

LEADERSHIP COACHING AND MENTORING –PACK

November 2022

Established in 2006

Welcome to this month's edition.

Damian Piper CBE our Resilience Coach starts this month edition with **managing the gap** "As I write this article it's Saturday 12th November. A day sandwiched between Armistice Day and Remembrance Sunday. Both those days offer an opportunity to remember and reflect on the huge sacrifices given for us to enjoy the freedoms we have today. Of course, it's easy to lose this perspective as we get caught up in the pounding surf of the challenges in our 2022 everyday lives. This month's article is about managing the gap between the stimulus and our response to those challenges."

Simon Bailey is the Managing Director of LSP leadership and a much valued member of our Leadership network '**Innovative Ways YOU CAN Create a More Sustainable World**' I highly recommend taking in his podcast.

Justin Smith, Operations Manager for Thera East Anglia: **Kindness in Leadership** "A recent conversation with a CSL (Community Support Leader (Manager)) got me thinking about the concept of kindness in leadership."

From me '**The Fifth Leadership Lesson I learned – Be more organised**' "Sports kit on/sports kit off" bellowed the Platoon Sergeant and 30 of us rushed out of our accommodation block, only to rush back in, and get changed into our NBC (Nuclear-Biological-Chemical) kit. This is what was called a 'change parade' and part of reconstructing our personalities and characters (for the better in my case)....."

Being Bettina's Mum: Care to Communicate? By Joyce Raw ".....How do you communicate with someone who appears not to understand what you are trying to say, or for whom verbal communication is like a foreign language? How do you communicate with someone who has an impairment which puts obstacles in the way of being understood?"

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It's not about how good you are

It's how Good You want to be

managing the gap

As I write this article it's Saturday 12th November. A day sandwiched between Armistice Day and Remembrance Sunday. Both those days offer an opportunity to remember and reflect on the huge sacrifices given for us to enjoy the freedoms we have today. Of course, it's easy to lose this perspective as we get caught up in the pounding surf of the challenges in our 2022 everyday lives. This month's article is about managing the gap between the stimulus and our response to those challenges.

Firstly, I am in no way suggesting that the challenges people are facing are not real and have material impact. They do. At a macro level the cost-of-living increases, stability in the Government and the war in the Ukraine are just three examples. Everyone will have their localised version of challenges too - managing health, caring responsibilities and work pressures are three common categories that come up when working with people.

Through Stephen Covey's book *Seven Habits of Highly Effective People*, in my twenties I was introduced to Viktor Frankl and his work [Man's Search for Meaning](#). It had a significant impact on me and the way I hope to handle the challenges that come my way. I say hope, as I'm not always great at managing challenges. We are human and can all get caught out falling short of what we'd ideally like. Three sentences in the book had a real impact on me and thousands of others. I believe the simplicity of them is what makes them so impactful. However, like so many simple things, that doesn't mean they are easy to do.

Between stimulus and response there is a space. In that space is a power to choose our response. In our response is our growth and freedom.

I believe managing the space between stimulus and response is a skill we can get better at. For me it's a lifelong practice – like fitness, something that I need to keep working at. Here's three questions that I've found useful in building more effective responses to stimulus. And more importantly, I've seen many others get benefit from these too.

Where is the problem or challenge coming from? There are three categories. Working out which category your challenge falls into can be a major breakthrough in determining our response. The categories are:

1. Direct control – the things and situations we create.
2. Indirect control – the things and situations created by others.
3. No control – the things we truly can do nothing about, changing the past a good example of this.

Once we have determined the category, we can then work out our response from a place of influence or acceptance. Two things I find interesting is the amount of challenges people wrestle with that they truly have no control over and how accepting people can be of the challenges they could have huge influence over. How would you categorise the challenges that occupy you currently?

Is it real or imagined? I have a friend whose philosophy to life is “live where your feet are”. I love this as it really challenges what is real or something our wonderful imaginations have conjured up about the past or future. Many of the things we worry about or invest energy into are not even real. How good are you at spotting the difference?

