



**POWER CHOICES©**  
May2007



## Power Choice #5– **LEADERSHIP**

Are you at that point in your life you would like to gain more confidence, control and personal/professional satisfaction?

Are you challenged with not being able to develop your own talent, gifts and strengths?

Are you taken serious in any roles of **leadership**?

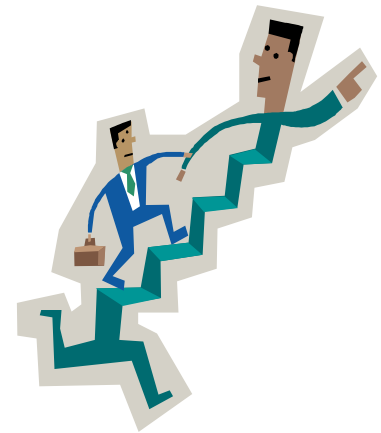
**If YOU are (and even if you're not)...**  
**Please read on!**

- Learn to be more comfortable with yourself in personal and professional **leadership** roles.
- Learn techniques to that can help **YOU** build stronger skills and capabilities for **leadership**!
- Learn the habits and behaviors that get in the way of your ability to be viewed as an extraordinary **leader**!
- Learn to identify those **leadership** competencies where you excel and take them to the next level!

We are interested in helping **YOU** build **YOUR** ability to enhance your capacity to have and use your **leadership** talent more consistently to improve **YOUR** life. If **YOUR** desire to **lead** a life filled with purpose, balanced health, social responsiveness, enhanced ethical behaviors, mental growth, nurturing family relationships, amazing career performance and financial success, than contact Laura or Leanne to begin **YOUR** first steps in learning to rely on **YOUR leadership** to help you achieve **YOUR** greatest dreams.

We invite you to our websites (see below) to subscribe to **Power Choices©** and we hope that you choose to discover how choosing to develop **YOUR leadership** can change **YOUR** life.

**Paths to Power**  
by  
**Nitin Nohria**



Who is Nitin Nohria?  
He is Richard P. Chapman Professor of Business Administration and Senior Associate Dean and Director of Faculty Development at the Harvard Business School.

***"Leadership is getting someone to do what they don't want to do, to achieve what they want to achieve."***  
Tom Landry

Laura R. Novakowski,  
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**Leadership – "Unlocking People's Potential" – Even Your Own**  
Laura Novakowski

**"Leadership is unlocking people's potential to become better."**

Bill Bradley  
(Retired Basketball Player & Senator)

**Do you wonder why YOUR leadership potential is not acknowledged and underappreciated?**

John Maxwell says it very well – "Everything rises and falls on **leadership**...but knowing how to lead is only half the battle. Understanding and actually leading are two different activities." In other words, learning is sitting on the sidelines – yes you have more knowledge, but... Ask yourself a more powerful question, "Do I **apply** my **leadership** knowledge to "unlock potential?"

**Leadership** is about purpose and opportunity. Clearly defining your "why" the purpose you are in the relationship, the job, the adventure will help you "how" will show up as an abundance of ideas, actions and activities. This can help you not just **do** leadership but much more importantly allows you to **be** a **leader** that allows space for everyone to **be** and then **do** their personal best. For example, your purpose is to include everyone in the problem solving process to turn a failing company around. You give people the opportunity to share their suggestions to make positive changes.

**Leadership** is about teaching and experience. The best when to unlock your own **leadership** potential is to teach some competency that you have learned and providing space for the opportunity to experience and learn from others – they now are applying their knowledge by teaching and sharing their life and business experiences. For example, you are teaching someone critical thinking skills by debriefing with through a recent experience. This experience shared with the intention of learning the "good, the bad and the ugly." **Leaders** help everyone walk away correcting mistakes, fixing problems, coming up with solutions and congratulating each other for jobs well done.

**Leadership** is about nerve and talent. Life is a risky business – it takes a great deal of nerve to believe in our talents and the talents of others. The faint of heart may not be able to step up to the plate and say "I don't know how, can you show me? I know you are really good at ... and I would like to learn, but the leader with nerve connects with talents of others learning much often times moving out of the way to let other individual's talent shine forth. For those of you parents that might be technologically challenged – think about allowing your children to teach you a new computer skill.

