

LEADERSHIP COACHING AND MENTORING –PACK

January 2024

Established in 2006

Welcome to this month's edition.

Happy New Year and I hope you had a good Christmas. Everything about this edition is aimed at supporting you to have the best year ever.

Damian Piper CBE our Resilience Coach starts this month edition with: “In the pursuit of success, patience often takes a back seat to the allure of quick wins, especially prevalent in the New Year resolution hype. Success, a relative term, can be tainted when driven by an unhelpful desire for rapid progress. This article delves into the misconception that patience contradicts the need for speed and execution, proposing a winning formula that combines big-picture objectivity with daily micro-execution.....”

From me (with contributions from Farren Drury MBE, Rebecca Alexander & Joyce Raw): **‘Slow down to hurry up’**. “I had set myself 30 minutes to collate and share some important papers ahead of my Board Meeting. I had just pressed the send button and included an email group address I had not intended. ‘Slowing down to hurry up’ is a lesson I occasionally must re-learn.....”

From USA's Success Magazine: **‘44 Ways to Kick-Start Your New Year’**

And the last article in this month's edition. Something I put together for my colleagues this week: **‘My 20 Top Cold Weather Tips from the Arctic Circle’**: ‘The winters of 1985 and 1986 involved me leaving my family for three-month deployment with ‘3 Commando Brigade’ in North Norway. During the deployments we were required to complete: a ‘Arctic Survival Course’ and ‘Arctic Warfare Training’ (AWT) qualification. I picked up some tips along the (hard) way....’

There is lots more in this month's edition so let's dive in together.....

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It's not about how good you are.

It's how Good You want to be.

effective challenge

In the pursuit of success, patience often takes a back seat to the allure of quick wins, especially prevalent in the New Year resolution hype. Success, a relative term, can be tainted when driven by an unhelpful desire for rapid progress. This article delves into the misconception that patience contradicts the need for speed and execution, proposing a winning formula that combines big-picture objectivity with daily micro-execution.

As the New Year prompts individuals to embark on resolutions, the essence of patience often fades beneath the eagerness for success. The concept of success, subjective in nature, can lose its joy when driven by an unhelpful urgency for rapid progress. While this tendency was more pronounced in the early stages of my career, an honest self-reflection reveals its lingering presence today. I'd like to unravel the interplay of patience and the common misconception that it conflicts with the imperative for speed and execution. I believe the winning approach intertwines a need for comprehensive, big-picture vision with daily micro-execution. Lacking the former risks falling into the relentless busyness trap. A resonating quote by Henry David Thoreau encapsulates this predicament: "It's not enough to be busy. So are the ants. It's what you're busy about."

Firstly, let's define the word patience. Here's what the Dictionary has to say: 'The capacity to accept or tolerate delay, problems, or setbacks, without becoming annoyed or anxious.'. Based on my experience personally and in coaching others there are a few elements that stand out:

- Capacity – something we can look to grow.
- Accept or tolerate delay – Delays are almost inevitable when our ambition meets reality; our response to them matters.
- Without becoming annoyed – getting annoyed rarely helps, if at all. Working from a place of being annoyed is unlikely to put us in a sustained mindset for progress.

Patience is not an impediment to success but a crucial element. In a world increasingly fixated on immediate rewards, I champion a mindset that appreciates both ambition and patience. The fusion of these attributes serves as a shield against burnout and the gradual erosion of self-confidence and worth. When we get this right, we get to dream on a grand scale, bolstered by the assurance that setbacks can be weathered. With a broader, big-picture outlook, this mindset cultivates a perspective conducive to longer-term fulfillment.

Impatience, I'd argue, often stems from insecurity, driven by the need for external validation and societal timelines. Chances are you have more time than you think. As life expectancy has increased, the conventional benchmarks set by society are not aligned. For me, understanding who we are and what we want and having the self-awareness to act fast in the micro while being patient in the macro is the key to sustained progress and, ultimately, our happiness. It's also important to give ourselves permission to change our minds as we learn and grow. Responding to the pressure to project into the world that we have it 'all' worked out by the time we are 25 or need to stick with what we said when we were 25, strikes me as something worthy of challenge.