What's proportionate? I like the metaphor of water when it comes to our responses. When you drop a pebble into water its response is proportionate to the size and weight. Drop a stone, rock, or boulder it's the same. No more no less. The water then settles back down. A mind like water is perhaps the ultimate in response management. How proportionate are your responses?

You maybe wondering why the reference to Armistice Day and Remembrance Sunday at the beginning of this article? There are two links:

1. As I reflect on what went on in the two world wars and conflicts since, it brings an instant sense of perspective to the challenges I face today. It doesn't make them any easier. However, with that greater sense of perspective, it puts me in a stronger position to work out a helpful response to them.
2. The author of the quote Viktor Frankl was a psychiatrist, and a Jew in the Nazi concentration camps. Whilst there he was witness to and victim of hideous atrocities, including the loss of parents, his brother, and his wife. Only his sister survived. It was while he was there that he further developed his thinking about human behaviour which he then went on to write about. This for me is a huge inspiration that someone could go through what he went through and still find positive value.

As always, I love to hear your thoughts, comments, and observations. Please feel free to share with me or if you prefer to connect on [LinkedIn](#).

Damian

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Damian Piper CBE

Change and Resilience Coach

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www.effectivechallenge.com/podcast



(I am grateful to Simon for his permission to share this important message with you)

Innovative Ways YOU CAN Create a More Sustainable World with Simon Bailey

<https://courageofaleader.com/captivate-podcast/innovative-ways-you-can-create-a-more-sustainable-world-with-simon-bailey/>



**THE COURAGE
OF A LEADER®**
PODCAST



Innovative Ways YOU CAN Create a More Sustainable World with Simon Bailey



My guest today is Simon Bailey. He's the Managing Director of LSP Leadership and is asking himself, and the leaders with whom he works, about regenerative leadership.

He asks:

- What is society asking of you?
- What is the opportunity inside of your organization?
- What are you personally passionate about shifting and repairing?

Listen in to this conversation to get inspired and get in action in the ways that are important to you.

About the Guest:

Simon Bailey is the managing director of LSP leadership. In leading LSP leadership, he sees clearly the necessity to work with leaders and their organizations to bring about an accelerated transition towards the sustainable enterprise. This is driven by his personal purpose to help people and places be better than they are today and by his observations that people in the organizations that they work in, are in the main, slow to recognize commercial and personal opportunities that this transition to a sustainable economy presents.

As a coach, his approach is intuitive, challenging and deeply caring for his clients, and what they are seeking to achieve. Simon coaches in multinational organizations, multi sector SMEs and with individual leaders in transition.

Prior to joining LSP leadership in 2003, Simon served in the army as an infantry officer leading operations and training in Asia, Europe and the Middle East.

He is a Member of the Institute of Directors (MIOD) with a Diploma in Company Direction, working towards Chartered Directorship. He has an MBA from the Schulich School of Business, York University in Toronto, and is an Associate Member of the Institute of Environmental Management and Assessment (AIEMA).

<https://www.lspleadership.com/>

About the Host:

Amy L. Riley is an internationally renowned speaker, author and consultant. She has over 2 decades of experience developing leaders at all levels. Her clients include Cisco Systems, Deloitte and Barclays.

As a trusted leadership coach and consultant, Amy has worked with hundreds of leaders one-on-one, and thousands more as part of a group, to fully step into their leadership, create amazing teams and achieve extraordinary results.