**Leadership** is about innovation and appreciation. Looking at "old" problems with new eyes is often very challenging. However, asking yourself and others, "how can this be done differently, better, more effectively?" is one of the true hallmarks of a powerful **leader**. At the same time, every step of the way, showing, saying, writing our appreciation for support, a job well done, this list can go on and on... There is nothing more inspiring than this give and take.

**Leadership** is about laughter. Day-to-day living is serious business, sapping us of energy, power and passion. One of the greatest rejuvenators is laughing. Laugh out loud, laugh at yourself and laugh often.

To know your **purpose**, find **opportunities**, **teach** others, share **experiences**, build your **nerve**, find the right **talent**, become more **innovative**, show **appreciation** and **laugh**, that's how you unlock people's P.O.T.E.N.T.I.A.L., yes, even your own! Now that is **LEADERSHIP!**

Laura Novakowski, MBA, RN  
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*Inspiring People and Businesses to Discover  
Their Health & Wealth*  
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## ***Building the Case for Leadership***

*Leanne Hoagland-Smith, M.S.*

***“The growth and development of  
people is the highest calling of  
leadership.”***

Harvey S. Firestone

Why is **leadership** so important to organizations or to many individuals? Hundreds of books are written about great **leaders** from historical figures such as Sun Tzu, Moses, Alexander the Great and Napoleon to modern day contemporaries including Ghandi, Mother Teresa, Jack Welch, Margaret Thatcher and Ronald Reagan. However, when we travel beyond the incredible accomplishments of these great **leaders**, the question still remains why is leadership so necessary for organizations, governments and even each human being?

Building the case for **leadership** must begin at the end of the road or as Stephen Covey has been so often quoted: *“Begin with the end in mind.”* So, then, what are the results that we expect from the broad concept called **leadership**?

When individuals can secure results, they benefit and so do those around them. These benefits begin with Maslow’s hierarchy of needs. First, we need to have our biological and physiological needs met. After filling our stomachs and sleeping in our warm beds, we look to the second stage of safety. Being protected from the elements to each other leads us to exploring the third stage of Belongingness and love needs. Then and only then can we reach the fourth state of esteem needs including self-esteem, achievement and independence. Our trip ends at the fifth stage which Maslow called self-actualization. Only at this stage can we realize our personal potential, attain self-fulfillment and experience peak personal growth.

What Maslow did was to also build a foundational case for **leadership** within his 5-step hierarchy of needs. **Leadership** is the bridge that connects each step or need to the next. Without **leadership**, the ability to get results, that advancement to the next level, is much more difficult.

The case for **leadership** also extends into core values or non-negotiable behaviors that will always be consistently demonstrated. To secure results without respecting others is not leadership.

For **leadership** is all about people helping people. That is the case for **leadership** development whether it is in the boardroom or the living room. Without **leadership** both organizations and people work *“harder not smarter”* in their quest to reach that fifth and final stage of self-fulfillment of our innate potential.

Leanne Hoagland-Smith, M.S.

**ADVANCED SYSTEMS,**

**Performance Improvement & Executive Coaching**

*Developing Results Focused People,*

*Teams and Organizations*

<http://www.processspecialist.com/>



## Social Leadership: A Lesson

Stephen Sisselman



I start this article with a statement: "*The NYC MTA system is designed to support social **leadership**.*" Prior to now, if I had heard this statement I would have laughed and tried to disprove the statement based on information in the news about "*mishandling of finances*" and "*infrastructure break down of a system in such a way that rainfall can cause massive service interruptions*." After a recent moment on a NYC MTA bus, I can faithfully say that the social leadership the organization shows is not only one to be looked up to but one to be inspired by.

Upon sitting on a bus in NYC, it stopped to pick up a group of handicapped individuals, one of whom was in a wheelchair. The bus was an older model and therefore it takes more time and energy to utilize the wheelchair lift. The bus driver had to get out of his seat, go to the back and position the wheelchair life so that the passenger could get on. As this was happening, my first response was "Oy", but then I began to notice other people on the bus reacting with long heavy sighs, straining their heads to stare, and rolling their eyes. I was struck by the amount of self focused thinking that almost caught me and seemed to blow through the bus. Just as fast as I was struck by that another thought came into my head about judgments. Although in my mind, the situation of the handicapped person was a more important cause to me than being late for where I had to go, something else might have been going on for one of the passengers that were much worse.