The disproportionate reason many do not achieve their goals is not the capacity for hard work but rather impatience. Failure to see results and then getting disheartened and ultimately giving up. Or working in a way that is just not sustainable, and therefore, whilst they might see great initial results, "I've lost half a stone in a week..." the route to doing that doesn't stack up with the lives they lead. Patience is the secret ingredient that helps navigate the challenges and sustains the hard work. Much of the work isn't that glamorous. It's the basic things done well daily, generating sustained progress and achievement. For example, I'm more confident in someone else's plans when they say, "I've lost a pound a week over the last two months". The journey to success is a long game, and by embracing patience, you get to enjoy the process, get value from the small wins, and stay committed to the big picture.

So, in 2024, I'm going to keep working on my capacity to tolerate setbacks and avoid falling into the trap of getting annoyed when I'm not seeing all that I'd like. I encourage us all to adopt a more patient mindset, get enjoyment from the game, and remember the chances are any achievement you admire is an over time success, not overnight.

If you are embarking on New Year Resolutions and would like to make them more resilient, [check-out episode 76 of the Effective Challenge Podcast](#), where this is discussed with ideas of things you can do to make 2024 the year you get to see different results.

As always, I'm interested in any thoughts, comments or observations you might have. And if this sort of topic resonates with you, please follow me on Instagram or let's connect on LinkedIn.

Damian



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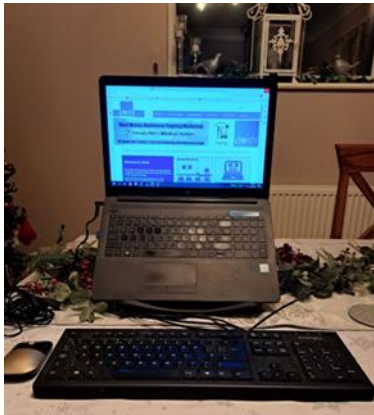


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‘Slow down to hurry up’.



Noooo.... I had set myself 30 minutes to collate and share some important papers ahead of my Board Meeting. I had just pressed the send button and included an email group address I had not intended. ‘Slowing down to hurry up’ is a lesson I occasionally must re-learn.

I have been managing and leading teams for over 40 years and I have prided myself on instilling a sense of urgency into our culture. I believe being responsive and decisive is important to the success of our operations, however there are occasions when you need to slow down and shape the ground before you act.

I have been fortunate that I have surrounded myself with talent and learned from people who are more talented and competent than me.

Related: <https://leadershipintheraw.org/2022/04/14/the-3rd-leadership-lesson-i-learned-surround-yourself-with-talent/>

When I mentioned I was going to cover this lesson in an article three people, who I admire and respect, kindly shared their thoughts on slowing down to hurry up:

Joyce Raw Coming from a large northern family, the idea of slowing down is not always to your advantage. Going slow can mean the difference between losing out on edible treats or even a seat on the sofa! However, my father would always advocate the practice of “slowing your brain” if you were in a dilemma or dithering about a decision. His take on it would be that if you could slow down your rate of thinking you would find the best and natural answer which would yield success. He was never wrong on this method.

Farren Drury MBE ‘GO SLOW TO GO FAST’ you might like to quote from this which I always use when bringing the ‘go slow to go fast’ mantra to life. It comes from Peter Senge et al. ... ‘Presence’. If the situation is new, slowing down is necessary. With a freshness of vision, you have the possibility of a freshness of action, and the overall response on a collective level can be much quicker than trying to implement hasty decisions that are not compelling to people”.

I like the idea of cultivating the ground if you're trying to bring people with you in realising a vision or indeed in collaborating effectively to craft a Vision or plan more effectively and with more likelihood of securing backing." Farren

Rebecca Alexander. "This is a very interesting concept! Especially as I'm at the other end of the scale to you - my first instinct is nearly always to wait to see what will emerge before I jump in.