Amy's most popular keynote speeches are:

The Courage of a Leader: The Power of a Leadership Legacy

The Courage of a Leader: Create a Competitive Advantage with Sustainable, Results-Producing Cross-System Collaboration

The Courage of a Leader: Accelerate Trust with Your Team, Customers and Community

The Courage of a Leader: How to Build a Happy and Successful Hybrid Team

Her new book is a #1 international best-seller and is entitled, The Courage of a Leader: How to Inspire, Engage and Get Extraordinary Results.

www.courageofaleader.com

<https://www.linkedin.com/in/amyshoopriley/>

Links mentioned in the episode

1% for the Planet: <https://onepercentfortheplanet.org/>

Marine Conservation Society: <https://www.mcsuk.org/>

Edelman Trust Barometer: <https://www.edelman.com/trust/2022-trust-barometer>
IPCC — Intergovernmental Panel on Climate Change: <https://www.ipcc.ch/>

Call to action

Examine your beliefs about regenerative leadership. Then, ask yourself: How am I called to contribute and repair?

“Humanity is a mystery. It needs to be unravelled, and if you spend your life unravelling it, don’t say you’ve wasted time” Fyodor Dostoevsky

‘Kindness in Leadership’

Justin Smith

A recent conversation with a CSL (Community Support Leader (Manager)) got me thinking about the concept of kindness in leadership. When we think of the qualities of leadership, we often leave kindness out, it just not a trait that springs to mind right way, and yet it is really important for leaders within organisations.

The CSL had been providing some coaching with one of her staff and was talking about how it is possible to manage assertively, *and the same time be kind*. The concept of kindness in leaders came up at Thera East Anglia’s recent Senior Support Worker (SSW) development day; it is clear that our SSWs feel that it is a vital quality, and one they like to see in the people who lead them.

Personally, I have always found it important to show a little kindness, and to consider how those difficult conversations can be tackled whilst still demonstrating kindness: this, the CSL I was chatting with, and the SSW development day got me looking at the subject.

The Cambridge Dictionary defines kindness as...

“the [quality](#) of being [generous](#), [helpful](#), and [caring](#) about other [people](#), or an [act showing](#) this [quality](#)”

Andrea Goodridge - Leadership Coach, says that kindness in an organisation is essential in order to build trust and increase engagement in teams. She lists some of the behaviours you might see in kind leaders.

- Championing inclusion
- Showing compassion for and empathy with people’s personal issues
- Treating every member of your organisation with respect
- Having a personal touch in your communications with others

Andrea says that when a leader shows kindness in their approach, others are much more likely to be open and honest: this way, leaders can get to the root causes when things go wrong. <https://adflorem.com/blog/kindness-in-leadership/>

Emily Marsh of t-three.com says that kind leaders are good leaders...

“Kind leadership brings in all the different elements of [authenticity](#), transparency, warmth, building trust, and empowering people. So, when we talk about kindness, what we really mean is including a little of each of these different subsections of being a good leader in your day-to-day approach and intent.

Part of being ‘good’ at leadership is understanding and valuing what’s going on with the people you lead. It’s about understanding the [personalities](#) you work with and creating a team, culture and a business that is flexible enough and encouraging enough to invite individuals to be themselves at work.

This is so important. The expectation that you have one persona at home and one persona at work has gone. We bring our whole selves to work, and life doesn’t stop at the door, we all need to feel safe and comfortable in that space, no matter what the day brings. In that sense, leaders need a certain level of [emotional intelligence](#) to understand where people are and what matters to them. <https://www.t-three.com/thinking-space/blog/kind-leadership-matters>”.

It doesn’t take much effort to check in on someone who is having a hard time, in or outside of work. Telling someone what they have just done is great takes moments and can mean a lot to the recipient. Having those tricky conversations but in a kind way, and in the way you would want them handled if you were the person on the receiving end requires some emotional intelligence - a skill that can be built on. Taking anyone’s worries seriously is a kind way to lead. An organisation with a no blame culture is a kind organisation, and one led by kind leaders.

I think we work in an organisation that values kindness in its leadership.

