

Let's Get Ready to Make 2017 Our Best Year Ever

November-2016

WHAT BETTER TIME TO TAKE A CLARITY BREAK™ THAN HEADING INTO ANNUAL PLANNING?

On the subject of Clarity Break™, I often hear, “I know I should, it just seems like I am too busy to take a “non-productive” break and just think. I know the feeling! I sometime use that excuse myself! The reality is, when we are crazy busy is when we REALLY need a clarity break.

The Clarity Break™ is defined in your Leadership Team Manual (that big orange manual), Toolbox Tab, page 25 (download here [__DB Folder_____](#)). Here are some highlights:

Most leaders spend most of their time overwhelmed, tired, and buried in the day-to-day routine, unable to see beyond tomorrow. As a result, they don't solve problems as well as they could. They don't lead their people as well as they could, and they're not a good example for them. Great leaders have a habit of taking quiet thinking time.

What to review?

1. EOS Tools:

- EOS 6 Components (Vision, People, etc.) and the two key tools or disciplines for each. What's working and not working?
- Accountability Chart -- answer the questions Right Structure? Right People/Right Seats? Obviously, this may change once you determine the opportunities you will pursue.
- Scorecard - do the numbers really mean something on a weekly basis? Does the leadership team need to see them? Is there an area or process that we need to have a new measurement? Does everyone have a number?
- V/TO Where do you specifically want to go as a Leader in 10, 5, 3 years? Are our Core Values correct? Are we using them to hire, fire, promote and reward.
- Are we doing Quarterly Conversations? What do we need to do to make it happen?

2. Make your list of opportunities you see -- then as a leadership team we will IDS those ideas in the Annual. We may IDS opportunities/obstacles before working on the 3-yr., 1-yr., and Rocks.

3. What challenges do you see with executing? Obviously this would be at a high level until you pick the actual initiatives you will pursue.

4. What is your 2017 "One Thing" ? - the ONE thing if you do it, everything else becomes easier or goes away.

5. Anything that you think isn't quite right.

6. Journal. Sometime – just take a yellow pad and a stubby pencil and start writing. When I go back and read my journal, I am amazed! “I wrote that! Pretty profound!”

NEXT STEP:

1. Schedule it and honor your schedule (that day-to-day stuff always gets in the way).
2. Put “Clarity Break” on your Level 10 To Do list.
3. Bring your insights to the Annual Planning meeting.

HAVE YOU ADDRESSED....

I am adding a new area to this monthly “tips” that addresses areas we often let slide. In 15 years of networking I've met hundreds of “providers”, and I “vet” them down to 1 or 2 in each area that I am confident in referring.

Long Term Care (LTC): Have you thought about LTC? I know, who wants to think about that? Well, like many, I waited until I was in my mid-60's to think about it. I was not only pretty old, but I had developed a few physical ailments that increased the premiums. Worth evaluating. Also, it is a benefit that you can make available to your employees without cost to you. If you are interested in knowing more, I highly recommend Corey Rieck @ 678-814-5088. He's independent and not locked into a certain provider like your typical financial advisor.

That's it for this month. Have a question about anything related to EOS or maybe a technique you found that is helping you? Shoot it my way and I will address it in the next issue.

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