I love that you have remembered Farren's advice to shape the ground. It reminds me of something I sometimes cover in leadership workshops, about 'taking a mindful pause' before reacting to big events. It's as much about managing emotions and gathering one's thoughts than it is about managing the actual situation, but I've noticed that in many workplace cultures, there is a feeling that leaders should always act quickly and decisively - even when it may not be the right thing to do. So, finding the balance is always important, and allowing oneself to take time can also be necessary.

There are also times when it is very important to act quickly. I guess the real secret is knowing when to move fast, and when you need to slow down to hurry up!"

When to slow down so you can hurry up by asking yourself five questions:

1. Is my personal timing right before I need to commit? Am I operating at peak energy? I am at my best early in the morning but on a steep downward slope towards the end of my day.
2. 'There is nothing new under the sun'! Have I needed to take this action or make this decision under similar circumstances before?
3. If I have experienced this scenario before, what did I do?
4. As Farren often said when I worked for him in the military: shape the battlefield! Is everything (people and or resources) in place (and where they need it to be) before I act?
5. Have I carried out my final check? I normally check over an email including addresses before I press the send button.

Related: Something I have learned from Bettina, my daughter who copes with a learning disability and autism, 'Patience is a Leadership Virtue'

<https://leadershipintheraw.org/2021/02/16/being-bettinas-dad-patience-is-a-leadership-virtue/>

Five Benefits of slowing down before you act – or as Joyce, my wife & coach often tells me "Less haste....Steve".

1. Will the action I need to make fix itself in the process of time without me rushing in?
2. By focusing on your long-term vision over short-term wins can be tempting, but they are not always the right place to focus. Moving slower and more deliberately means you keep focused on long-term vision, goals, and outcome.
3. You can see potential implications and consequences from your action or decision you may not have considered if you acted too quickly.

4. By slowing down your decision making and actions you save time you may lose from trying to remedy a situation after acting too hastily.
5. The problem or challenge you are considering responding to has an opportunity to play out.

Sometimes when we get the feeling that life is too hectic, it is usually because of what is probably going on in our heads. Maybe we are worrying about worst-case scenarios or running over in our minds what we will say to our colleagues. I have found in both my careers, the pressures we feel are those we impose on ourselves. So, the next time I need to make an important decision, or I have an urgent and important situation to deal with e.g., 'to collate and share some important papers ahead of my Board Meeting.' I will procrastinate on purpose.

Source: Steve Raw

"Every man should be born again on the first day of January. Start with a fresh page. Take up one hole more in the buckle if necessary, or let down one, according to circumstances; but on the first of January let every man gird himself once more, with his face to the front, and take no interest in the things that were and are past".

Henry Ward Beecher

CAREER MASTERCLASS

GET PROMOTED

Mould yourself. Reaching the top isn't just about results; it's about fitting in with those who are already there. Know your business leaders inside out: their working styles, past successes, and failures and how these have shaped their judgment. Use every interaction to show you're one of them.

Ditch the details. Always talk about outcomes and benefits over process and activity. Leaders want to know what they're getting from you, not what you're up to.

Get personal. Position your promotion as the answer to your manager's problems. Does the department lack strategic focus? Being able to delegate would free up the boss for vital planning. Is it product knowledge he worries about? Run training sessions.

Take criticism on board. If you disagree, make minor (but visible) adjustments to show you're willing to change.

Save up successes. Build credibility over time by consistently exceeding expectations but schedule big triumphs to coincide with your review as a well-timed reminder of your brilliance.

Focus, focus, focus. Of your activity, 80% should be directly in line with business priorities. Leave anything that upsets the balance to your staff and forget the rest. No one will notice.

Show devotion. Ooze commitment to the cause and those at the top will want you in a role where your energy can influence others. Not a true crusader? Fake it with vibrant language ('energized', 'inspired', 'thrilled') and a big smile.

Bring proof. Demonstrate your contribution to the business with indisputable facts. Qualitative data is good; quantitative is better; results presented in £ are best of all.

Stick at it. Staying power is one of the most important but least recognised attributes of successful leaders. If you don't make promotion this time, don't give up. Capture the insights adapt and come back stronger.