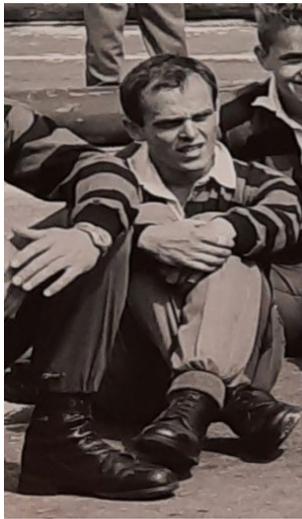
Justin

Justin Smith
Operations Manager for Thera East Anglia
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The Fifth Leadership Lesson I learned – Be more organised

Steve Raw



“Sports kit on/sports kit off” bellowed the Platoon Sergeant and 30 of us rushed out of our accommodation block, only to rush back in, and get changed into our NBC (Nuclear-Biological-Chemical) kit. This is what was called a ‘change parade’ and part of reconstructing our personalities and characters (for the better in my case).

We were being timed and I must admit I was struggling to keep up. It is October 1972 and I still recall that horrible feeling of not being in control and being disorganised. I was in the fourth week of basic training at a Junior Leaders Battalion (British Army) somewhere in Surrey. Getting it wrong could result in this...



A Weekly room inspection during basic training and that one idiot that had a sock out of place in his locker!!!

Fortunately for me, after six weeks, I had my first weekend 'leave' and the chance to reflect on how I could become more organised. After a good talking-to from my mum, I came back with a plan and suddenly my life improved – I now had the beginnings of an organisational system which I have been improving on ever since. It accelerated when I met Joyce, my wife, who takes being organised to a whole new level.

Related: [Taking the time to time manage – my top 40 tips – Leadership in the Raw](#) (most of these time management tips come from Joyce)

Fifty years on and a Draft Board Meeting minutes references I am “super organised” (although by the time it becomes the final copy it is downgraded to “organised”). Hey-Ho, it is the thought that counts.

The purpose of this article is to share some of my 'be more organised' tips and recommendations so you don't have to experience having your kit thrown out of the window during your next inspection.

My Top 7 'be more organised' tips that have worked for me

1. **Rituals** are often a series of actions or type of behaviour regularly and invariably followed that overtime become a natural habit. When driving, do you find that you go up and down the gears without giving it much thought? It becomes a ritual.
2. **Routines.** During my 18 months as a Junior Leader, from the age of 16 to 17 there were many commonplace tasks, chores, and duties which had to be done regularly, or at specified intervals, as everyday activity. My challenge was to make them as efficient and smooth as possible. I transferred my learning into all aspects of my life and work.
3. **Planning & Preparation** The 7 Ps is a British Army adage for Prior Planning and Preparation Prevents a P*ss Poor Performance. This was drummed into us from day one and it has been integral to everything I do in both my home and work life. I often hear people say, “I don't have time to plan,” especially when they have a project to manage – my response is: “you will have to find time to correct things when they go wrong,” which is often through a lack of investment in planning and preparation.
4. **Anticipation.** Anticipate your way to success: [Anticipate your way to success – Leadership in the Raw](#) “There are two ways to face the future. One way is with apprehension; the other is with anticipation” Jim Rohn
5. **Forecasting.** During a 30-month attachment to the Royal Marines, I was struck by their obsession with weather forecasts. For the first couple of months, I was constantly asked if I had checked the weather forecast. They were keen to know where I had sourced my forecasts (there was a standard to be upheld!). By forecasting what was coming, I was able to know what my working conditions would look like and the equipment I would need in the coming days. Needless to say, I have a BBC weather app on my smartphone, and I check the weather for the day ahead.

6. **Surround yourself with organised people.** I am lucky working for www.dosh.org all of our team are self-sufficient and super organised. Surrounding yourself with organised people means they have high expectations of you – it stops me getting complacent and reminds me that I can continue to progress and be better organised.
7. **Self-discipline** – “you have to keep doing it or you will end up in freefall, and when you end up in freefall you do not achieve anything” - Joyce Raw

Yesterday, I didn't follow my regular ritual when getting ready for my early morning swim and turned up without my wallet to pay - a wasted journey. At 5am I am usually on 'auto-pilot' and rely on my routine, and this morning I adhered to it!

