



{ THE BYWATER JOURNAL }

CREATIVE APPROACHES TO OPTIMIZING PERFORMANCE

NEWS FOR CLIENTS AND FRIENDS OF BYWATER CONSULTING GROUP

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Top 10 Traits of Successful Leaders

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...

What Clients Are Saying



"Liz has great business acumen to see "the big picture" and the deft and grace to work across multiple industries and with diverse groups. I view her as extremely capable, trustworthy, and valuable."

- David Paragamian
President, Apothecom

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

Shout Outs



"Shout out to @drizbywater on her life changing speech. Awesome. Thank you."

**- Roberta Matuson
@matuson**

Leadership Insights:

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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.

Inspired Leadership: Insights for Driving Remarkable Results

In case you missed our last newsletter...

I had the pleasure of joining the PharmaVOICE 100 event in NYC, to celebrate some of my most successful clients as they were honored among the 100 most inspiring and innovative leaders in the pharmaceuticals space.

The event was attended by an impressive crowd of business leaders in the life sciences and related industries. The evening's kickoff consisted of the Executive Forum, a panel discussion led by Deborah Dunsire, CEO of Forum Pharmaceuticals.

The topic under discussion: *Inspired Leadership*. Each participant was asked to share his or her perspective and experiences... and a number of key themes clearly emerged.

Authenticity. Being real and genuine with the people you lead. Not pretending to be anyone or anything other than who you truly are.

Vulnerability. Being open and honest about yourself without pretense. Refusing to hide behind your title or your office walls.

Mission-Driven Culture. In the face of myriad challenges and obstacles on the path to success, the best leaders inspire engagement, passion and persistence by cultivating laser-focus on the mission. By continually focusing on the **purpose** of the work rather than the day-to-day tasks, extraordinary leaders ensure their employees bring their best to work every day, even in the face of daunting challenges.

Leadership at all Levels. Inspired leaders encourage and embrace leadership throughout their organizations. They recognize that remarkable leaders create more than just followers. They create more leaders. And they recognize that command-and-control leadership no longer works in today's organizations, in which success relies on collaboration, communication, innovation, and influence without direct authority.

Diversity. Embracing the opportunities presented in having a diverse workforce that bridges generational, ethnic, racial and gender lines. Inspired leaders recognize that it's not always easy to work with people who are different from oneself. Still, it's incredibly powerful to leverage the strengths and perspectives of a truly diverse set of individuals.

Relentless Pursuit of Excellence. Maintaining the status quo is no longer good enough. Inspired leaders recognize that if you aren't getting better, you're getting worse. Status quo leads to stagnation which leads to decline. By continually pursuing excellence, the organization remains vital, employees do their best and most creative work, innovation is the name of the game, and the entire organization thrives.

As an expert in leadership and performance, working with some of the world's most successful business leaders, I give kudos to the insightful executives who spoke at the PharmaVOICE event. They clearly have their finger on the pulse of inspired leadership... the direct pathway to achieving

remarkable results.

Exceptional Leadership Tip #11

To foster extraordinary enthusiasm, make sure your passion and commitment are palpable to all.

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*

- *Craft and convey a*

- *Create a powerful leadership brand*
- *Build unparalleled relationships and trust*
- *Harness creative conflict*
- *Craft and convey a compelling vision*
- *Inspire, engage and align with key stakeholders*
- *Prepare for the next big opportunity*

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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!