The Mind Gym

We spend January 1 walking through our lives, room by room, drawing up a list of work to be done, cracks to be patched. Maybe this year, to balance the list, we ought to walk through the rooms of our lives... not looking for flaws, but for potential." Ellen Goodman

HAPPY NEW YEAR

8 Ways to Make Your Resolutions a Reality

- Write it down You've heard it before, but the truth is writing down your goals forces you to get clear about what you want. Use a pen and paper (you can transfer it to your computer later). That simple physical act helps cement the desire in your brain.
- Find a replacement. In *The Compound Effect*, Darren Hardy explains one way to break a bad habit is to replace it with a good one. What can you choose to add to your life that will fill the void by eliminating a bad habit? For example, replace TV time with family time, sweets with fresh fruit, talk radio with inspiring audios.
- Tell someone. Talking about your goal—even if it seems huge and impossible—allows others to encourage and help you by providing resources and information you may need.
- Take baby steps every day. Even small steps taken toward your goal consistently will move you in the right direction. Once you experience a few small wins, taking bigger steps becomes easier.
- Take some BIG steps. Don't take all year to do what you can accomplish in a day. Once you've written down your list of goals for the year, figure out which goals could be accomplished this month—or even today.
- Decide and act. Mental hurdles may keep you from making decisions and taking action. Get over it! Make a list of all the reasons you want to accomplish your stated goal. Refer to that list when indecision or inaction threatens to take control.

- Team up. Even if you don't share the same goal, having a "success buddy" can keep you accountable. Meet weekly (in person or by phone) to check in on and encourage each other.
- Celebrate your successes. Every time you reach a milestone, acknowledge your accomplishments in a positive way. For example, if you drop a dress size, buy a new outfit. If you pick up a new customer, have dinner with a mentor. Celebrating your success will keep you focused on the larger goal.

Source: USA's 'Success' magazine

'Ric Elias: 3 things I learned while my plane crashed'. Ric Elias had a front-row seat on Flight 1549, the plane that crash-landed in the Hudson River in New York in January 2009. What went through his mind as the doomed plane went down? At TED, he tells his story publicly for the first time. Ric Elias is the CEO of Red Ventures, a marketing services company that grew out of Elias' and long experience in business. Feel inspired in 2014 and check out this link for an excellent presentation:

http://www.ted.com/talks/ric_elias.html

Leadership from Thomas J. Watson Jr.

Time to read: 12 Seconds.

Dear Steve,

Leadership from Thomas J. Watson Jr.

"Our early emphasis on human relations was not motivated by altruism but by the simple belief that if we respected our people and helped them respect themselves, the company would make the most profit"

Thomas J. Watson, Jr. Former CEO IBM 1955

David

(David Taylor – author and broadcaster)

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44 Ways to Kick-Start Your New Year

By SUCCESS Staff

What are you going to do to start the new year off on the right foot and make sure you [have your best year ever](#)? Is there one thing that will make the difference between [actually achieving your goals](#) and chalking them up to yet another year's unfulfilled resolutions? What can you do to enhance an aspect of your life that you've neglected in your single-minded pursuit of that elusive brass ring? Think about it.

We asked a host of experts, readers who follow SUCCESS on [Twitter](#) and [Facebook](#), and our SUCCESS staff what they will do to kick-start the new year. We got wide-ranging answers, anecdotes, and tips. Our aim is to get you thinking and to inspire you to reach farther, go faster and achieve more than ever before. Are you energized by this prospect? Or maybe a little overwhelmed? Then start small, focusing on just one thing you want to accomplish. This life is yours to make whatever you desire, so start now!

How to Start the New Year Right

1. Expand your thinking with new experiences.

Each month for 30 days in a row, commit to doing something new that you have thought about doing, but have not done, and notice how it affects your life. Some possibilities:

- Do aerobic exercise for 30 minutes.
- Listen to only positive music.
- Don't read the newspaper.
- Stop watching television.
- Eat only vegetarian or raw food.
- Verbally appreciate at least 10 people a day
- [Get eight hours of sleep](#).
- Meditate for 20 minutes.
- Visualize your goals as already complete.
- Do 20 minutes of yoga.
- [Read a self-help book](#) every morning for 30 minutes.
- Plan your next day's schedule and prioritized to-do list before you leave work.
- Do five things every day that forward your No. 1 goal.
- Spend an hour with your spouse.
- Call one of your children on the phone.
- Write a handwritten thank-you note to someone.
- Drink 10 glasses of water.
- Take a nap.
- Listen to a motivational CD on the way to work.