There are a few reasons why **leadership** plays a big role in this situation, and it is a specific type of **leadership**, social **leadership**. To state in more simple terms getting what needs to get done, done while acting under the moral and legal guidelines set forth by the community we are in. This encounter involved a community of fellow bus riders who had to sit and wait for the driver whom could be seen as the authoritarian of the community to perform tasks that aided a person with disabilities.

A person with a disability is just a person with a challenge, the same as anyone else; in fact we are all disabled in one way or another because we all face challenges on a routine basis. When working in a company, a single person may have a challenge, for example, a death in the family requiring extended leave, a new account that becomes larger than expected, or even the inability to perform up to expected levels. The next occurrence is usually a time where a leader notices a challenged person or team or department or situation that requires attention, leaving others to feel "unlead". These feelings on not having **leadership** can cause conflict and stagnation. It is key to remember the work environment is a community just as the riders of the bus and at times a challenged person, area, department, or team will truly need more focus. We must free ourselves from the path of judgment and realize that every leader is human and every human has the potential to be an outstanding leader. If you find yourself in a situation in which a social leader seems to be forgetting about you, your department, or team, remember these few things:

1. The leader is providing a service using the best judgment they have, and if we were the leader we would not want our social decisions judged, so don't judge.
2. Focus on what the leader is doing to provide support to see their power and the luck it is to have at your disposal a leader who might be capable of helping you with a future challenge.
3. Remember you're always within a community, your family, your workplace, a bus or subway, a campus or even a restaurant.
4. Aspire to be a social leader in your community so that you understand the choices that have to be made for social challenges to be overcome.
5. And finally remember that sometimes it's best to turn around, face front, and let the social leaders do what they have to do without interruptions.

So, for this month let social **leadership** be a focus, recognize what others are accomplishing with the resources they have and even more importantly recognize what YOU are accomplishing with the resources at YOUR disposal. Congratulate yourself on how well you have lived your life thus far and contemplate the lessons that can help inspire your future to be filled with health and wealth.

**Make everyday a day to remember!**  
**Stephen Sisselman, BS, MT (ASCP), MS**  
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**Personal Note:** I was truly saddened with the reaction of our media to the shootings at Virginia Tech. Sometimes enough is enough and leaders deserve a break for being able to accomplish what they can with the resources at their disposal. Let us not forget that even though many lives were lost, had it not been for the social leadership of the campus, law enforcement, & medical professionals more could have been killed and/or injured.

On a scale of 1 to 10, with 10 being **extraordinary**, score your personal and profession level for **leadership**:

How does my **leadership capacity** help me to achieve my life's personal/professional purpose? \_\_\_

How does my **leadership capacity** help me to achieve my physical health and wellbeing? \_\_\_

How does my **leadership capacity** help me to achieve my mental growth and development goals? \_\_\_

How does my **leadership capacity** help me to in my relationship with family and friends? \_\_\_

How does my **leadership capacity** help me to in serving my community? \_\_\_

How does my **leadership capacity** help me to achieve my full financial growth potential? \_\_\_

How does my **leadership capacity** help me to achieve my full career, profession or business potential? \_\_\_

How does my **leadership capacity** help me to achieve living my beliefs, ethics and beliefs? \_\_\_

How does my **leadership capacity** help to influence my ability to change and grow personally/professionally? \_\_\_

Evaluating **YOUR leadership capacity** can help you to stay achieve extraordinary goals and live an amazing life. The next step is to start a **Power Choice**© goal achievement system in an area that will help you to achieve **YOUR M.A.G.I.C.A.L.**™ goals.

If **you** want to discover some exciting tools and techniques to help you to expand **YOUR leadership capacity** and to help you to double your performance potential please call:

**"Enduring setbacks while maintaining the ability to show others the way to go forward is a true test of leadership."**

Nitin Nohria



**"Great leaders are pragmatists who can deal with difficult realities but still have the optimism and courage to act."**

Nitin Nohria

Laura R. Novakowski

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