust with others.

Selflessly reflective...

Willing and able to self-reflect without being unduly self-indulgent or self-aggrandizing.

Voraciously curious...

Actively solicit ideas, opinions and perspectives from others. Consider feedback non-defensively and use that feedback to inform whether/how to do things differently.

Inspiringly vulnerable...

Unafraid to demonstrate areas of weakness to others. Create a non-judgmental atmosphere in which their team, colleagues and others are honest and open about their own worries and weaknesses.

Passionately invested...

Seek to continually improve the condition of others - their team, the company, their customers, etc.

Uniquely poised...

Show up with their own unique version of confidence and presence (this can look quite different from individual to individual).

Solidly flexible...

Highly adaptive individuals. This does not suggest that they lack character or conviction; in fact, genuine flexibility requires a solid inner foundation.

Unparalleled communicators...

Authentic, direct and clear at all times. Listen more than they talk. Inspire others with a compelling portrayal of the future.

Deliberately strategic...

Pause regularly to look at the big picture and take a strategic approach. Refuse to simply put out fires each day.

Insatiable developers...

Lifelong learners who embrace the coaching relationship as a golden opportunity to rapidly accelerate leadership impact.

Three Steps to Becoming a Relationship Master

In my work with exceptional leaders and their teams, I consistently find that the most successful leaders excel at cultivating outstanding relationships. They are, above all, ***Relationship Masters***.

If you're ready to immediately improve your most important relationships, try the following straightforward approach. I call it ***Pause, Reflect, Project!***

1. Pause.

Set aside quiet, undisturbed time to review the condition of your key relationships. Put each relationship into one of three buckets. Assign a color to each bucket. Green for relationships that are in top shape. Red for those that are in trouble. Yellow for anything in between.

2. Reflect.

Which of these relationships are fundamental to getting the work done? Who must be fully engaged as a trusted business partner? Who must be influenced to drive your agenda forward? Which relationships offer the greatest reward? And where can you most significantly impact the success of others?

3. Project!

Create a targeted plan for sustaining, improving or repairing each key relationship. Prioritize your efforts based upon how essential the relationship is and how pressing the need to address it. Get specific. Create a plan that provides a roadmap for mastering each important relationship.

Address the following: With whom must I be more proactive, responsive, thoughtful, collaborative, engaging, commanding, respectful, communicative? You get the idea.

Then determine: How will I achieve that? Does my approach

require a one-time interaction (probably not) or an ongoing approach to enhancing the relationship? Set timeframes and assign metrics to assess progress. Use your plan to help you focus on building outstanding relationships each day.

Exceptional Development Opportunities for 2016!

Trusted Advisor and Team Effectiveness Acceleration

For 2016, I am pleased to offer you my highest impact program yet. Over many years of helping top-tier executives and their teams, I have developed an extremely effective process for accelerating success.

Key elements include:

Trusted advisor services for the leader. Work directly with me as your trusted leadership advisor. Allows you to:

- Address issues proactively and in real-time.
- Rapidly improve as a leader by building upon strengths while recognizing and mitigating potential areas of vulnerability.

Targeted whole team development. This is a tailored approach for building a high performing team. Outcomes include:

- Increased trust, better relationships, improved communication and alignment around vision, purpose, expectations, accountabilities, etc.

Development for key members of the leadership team.

You may choose to have one, several or all of your team members work closely with me in a trusted advisory or full-scale coaching capacity. Benefits include:

- Rapid development of leadership, performance, and team focus.

- Supports succession planning by preparing your most talented performers for future roles.

Keynote Speaking and Development Sessions

Based on my straightforward yet powerful process for enhancing professional and personal success, I am proud to offer ***Pause, Reflect, Project! Three Steps to Rapidly Accelerate Success!***

I am booking now for 2016 and dates are filling up quickly. Contact me to learn more or to book a date for your next conference, trade show, awards ceremony or team development session.

Exceptional Leadership Tip #6

Great leaders need extraordinary teams to carry out the vision. Hire well, inspire, set expectations, develop your team... and trust!

About Liz Bywater

Dr. Liz Bywater is an internationally recognized leadership expert and popular speaker. She helps top-tier executives lead with impact, resulting in exceptional performance.

Liz specializes in advising Fortune 500 leaders. Her client list includes Johnson & Johnson, Bristol-Myers Squibb, AmerisourceBergen, Thomson Reuters and other successful organizations.

Liz helps her clients meet with resounding success. Areas of focus include: building extraordinary relationships, increasing influence, driving productive collaborations, commanding the room, developing

remarkable teams and more.

Liz helps leaders:

- *Achieve outstanding results*
- *Lead with impact*
- *Rise to a new challenge*
- *Build and develop remarkable teams*
- *Thrive through change*
- *Accelerate influence*
- *Create a powerful leadership brand*
- *Craft and convey a compelling vision*
- *Build unparalleled relationships and trust*
- *Inspire, engage and align with key stakeholders*
- *Harness creative conflict*
- *Prepare for the next big opportunity*

Bywater Consulting Group

www.bywaterconsultinggroup.com

Liz Bywater, PhD: Leadership Videos

<http://www.bywaterconsultinggroup.com/leadership-videos.php>

Leadership Insights

<https://www.linkedin.com/today/author/6885921>

Testimonials

<http://www.bywaterconsultinggroup.com/testimonials.php>



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Us:

We look forward to hearing from you. In the meantime, please **visit us** any time!