Start this month and do one activity for the next 30 days in a row and then assess how it has impacted your life. I started doing this in July of 2009 and it has created the most magical year of my life.

—Jack Canfield, co-founder of the *Chicken Soup for the Soul*® series and author of *Success Affirmations: 52 Weeks for Living a Passionate and Purposeful Life*

2. Write letters to three people in your life to let them know what they mean to you.

3. Start a business plan. If you've been sitting on a business idea for a while and haven't acted on it, it's time to [do something about it](#). Write down your ideas and start working on a business plan. If you don't know how, buy a book on starting a business and read it, or check the internet for tips.

4. Write a 101 life-goal list.

5. Make a commitment to fitness. Don't just make a resolution and join a fitness center you won't see after February—make a commitment and build fitness into your schedule. Join a class at your fitness club, an exercise group, or a team sport. Or, if you can afford it, hire a trainer. Doing any of these things will not only make your workouts more productive, but they will also be more fun. Plus, you get the advantage of having others hold you accountable to your workout commitment.

—Deborah Heisz, CEO and co-founder of Live Happy and former SUCCESS editor-in-chief

6. Find a volunteer opportunity at VolunteerMatch.org.

7. Invest in a bright financial future. Start a savings account. I graduated from college, and I needed to start [planning out my financial future](#). I want my financial future to be bright and to have no worries when I'm older and ready to retire.—Brandy Jules, former SUCCESS staff writer

8. Build value every day. Business is all about high-touch/high-trust relationships. In this age of dramatic distraction, it's especially easy to forget that. People do business with people they trust and people who make them feel special. Create a ritual that ensures you reach out to three possible or current customers every day. This isn't about asking for the order; this is about adding value. The more people you help, the more profits you'll see. Send them an article. Connect them with a business opportunity. Do something to help them close in on their greatest dreams. They'll soon help you close in on yours. —Robin Sharma, leadership expert and author of *The Everyday Hero Manifesto: Activate Your Positivity, Maximize Your Productivity, Serve The World*

9. Practice the one-a-day principle. You can't delight everybody all the time but you can do something extraordinary for someone each day. Find a customer, colleague, relative or friend each day and do something remarkable. Using the one-a-day principle will make your business and life remarkable. —Mark Sanborn, leadership development speaker and author of *The Intention Imperative: 3 Essential Changes That Will Make You a Successful Leader Today*

10. Sign up for a birthday/anniversary reminder service.

11. Increase your awareness of your thoughts. Become aware of what leaves your mouth by recording everything you say for at least an hour each day for the entire month. Words have power! When you listen carefully to your language, you will know whether or not you are moving with momentum and purpose toward your vision. As you develop a keen awareness of your communication, you become empowered to purposefully choose language that inspires and empowers you to realize your vision. If you catch yourself speaking about limitations or problems, give yourself the chance to look for solutions and possibilities. Holding yourself to a higher standard in your choice of language is key to achieving consistent outstanding results. —*Niurka*, speaker, author, entrepreneur, trainer

12. Write a personal mission statement or mantra.

13. Schedule family time. I want to set up a schedule that is devoted only to my family. Maybe it's playing a game with the kids twice a week or going to get ice cream. It's hard to make time to do those family things, but I want to make sure I'm working to live instead of living to work. —*David Lee*, owner of CoachDavidLee.com and former SUCCESS assistant editor

14. Lose other people's opinions. Quit worrying about trying to please everyone. —*Gina Muré* from Facebook

15. Stop using the "bad thing" label. Whenever something happens that is not in line with our desires, we get disappointed. We stick the label "bad thing" on it. And when we do, we experience it as such. In truth, we do not know whether something unexpected is "good" or "bad," and we may never know.