Five-minute klaxon!!! Joyce calls out “5 minutes” and we all leap up in different directions, completing our roles and responsibilities: plugs – unplugged, lights switched off; curtains if necessary opened or closed; coats and shoes on; personal items collated e.g., car keys. This is a standard operating procedure for the Raw family before we leave our house.

We are a well-oiled machine.

“For every minute spent organising, an hour is earned”

Benjamin Franklin

Related:

[The first leadership lesson I learned – It is about others before you – Leadership in the Raw](#)

[The second leadership lesson I learned – Self Discipline – Leadership in the Raw](#)

[The 3rd Leadership Lesson I learned – Surround yourself with Talent – Leadership in the Raw](#)

[The fourth leadership lesson I learned ‘Self – Respect’ – Leadership in the Raw](#)

“It takes 20 years to build a reputation, and five minutes to ruin it.” Warren Buffett

10 Things you can do for YOU that will improve your work performance

At work by Andrea Goodridge.

(my thanks to Justin Smith for bringing this excellent article to our attention).



10 Things Checklist
Web.pdf

[About Andrea Goodridge, Leadership Coach and Facilitator - Ad Florem](#)

The Ultimate Feeling, We All Need In Our Organisations

Time to read: 21 seconds

Dear Steve

The Ultimate Feeling We All Need In Our Organisations

Is surely this:

To belong

To feel a part of something bigger than ourselves, to be included, and valued – and to value each other

Way beyond organisations being a great place to work to organisations being a great place to be

In this next business age – which Naked Leader has suggested is ‘The Age of The Human Being’, this could well be the key difference between organisations that thrive, and those that don’t

With my love and best wishes to you all

David (Taylor)

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“Everything that can be counted does not necessarily count; everything that counts cannot necessarily be counted”

William Bruce Cameron

Ten Ways to.....

MAKE THINGS HAPPEN

1. Be clear about what you want
2. Explain why it’s needed
3. Listen to any concerns from your team
4. Get the support of key influencers
5. Tell them what’s at stake
6. Give a time frame
7. Keep on the case
8. Don’t be too ambitious. Set up short-term goals....
9.then build on them after they’ve been successful
10. Show your appreciation along the way

Source: Modern Management

Being Bettina's Mum: Care to Communicate?



By Joyce Raw

The need to communicate with one another has been around since man first appeared. It started with the simplest of sounds (no, I am not that old that I have personal experience of this!) and basic cave drawings and is now done through many mediums.

Over the years, communication has become sophisticated and technological, and it advances at a breath-taking speed. The minute you buy a mobile phone or computer the “next big thing” is on the market making yours almost obsolete! But for many people, communication is one of the hardest tasks they undertake during their day; it remains a mystery and very often leaves some people feeling isolated or invisible. How do you communicate with someone who appears not to understand what you are trying to say, or for whom verbal communication is like a foreign language? How do you communicate with someone who has an impairment which puts obstacles in the way of being understood?

Whilst I do not profess to have all the answers, I do have some. Being Bettina's Mum has presented many challenges over the years, but especially so when Bettina was a young child. At its height, Bettina's autism was laced with difficulty down to her having a severe, and quite complex, communication disorder. Every part of her day was a battle because oral communication meant very little to Bettina and this was made harder by a complete lack of eye contact. Very often, when we try to communicate with people who speak a different language to ours, we can find some common ground through eye contact and gesture. Without the use of these two tools, we remain mute and disabled.

