

# 4 Leadership Essentials for the New Year

By Amie Gamboian, Executive Leadership Coach

The New Year ushers in clear aspirations, influence and impact lists, opportunities, belief, and hope. These things alone are igniting!

Yet, if we're not careful, our human nature to keep doing what we've always been doing kicks in, time passes quickly, and we find ourselves right back where we were - often battling the same unproductive patterns and blind spots we found ourselves dealing with the previous year. Here are some essentials to keep top of mind:

**1) Your "Becoming" will fuel your "Doing":** When you focus on who you're becoming, growth and development occur. This leads you to greater focus, stronger execution, and better results. The opposite, however, is not true. When you're only focused on doing, it perpetuates more doing, but often negates growth in becoming.

To guide your becoming process, use these three questions:

- *Who do I want to become?*
- *Who am I committed to influencing?*
- *What results am I shooting for?*
- *What actions are required to reach those outcomes?*

**2) Know who you ARE and who you ARE NOT:** Self-awareness is the greatest leadership skill of our time. Every leader must have a keen insight into the "realities" of who he/she is. Equally so, we must understand who we are *not*, what de-energizes us, and what we aren't called to. This understanding helps you steer clear of the comparison trap, stay in your lane, and set important boundaries.

- *What in my leadership style works?*
- *What trips me up?*
- *What ignites me?*
- *What drains me?*
- *Where am I experiencing the most success?*

**3) Where you're going and what it's going to take to get there:** A clear picture of what you're aiming for aligns actions toward one clear focus. Every bulls-eye will require something of you. Sometimes that something is a lot. Be clear on what's needed, and the level of commitment you're prepared to give in this season.

The size of the goal is not what matters most; the commitment behind it does. It's wisest to have 10 year, 5 year, 3 year, 1 year, and 90-day goals with corresponding plans in place for milestone victories along the way.

- *What are my daily critical inches that only I can do?*
- *What am I wasting time on?*
- *What needs to be delegated?*
- *What am I willing to sacrifice to reach the goal?*

**4) The essential of Change:** It certainly doesn't happen simply because we've turned the calendar. Sustainable change happens when we tap into new people and energy resources, and have support structures in place. Thinking differently and doing things differently will require courage.

Often, one of the most powerful motivators is imagining what things will be like if you're not willing to change. The fact that most Leaders equate pain with being in a debilitating "comfort zone" is actually a blessing.

Bottom line questions:

- *What must I change to get the desired results?*
- *Am I committed to making those changes?*