When [Greyston Bakery](#) filled its first order for brownies for Ben & Jerry's, the thin brownie sheets stuck together in 50-pound lumps and could not be separated. You could certainly label this a "bad thing." But Ben pondered what to do and ultimately Chocolate Fudge Brownie ice cream was born—one of Ben & Jerry's most popular products. So don't stick a label of "bad thing" on whatever happens to you that you don't like initially. Who knows, that may be the very thing that you need to break out into a brilliant new future. — *Srikumar Rao*, founder of the Rao Institute and author of *Happiness at Work: Be Resilient, Motivated, and Successful—No Matter What*

16. Find a mentor.

17. Take stock and charge forward. I'll ask myself: What battles did I fight and not win last year? Are any of those battles worth continuing? Why didn't I win them last year? What can I do to win them this year? How can I make those things I liked most about last year happen more frequently? —*Alan Dwelle*, former SUCCESS production manager

18. Reach my financial goals. I want to evaluate my cost-of-living expenses and see where I can cut back. I just started my own business, and I want to evaluate my income versus my expenses to see where I am currently, with the ultimate goal of hitting the salary I want to make. —*Erica Jennings*, owner of Jennings Design and former SUCCESS digital consultant

19. Get a whole new hairstyle or haircut.

20. Keep friends close. My oldest friend is my former college suitemate. We used to laugh that no matter how many months passed between conversations, we could still pick up as though we'd spoken yesterday. But a lot of time has passed—fast. Work schedules, family obligations: Life gets in the way. She's not the only out-of-state friend I've lost touch with, either. This year, my 50th, I'll make changes. I'm working on taking time off for visits, but in the meantime, I'll reconnect the old-fashioned way by writing, sending cards throughout the year; little gifts the family might enjoy, too. Last time we spoke, we agreed life's just too short. Too short, indeed. —*Lisa Ocker*, former SUCCESS editor

21. Get a leg up. You know what I'll be doing! I'll take the stairs because success means doing what others won't. —*Rory Vaden* from Facebook

22. Create an environment fostering your success. You might not even realize to what extent you are influenced—negatively and positively—by things and people around you. [Start a journal](#) to keep track of these influences so you can eliminate the negative and increase the positive. For instance, if being around a certain friend always makes you feel discouraged or drained, you should limit time with that person. Nurture your emotional well-being by choosing friends who genuinely want you to succeed, and who encourage you. Also, consider your environment—is your home or office dreary or energizing? And make sure to read and listen to inspirational and motivational material. Make it a point to go to funny movies or watch a TV sitcom that makes you laugh. Overall, whether it's gossip from co-workers, violence in the media, pessimism in your own thoughts or other influences, make conscious efforts to reduce your exposure to the negative. You'll see positive benefits immediately! —*Tony Alessandra*, a communication and sales expert and co-author of the bestselling book [The New Art of Managing People](#)

23. Write your top 10 goals for this year and post them where you can see them.

24. Increase productivity. I'm going to put the 80/20 rule to serious work, focusing on the 20% of my work that generates 80% of the revenue. —*Haziq*, via Twitter

25. Take daily steps toward achieving my long-term vision. I've learned that my daily choices make a big difference in my long-term happiness. Les Brown says, "Greatness is a choice; it's not our destiny." I've always been a big-picture person, but this year, I'm breaking down my vision into daily, actionable goals that I can measure. The choices I make to spend a few minutes each day on my long-term vision will make great things happen! —*Amy Anderson*, author, writing coach and former SUCCESS senior editor

26. Refresh your network. Have a host of contacts you've lost touch with over the last few months? Pull up those numbers and refresh your network! Now is the perfect time to check in and keep your network working for you.

