

Changing Dynamics

Volume 3, Issue 2

Summer 2003

Special points of interest:

- Revitalize
- Leadership
- Quotes
- Lessons ...

Inside this issue:

<u>The Traveler's Gift</u> , Andrews	2
What is Leadership?	2
Convictions	3
Personal Mastery	3
Our Sacred Enclosure	3
A Trail Blazer	4

MISSION: *To be the arrow that points individuals and organizations in the direction of improving personal and professional performance.*

REVITALIZE THE MIND - Laura R. Novakowski

With the business and busyness of each day, I am finding that it is essential to value my time and not pollute it with tasks and behaviors that simply fill it with mind-numbing activity.

The needless, nonsense phone calls that I initiate or receive are better replaced with a brief e-mail that allows me freedom to pick my response, review it and demonstrate some restraint, brevity and results. I also can do this at 4 AM and go back to a restful sleep, besides, I can respond without interrupting someone else's schedule (or sleep).

I am learning that picking up a good book and kicking back for a few hours actually gives me a fresh perspective rather than feeling I am wasting my time. I use index cards as bookmarks. It is amazing how many quotes and ideas

crop up in the middle of a romance or mystery that help solve problems. This also helps me feel productive because I am able to capture a solution to a problem or a new idea that would have not been available to my cluttered mind.

Taking a walk, exercising or using hand weights helps me to refocus and enhance my effectiveness. The ability to change activity and shift my focus from being sedentary to being active helps me to gain flexibility. Also, this has improved my sensitivity to others comfort and concentration in long sessions.

Whatever methods you chose - the mind is more easily refreshed by action and diversity. So, go for it, be creative in finding ways to revitalize your mind.



"We are our own devils; we drive ourselves out of our Edens."

Goethe

MORE THAN A THOUGHT - Laura R. Novakowski

We all encounter people with great ideas. We, ourselves, engage in a lot of conversation and dreaming. And yet, so many ideas literally "die on the vine", as my grandfather used to say, because nothing is done to get it off the ground.

It takes more than the thought to achieve a dream - it takes planning and action.

Learn to create goals and time commitments to yourself to move from the ideal to the real. When you find yourself stuck, review your

options and discuss it with a friend, coach or mentor.

No one can steal your idea. If they do, it's probably because they had the same dream, they were dedicated and took action to see it through. It was **more** than just a thought.

Book Review– The Traveler's Gift – Author – Andy Andrews



"I am where I am today - mentally, physically, spiritually, emotionally & financially Because of decisions I have made. My decisions have always governed my thinking."

Andy Andrews

In The Traveler's Gift, Andy Andrews provides "seven decisions that determine personal success." This book offers a fresh twist by engaging fact with fiction.

He creates a compelling story around historical figures who have been faced with overwhelmingly difficult circumstances and made choices that ultimately changed the course of history.

This is a book to savor and read over and over again. It leaves you with a sense of humility and yet courage. It

raises your awareness around decisions that may appear to be inconsequential. Decisions that, at first, appear not to have any impact at all and yet the overall effect is life changing. Or, the decision is monumental, so full of significance, that we must decide what is the best course of action resulting in the least pain or disaster.

It leaves you with a lump in your throat and an awareness that we all have greatness within us. We all are faced with challenges every day and opportunities to affect

change within and far beyond ourselves.

The Traveler's Gift is an experience that you hopefully will not choose to miss. It will be the present that you will give a friend who has helped you in a difficult time, to a child whose future is stretching in front of them or to the staff in your company to provide them with a tool that will help them understand their value and significance.

Truly a *gift* as one the best inspirational books I have read in a long time.

WHAT IS LEADERSHIP? - Laura R. Novakowski



"Leadership is lifting a person's vision to higher sights. ..."

Peter Drucker

Peter Drucker 's definition of leadership:

"Leadership is not magnetic personality-- that can just as well be a glib tongue.

It is not "making friends and influencing people"--that is flattery.

Leadership is lifting a person's vision to higher sights, the raising of a person's performance to a higher standard, the building of a personality beyond its normal limitations."

It's one thing to manage, to control, to dictate. It is quite another thing to demonstrate extraordinary leadership.

Leaders serve as catalysts, conductors, facilitators,

mentors and coaches. They impact directly on the organization's or the individual's ability to compete and grow.

Leadership is:

Attitude Development - leaders create a positive, success-oriented, vision & purpose-centered environment.

Interpersonal Skills - leaders learn, teach and understand the dynamics of teams effectively.

Critical Success Factors - leaders quickly and clearly identify factors critical to the success of the organization.

Goal Setting - leaders provide

organizational direction and facilitate accomplishing necessary objectives.

Results Oriented - leaders monitor results and make changes and adjustments as needed.

As you can see, there is very little time for a "glib tongue" and "flattery".

The time is spent on creating and maintaining an environment that effectively develops and supports human potential and growth. Lifting people higher and maintaining focus on the vision and the team.

That's leadership!

CONVICTIONS - Laura R. Novakowski

Taking a stand takes a lot of conviction, especially if it means going against the majority, the establishment, the mainstream. Without the people who were willing to hold to their own beliefs and convictions, we would not be living in the world that we are today.