So, in order to communicate with Bettina and make her part of our world, it became necessary to find a “way in” to help her connect the dots and enable her to start communicating with the world around her. What we discovered about Bettina, and what we discovered about ourselves, changed all our lives for the better and the following are some examples of how we did it:

We took the pressure off Bettina and stopped trying to make her understand verbal communication or use it to communicate with us

We armed ourselves with as much information and literature as possible on complex communication disorders and their origins

We spoke with (or rather pestered!) speech and language therapists and other professionals for advice and ideas on “tools” they might have used in these circumstances

We started by making the smallest of changes to the way we did things with Bettina so that we could assess her responses; this included using pictures cut out of magazines or photos of shops etc to build up her visual timetable and acceptance of change. Visual systems, such as PECS (Picture Exchange Communication System), are widely used now by both playgroups and schools, but very thin on the ground when Bettina was young.

We discovered that Bettina made different noises to express her pleasure/displeasure and used these noises in return to let her know that we understood. This moved quickly through to fastening the appropriate word(s) to her noises.

We discovered that it was easier than we thought it would be and this gave us confidence to continue and improve the successes we had already achieved.

We found that Bettina found this way of working less and less threatening and she started to experiment with words. Naturally, Bettina finds it difficult to retrieve the words she needs as quickly as we do, so we allowed more time for Bettina’s responses.

We worked with Bettina’s Special Needs School teachers on all aspects of her work and life. Fortunately, Bettina attended an excellent school, which became a “Centre of Excellence” itself due to its success with other children like Bettina – and also due to the determination and hard work of an amazing teaching staff.

We have continued with and maintained this level of commitment and co-operation throughout Bettina’s life so far.

We have used our experience and knowledge to formulate an in-depth support plan which is used to identify Bettina’s areas of strengths and weaknesses; her likes and dislikes; a communication passport; the world as she sees it; the way she expresses herself both verbally and non-verbally, and this is used to support her Individual Budget. We have even been able to use our knowledge and experience to formulate an Epilepsy Protocol for Bettina for use by her P.A./Carer or other family members which gives advice on how Bettina likes to be communicated with during seizures and how she alerts us to what is happening on these occasions.

Bettina’s complex communication disorder means that she will probably always need a high level of support to communicate with others and lead the life she wishes, and we will most certainly not stop from trying to improve her life in this way, but if we can do it, anyone can. Besides which, drawing pictures on walls is largely frowned upon now!



Bettina with her PA (Donna)

Can you help someone to communicate with the world?

Follow Joyce on Twitter: @JoyceRaw1

“it’s so great that you share these experiences”

@SteveRaw836 @JoyceRaw1 #autismawareness thank you as always 💜

Nicola Payne. Family Engagement Consultant at MacIntyre

“A kind word to one in trouble is often like a switch in a railroad track...

An inch between wreck and smooth sailing”

Henry Ward Beecher

Sometimes, We All Need To Just Do This...

Time to read: 34 Seconds

Dear Steve

Sometimes, We All Need To Just Do This...

Complain - without needing to fix things, find answers or any ways forward

Over the last 10 days, across three events - in Perth – Australia, London – UK and Zoom, I did something I had never done before. The Elephant in the Room session asked one question – what is happening in your life / organisation / the world that you are unhappy about?

In Naked Leader we would usually let it run its course and then ask the more positive opposite question.

On these occasions we let that first question, run and run. People started off gently, politely, then moved to more specific issues and then really got stuff off their chests, and some! It was like a game of who can complain the most!

And when it finally came to a natural ending, the unspoken feeling in the room was not what one might expect – negative and draining, but quite the reverse – calm, carefree, cathartic.

People said they felt they had the permission to share what was really on their mind, without fear or favour, and the mutual trust across the group was palpable.

Then, without prompting, people started laughing, sharing ideas and How-Tos - no elephant required.

Go on, give it a go – remember the only rule – no positivity, solutions or tree hugging allowed!

With my thanks to Rachael Gulliver, and my love and best wishes to you all

David

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“By three methods we may learn wisdom. First, by reflection, which is noblest. Second by imitation, which is easiest, and third by experience which the bitterest”
Confucius

CAREER MASTERCLASS

BE A TOP COACH

Prioritise. When deadlines loom, coaching is all too easy to postpone. Don't. Find a format that works for you (weekly check-ins over breakfast, Skype chats while you travel) and commit.