27. Automate bill payments.

28. Reconnect with family. I'm making the change to reconnect with family by having a conference call scheduled for the same time once a week with my mom and brother, so that

we can catch up and stay close even though we live in different cities. —*Kathlena Smith*, former SUCCESS production artist

29. Do something that scares you.

30. Be a student of all you do. You must become an expert in your field. How? Read! Ask questions of mentors and peers. Attend training. Start today by identifying areas for improvement, looking for training opportunities in your field and signing up for seminars and webcasts, reading or listening to personal-development material, seeking out people you would like to emulate and approaching those you'd like as your mentors. —*Stedman Graham*, speaker, entrepreneur and author of *Identity Leadership: To Lead Others You Must First Lead Yourself*

31. Have gratitude. I often think I need new clothes, but when I clean out or organize my closet, I realize I have lots of options and everything I need at my fingertips. In many areas of my life, I am often surprised by how I already have what I need if I just choose to look at things differently. Take a life inventory. How are your [relationships with friends and family](#)? How often do you laugh? Are you doing the things you love the most? Be sure to delight in all the amazing aspects of your life. —*Sandra Bilbray*, owner of the Media Concierge and former SUCCESS columns editor

32. Stop smoking.

33. Review your expenses as a couple. The first of the year is a great time for couples to sit down and take a good look at their financial goals and habits. Are you both on the same page about your long-term plan? Are your investments meeting your needs for that plan? Do you need to adjust your spending or look for new [ways to increase your income](#)? This year, why not focus on diversification? Make a specific plan to put those new wealth-building ideas into action.

34. Take a dance or fitness class.

35. Slow down to speed up. It's easy to stay busy, moving as fast as you possibly can. But what's the point of spending your days climbing a mountain, only to realize at the end of this new year, you've climbed the wrong one? The best businesspeople are staggeringly focused on their vital few—those few priorities that will yield explosive results. And the way to build this type of business focus just might surprise you: Slow down.

If only for 30 minutes each day, slow down to think, plan, visualize and recite your best moves in a journal. You'll become aware of your biggest opportunities, your smartest activities and your greatest tactics for growth. With this insight and clarity, you can then take actions that will drive excellent results. Commit to making it your breakthrough year and slow down for a bit each day. Then you'll be perfectly prepared to speed up and win in your business. —*Robin Sharma*, leadership expert and author of *The Everyday Hero Manifesto: Activate Your Positivity, Maximize Your Productivity, Serve The World*

36. Cut up credit cards.

37. Plan a trip to a place you have always wanted to go.

38. Write a not-to-do-list. There is a difference between being busy and being productive. What are you wasting time on? What are you doing that doesn't produce revenue? Here's a powerful exercise. In 15- to 30-minute increments, keep track of each of your activities during the workday. Do this for a week. Then annualize the total amount of time for each activity that doesn't lead to a sale or increased cash flow. How much more would you make per year if you did not do those activities any longer? How much more free time would you have for family? For health? Put those things on your not-to-do list and pay people to help you with the stuff that doesn't produce the sales and lifestyle success you desire. —*Todd Duncan*, sales expert and co-author of [The 10 Golden Rules of Customer Service: The Story of the \\$6,000 Egg](#)

39. Clean out your closet and donate unwanted clothes to charity.

40. Schedule a regular date night on your calendar with your spouse.

41. Schedule all doctor and dentist appointments for the year.

42. Say "yes" when you want to say "no."

In this new year, we want to increase our possibilities, options and opportunities. When we say "no" to a business, social or community project, invitation or event, we are also saying "no" to the serendipitous benefits that arise. Rather than waiting for these events to present themselves, start today by actively seeking opportunities to meet people, gather new ideas, learn more about your industry, and just connect and share.—*Susan RoAne*, networking expert, speaker and author of the bestselling [How to Work a Room](#)

43. Communicate and connect.

44. Lower your blood pressure. Cut your sodium intake. [The American Heart Association](#) recommends consuming "no more than 2,300 milligrams (mg) a day and moving toward an ideal limit of no more than 1,500 mg per day for most adults." Start by reading product labels for sodium content. Be wary of processed foods, soups and sugar-free items; even raw poultry can contain added salt. Baking soda also contains about 1,000 milligrams of sodium per teaspoon. Ask restaurant servers for low-sodium options—you'd be surprised how eager they are to help. Look for low-sodium options at the grocery such as bread, deli items and, of course, fresh produce.

This article was published in January 2017 and has been updated.