Men and women of conviction stood up and stood out when rules became oppressive and limited personal liberties. These few helped create

our democracy - Our Founding Fathers.

A woman would not move to the back of the bus in a time when her personal safety was greatly threatened. She stood up not just for herself but for all those who were or would be mistreated. The wheels of the civil rights movement started that day in 1955 - Rosa Parks

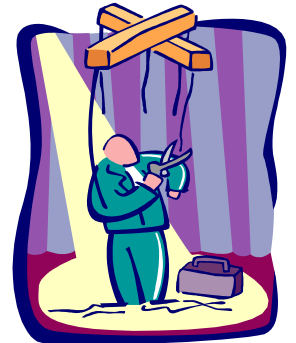
One man believed and taught moral character,

nonviolence and tolerance for all creeds and religions. He lived simply and focused on finding truthful ways to resolve conflict. He led a country to liberation through nonviolent resistance, thus becoming honored as the father of a nation - Mahatma Gandhi.

Perhaps our convictions won't build nations or start movements, but then who knows, perhaps they will.

"A 'No' uttered from deepest conviction is better and greater than a 'Yes' merely uttered to please, or what is worse, to avoid trouble."

Mahatma Gandhi



PERSONAL MASTERY - FIRST - Laura R. Novakowski

Mastery is defined as “*the upper hand in a contest or competition ; possession or display of great skill or technique; skill or knowledge that makes one master of a subject.*”

Well, I don't know about you, but I do think the most important “subject” in each of our lives is ourselves. It's like being on a plane, there's

a disturbance and the oxygen masks drop down. Which mask do you apply first, yours or the child next to you? The instructions are for us to apply our mask first. You can't take care of the child, or any one else, if you lose consciousness.

Now that concept has caused me to decide that

from this point forward I am going to work on mastering my self first, so that I am able to serve as a role model, developmentalist, coach, mentor for others. Whatever I am doing in my personal and professional life, it is up to me to take responsible actions and to master my performance personally - first.

“Knowing others is intelligence; knowing yourself is true wisdom. Mastering others is strength, mastering yourself is true power.” Lao-Tzu,

START WISHING - Laura R. Novakowski

As children, we wrote letters to Santa, asking for dolls, games, bats and trains. The days stretched into weeks of dreaming, shopping, seeking for just the right things.

Somewhere along the way, we stopped creating those “wish” lists. We stopped asking for the extravagant, the fun and started to settle for the sensible and the serious.

We forgot that the process of

wishing as a child caused us to dream and envision playing with the toy or experiencing the event and that was almost as much fun, generally even more, than when we got what we asked for.

Now here is my wish for you. Get a notebook that is just for wishing, set aside 15 minutes a week to create your “wish” list and start wishing and writing. Now I know that this might be

difficult, so let me help you.

Wish for a walk on a beach.

Wish for a ride in a convertible.

Wish for 2 tickets to a ball game.

Wish for a good book to read.

Wish for 15 minutes of peace and quiet.

Wish for a trip to Maui.

You can do this all year round, at any age. Start wishing!



“When fortune smiles, embrace her.”

Thomas Fuller

Positive Power Strategies, Inc.

For more information regarding corporate and individual development & alignment contact:
Laura R. Novakowski, President

3 Thorny Apple Drive
Hunlock Creek, PA 18621
Phone: 570-477-3388
Fax: 570-477-2636
Email: lnovakowski@aol.com
Www.positivepowerinc.com

Personal & Organizational Development & Coaching

Creating change through leadership, management & supervisory development, strategic thinking & business planning, customer service, time management, team building and goal setting & achieving.



“We can easily forgive a child who is afraid of the dark; the real tragedy of life is when adults are afraid of the light.”

Plato

It never ceases to amaze me how wonderful people can be and how many lessons they can teach.

I've always been the type to finish what I start and that work ethic has served me for many years. In recent months, a person very close to me was accepted into and started a doctoral program. In her young life she has always been in school, and, naturally everyone is immensely proud of her. In a recent conversation, she told me that she was going to leave school and get a job. She had never “quit” anything in her life.

To say the least, I was at first quite blown away. When I had the opportunity to talk with her about the decision

LESSONS - Laura R. Novakowski

further, I asked what she planned to do.

Her response was an invaluable lesson for me. She told me that although she was doing well - great, project, people and grades - she just didn't have the passion that she felt she should to continue for the next 3 to 4 years. The project was too valuable for her not to be able to give 200%. Even if her “average” commitment and work was enough to get by, she knew that wasn't enough.

She shared with me that she felt it would be better for someone else with more interest to continue with the project. That her interests were causing her to go in a different direction, detracting

from the program. Also, her respect for her mentor was too great for her to be less than her personal best.

This caused me to reflect and realize that I had sometimes done a job that I didn't have passion around but I felt obligated to stay and do it anyway. It would have been better to make the choice to move over and make room for the person who had the passion to see it through to its best resolution.

I have felt a great deal of respect for this young woman from that day forward. She is walking toward her passion and making room for others to do the same.

Thanks for a great lesson!