



Influence
COACHING

FUNDAMENTAL SHIFTS

*Key Insights & Strategies For
Transforming “Managers” Into
“Leaders”*

Dr. Stan Ward

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**1ST
GEAR**

WHY YOU SHOULD GIVE A SHIFT

AKA “Why This Matters”

Some Quotes to Consider

“What got you here won’t get you there.”

- Marshall Goldsmith

“Your results will only change when you change your mindset, thinking, and actions.”

“We cannot solve our problems with the same thinking we used when we created them.”

“Progress is impossible without change. And those who can’t change their minds can’t change a thing.”

“You never change your life until you get out of your comfort zone; change begins at the end of your comfort zone.”

“When we change our perception, our experience changes.”

“Change your thoughts, and you will change your world.”

Which of these quotes about change seems the most accurate for you?

Which of these quotes is the most challenging for you?

BELIEFS create emotions.

EMOTIONS lead to actions.

ACTIONS create **RESULTS.**

Leaders often struggle with results when they lack the right set of beliefs. It is easier to change behaviors once we change beliefs.

Why? Because fears get in the way of change.

Leaders begin to rise through the ranks at first because of their *individual* ability to make things happen. They then become overwhelmed when their skills aren't enough to get stuff done.

What gets in the way? Often, it is a *fear* that they will lose their value to the organization if they start handing work over to others. Other times, they *fear* that they can't trust others to get the work done.

Here is the shift in belief about their value to the organization that needs to happen. Making these shifts will set managers up for leadership success.

What do you think gets in the way of leadership success?



**2ND
GEAR**

HOW TO GET YOUR SHIFT TOGETHER

*AKA “The Mindset Shifts
That Must Happen”*

After spending thousands of hours speaking with leaders about their core beliefs and where they have challenges, I've noticed some consistent *mindset* shifts about motivation, communication, and productivity that must happen.



SHIFTS IN MOTIVATION

are about the changes you must make in how you think about yourself at work.



SHIFTS IN COMMUNICATION

are about the changes you must make in how you relate to others.



SHIFTS IN PRODUCTIVITY

are about the changes you must make in how you think about getting stuff done.



SHIFTS IN MOTIVATION

Transform This



Into That

Being the best	Making others their best
Believing, " <i>I</i> am the hero."	Believing, "<i>They</i> are the heroes."
<i>Competing</i> with the success of others	<i>Celebrating</i> the success of others
Having confidence in <i>yourself</i>	Building your confidence in <i>others</i>
Asking, "How does this impact <i>my</i> life?"	Asking, "How does this impact <i>their</i> lives?"



SHIFTS IN COMMUNICATION

Transform This



Into That

Making others understand you	Understanding others
Saying, "I will do that."	Asking others, "Did you do that?"
Your personal reputation	The company's reputation
Resolving problems by telling, "Here's what I would do ..."	Resolving challenges by asking, "Tell me how you would do it."
Stating, "Here's what I need."	Asking "What do you need?"



SHIFTS IN PRODUCTIVITY

Transform This  Into That

Focus on your performance	Focus on the team's performance
Getting stuff done	Making sure stuff gets done
Asking, "How can I get this done?"	Asking, "Who else can I assign this to?"
Getting things done through <i>willpower</i>	Getting things done with <i>systems</i>
Running on <i>frenzied</i> energy	Living with <i>focused</i> energy

THE KEY IDEA:
It's not about you anymore.

You must shift from being an *individual contributor* (where the focus is your success) to a *team leader* (where the focus is their success).

Questions to Consider:

Which of these three shifts have you had the most success with?

Which of these three shifts have been the most challenging?

Which of these shifts would help you with your current challenges?



Dr. Stan Ward, works with high performing leaders who work in high stress environments. He knows that just like high-performing vehicles, these leaders need regular maintenance in order to be at their best.

Stan has over 10 years of experience coaching leaders on conflict resolution, stress management, burnout prevention, and creating sustainable positive changes.

Stan believes that when leaders who genuinely care about both relationships and results are successful, it benefits everyone. He helps these leaders overcome obstacles and create opportunities both at work and home. Bring Stan in to work with your organization, and he will transform the ideas of this workbook into measurable actions that multiply your team's success.

“Stan has done a tremendous job over the years helping coach so many of my young executives. Thank you, Stan.”



— Robert Peltier
Peltier Nissan , Peltier Chevrotet
,Peltier Subaru ,Peltier Kia Tyler
& Peltier Kia Longviewany

“Working with Stan has been a real pleasure, his coaching has influenced me in a great number of ways and that influence has given me ways to be a better leader at work and also outside of the work place!”



— Jeremy J. Jones
General Manager at Peltier Subaru

Book a complimentary consultation and take your leadership to the next level

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Resources

ARTICLES, BLOG POSTS, AND WORKBOOKS:

- [How to Give Clear, Concise, Meaningful, and Effective Feedback.](#) The “Feedback sandwich” of build, burn, build tastes like crap. Here are some alternative ways to give feedback that your people can swallow.
- [Who are your allies and advocates?](#) The USA didn’t go it alone during World War II. It took allies to get the job done then, and you need allies to get the job done now.
- [The Formula for Beating Burnout.](#) Running at 100% capacity (or more) 100% of the time is not sustainable. Here is a better way to stay productive for the long haul.

BOOKS:

- [Full Focus Planner.](#) While not a “book,” (because YOU fill in the words), I’ve found this planner to be remarkably helpful for annual goal setting, and week-by-week quarterly planning and review.
- [The Author vs. Editor Dilemma: The Leadership Secret to Unlocking Your Team, Your Time, and Your Impact.](#) Written by Bradon Smith, AKA “The Workplace Therapist,” this book will help you reduce an overwhelming workload by “authoring up” to your boss and “editing down” for your direct reports. That way you can spend 80% of your time working “on” the business rather than “in” the business.
- [The Motive: Why So Many Leaders Abdicate Their Most Important Responsibilities.](#) Sometimes leaders go into positions of authority because they want the perks rather than to do the work. This book by Patrick Lencioni will help you check your motives.

VIDEOS:

- [I can make a difference, but I can’t do it alone.](#) This TED talk is from one of the co-authors of The Leadership Challenge.
- [Start with “Why” - How Great Leaders Inspire Action.](#) This TED talk explains what made Apple so successful with products like the iPhone.
- [Win or learn.](#) This 2 minute video helps you reframe “failure.”

SCAN ME