SUCCESS

My 20 Top Cold Weather Tips from the Arctic Circle



“Sitting in the back of a freezing cold military vehicle, we are parked up on the edge of a forest. It is the middle of the night; the skyline is lit up by moon light and there is no wind – it is deathly quiet. It is cold because we are somewhere within the Arctic Circle.....” from: <https://leadershipintheraw.org/2021/03/29/leaders-lean-back/>

The winters of 1985 and 1986 involved me leaving my family for three-month deployment with ‘3 Commando Brigade’ in North Norway. During the deployments we were required to complete: a ‘Arctic Survival Course’ (85) and ‘Arctic Warfare Training’ (AWT. 85) qualification. Our instructors were from the SBS and Royal Marines ‘Mountain & Arctic Warfare Cadre.’ I picked up some tips along the (hard) way:

Twenty Top Tips:

Clothes Recommendations -

1. Wear multiple layers rather than one big jumper. Multiple layers allow warm air to circulate.
2. Invest in ‘Helly Hanson’ Lifa base layers. We were issued with H.H. clothing as part of our Arctic kit. They keep you warm, wick away moisture and dry quickly. This is also essential running kit for the winter. Expensive, but it lasts several years of regular wear.
3. ‘Gortex’, jackets, sleeping bags were issued to us for our Winter Deployments to Norway. 100% waterproof. (Joyce has gortex trainers from ‘Hotter’)
4. Wear mittens not (finger) gloves. Your fingers are extremities and can be exposed. For flexibility we wore thin five aside football gloves inside our mittens, so off came the mittens if you needed dexterity, e.g., if you needed to touch metal.
5. Old socks as mittens for running.
6. Do not wear jeans if it is snowing or raining. Jeans soak up the wet and take longer to dry out.
7. Socks - wear two pairs also, not only does it keep your feet warm it prevents friction from inside your shoes/boots preventing blisters. I wear a pair of thin socks inside a thicker woolly pair.
8. Brushing snow off your clothes and keep on doing this as snow gathers on your trousers. Snow turns to water very quickly.
9. Blow into gloves and socks before putting them on – must every time.

10. Woolly Hats – Your head, face ears are extremities it is essential they are covered. Wear a scarf and pull it up over your mouth and nose.

Eating and Drinking -

11. In the Artic we were encouraged to consume five thousand calories a day – you need to eat more if you are going to be out in the cold more. Now you have an excuse!
12. Bags of energy in your jacket pockets. We kept two plastic bags in our left and right jacket pockets which included: Dextrose tabs, marzipan, garibaldi biscuits, raisons, pieces of mars bars (because I love mars bars) mixed up together. Dipping into the bags on the hoof.
13. Do not go out without a flask full of a hot drink. Make sure it is a Thermal double walled flask. You can pick these up in ‘Mountain Warehouse.’
14. Take a water bottle with you so you do not dehydrate taking sips on your walk. It is not just in the summer I take a water bottle on my runs.

Self-Care

15. Moisturiser – Something I picked up from some of the more experience team members in our squadron. If you are in the outdoors....to put on (usually nivea) on my face the night before so I could have a wet shave first thing in morning. (Saved me ripping in to dry and tight skin from the cold and it has kept me looking young too!)
16. We carried a toothbrush and toothpaste in our top pocket and regular cleaned our teeth on the march. In the intense cold your teeth can become loose.
17. Do not tense – relax your muscles and wriggle your toes. Do this constantly – it works.
18. White Outs – This only happened once while I was in Norway. I could not see the horizon, the only thing you can do is sit down until it passes.
19. Running until it -15c. The military believed below -15c effects your health. I am a little kinder to myself now and don't run below 4-5 c.
20. When you know it is below -10c. This may only work in the dry cold e.g., Norway. I thought some of my more experience colleagues were having me on when they told me that your nostrils stick together when it reaches -10c but it was true. Test it out and let me know.

On 31 December 1986, Joyce, Jennifer, and I arrived in Berlin for a 2-year posting. It was one of their coldest winters for decades with the weather falling to -20c on a regular basis. Those twenty tips came in handy. I hope these cold-weather tips help you this winter, let me know if they do.

Source: Steve Raw