Start Strong. Don't waste your first session on niceties. Ask your team to bring a list of things they want to achieve and how they think you can help. This is coaching, not a coffee morning.

Educate. At first, coaching (that is, apprenticeships) involved telling trainees exactly what to do. Today, we ask questions to guide people to answers. But the ideal is a mix. For example, if you're setting goals, ask them what exceptional performance looks like and share what you think they could achieve.

Build trust. Coaching relationships rarely work without it. Highlight shared interests, show you appreciate them, be consistent, and don't ever breach their confidence.

Craft their dream job. We're more productive when doing tasks that play to our strengths. Find out what they relish, then delegate accordingly. If you can't change their role, change their perception by showing how tasks fit with their long-term goals.

Keep them motivated. Are there tasks they just can't learn to love? Show them how they link to the company's goals: 'I know you hate data Analysis but we're moving towards a more data-driven approach; you're making yourself 'indispensable.'

Give them the inside track. From the CEO's pet projects to the resource controller's sweet spots, show your protégés how to impress those who matter most, and keep your ear to the ground about the impact they're having.

Get real. If you know they want to leave, do what you can to prepare them for their next step. It's better they're engaged in their final months than mentally checking out.

Swallow your pride. If things aren't working, have an honest chat then help in the one way you can: find them a new coach.

Source: The Mind Gym:

"It is time for us all to stand and cheer for the doer; the achiever – the one who recognises the challenges and does something about it" Vince Lombardi

FAST TRACK TO..... NETWORKING

Know the benefits of networking. Done right, networking promotes your career, helps you learn from others and provides a sounding board for your ideas. If you are stuck with a problem, a good network will always know someone who can help you.

Analyse your current network of contacts. Check your address book, business cards, correspondence files, professional contacts and phone index. Create an up-to-date, flexible card index or computer database you can build on.

Establish your own networking goals. Aim to revitalise your network file over the next year. Set yourself achievable goals such as meeting two new professional contacts a month, attending two major conferences this year or joining a professional organisation.

Get out there, promote yourself, and make contact. The key to networking is to raise your visibility. Attend meetings, serve on committees, write for journals, speak to gatherings, become a spokesperson. Meet as many people as you can. If you meet a potential network contact, widen the conversation, and find out all you can about the person.

Understand the networking market. Networking is a two-way street. You have to be committed to using your skills and expertise to help others. The more you can help your contacts, the more they will want to help you.

Bring in others. Talk regularly to members in your network and, if someone needs help you can't give, offer to share a contact. You'll be doing both a favour, fulfilling the needs of one and providing a new and valuable contact for the other thereby further expanding the network.

Source: ILM Edge magazine

Related from me: [Networking: it really is all about who you know – Leadership in the Raw](#)

My thanks to Joyce Raw for bringing these 5 Core Beliefs to our attention:

5 Core Beliefs of Incredibly Successful People

As excerpted from LinkedIn by Jeff Haden

1. I AM NOT SELF-SERVING. I AM A SERVANT

No one accomplishes anything worthwhile on his own.

2. SUCCESS IS INEVITABLE ONLY IN HINDSIGHT

It's easy to look back on an entrepreneurial path to greatness and assume that every vision was clear, every plan was perfect and every step was executed flawlessly. It wasn't. Success is never assured. Only in hindsight does it appear that way.

3. I WILL DO ONE THING EVERY DAY NO ONE ELSE IS WILLING TO DO.

After a week, you'll be uncommon. After a month, you'll be special. After a year, you will be incredible.

4. STRATEGY IS IMPORTANT, BUT EXECUTION IS EVERYTHING.

Incredibly successful people focus on executing incredibly well.

5. I MAY NOT BE THE FIRST... BUT I CAN ALWAYS BE THE LAST

Success is often the result of perseverance. Other people may be smarter, better connected, more talented or better funded. But they can't win if they aren't around at the end.