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I. Huddle Up -- The Potential of 2010



Leadership in 2010 will take on a new meaning. It is my desire that all clients be ready for it, and that includes you.

We have "survived" 2009, and yet there is much uncertainty in the air for the new next year. Yes, there is much more hope now than there was this time last year. Yet a nagging concern lingers for what is coming next.

Don't be fooled that you can continue in your survival leadership tactics, or return to "how things used to be" before the recession. You must decide today how you will lead in 2010 and set the course now for what's next.

Avoiding the Beach Ball

I clearly understand that there are many things that are not in your control. Therefore, you must choose to impact everything that is in your sphere of influence with great care and purpose.

I have been working with quite a few leadership teams on their yearly objectives. The ones who are making it work are the ones who are clued in to what they do control, where they can make the biggest impact, and how to maximize their people and culture to do what they are the very best at. This includes individual team members as well as the organization as a whole.

What I am seeing out there is somewhat like battle fatigue. Leaders would be wise to clue in before it's too late. The people left behind after job cuts and downsizing have been forced to take on more and more responsibility outside their personal strength zone. Running a lean machine has worked for the saving of the ship-but be warned, this has a short shelf life for the long term success of your organization.

When people adapt their behavior for a long period of time the stress gets to them. It usually does not get expressed verbally nor in a healthy, proactive way. Think of holding a beach ball under the water - it requires much effort and strength, and in a moment with just a minor slip the ball shoots out of the water sideways, and maybe even hits an innocent bystander!

Tapping Potential

A leader must watch for nonverbal signs that adapting to fatigue and stress is getting to their people, and then plan accordingly. A wise leader will create relief and make a plan so they can remain profitable and sustain that profitability for the long haul.

Find out what your people's strengths, talents, and skills are and organize your team accordingly. You would be surprised at what assessing your people, changing seats on the bus and getting them to have open communication will do for not only the morale of the team but the good of the bottom line! You have so much wasted energy and talent on your team. The untapped potential in your people is costing you money. And most of all, it is burning out your star players.

Something I've learned about top performers is that they will not tolerate your blind eye. They will stay with you until things get stable and the minute the opportunity opens up they will flee from your dictatorship ASAP!

The beach ball is gathering momentum, so what can you do today to not only keep your current talent but be ahead of the ball and create an environment that attracts the people fleeing from the narcissist tyrants? Invest in them. Encourage them. Learn what motivates them. Study what behavior style they manifest and then meet them where they are at and maximize it.

Intentions in 2010

You can control your culture, your investments, and your influence. You can impact your organization in 2010. You can be profitable and one of the best places to work, but it starts with you and your intentionality. Your intention is to not be caught up in your own stuff but to invest in the future of the people around you and the next wave of talent you will attract. If you don't plan for it and budget for it now you will be found wanting.

So consider yourself warned in love. I am deeply concerned for the soundness of your leadership. Please lead like the great leader within you.

I believe in you and yet I ask you...If not now, when?

Shandel

P.S. Would love your feedback and comments - [click here](#) :)

II. Pep Talk -- Monthly Quotes

The reason why most people face the future with apprehension instead of anticipation is because they don't have it well designed. -- Jim Rohn

Do the difficult things while they are easy and do the great things while they are small. A journey of a thousand miles must begin with a single step. -- Lao Tzu

The task of leadership is not to put greatness into people, but to elicit it, for the greatness is there already. -- John Buchan

There's a great deal of talk about loyalty from the bottom to the top. Loyalty from the top down is even more necessary and is much less prevalent. One of the most frequently noted characteristics of great men who have remained great is loyalty to their subordinates. - General George S. Patton, Jr.

Your team bespeaks values and a way of doing things that emanate from a source; that source is you---the leader. Thus, the dictates of your personal beliefs should ultimately become characteristics of your team. -- Bill Walsh

III. MVP Award -- To the MVPs in my Life



Next month we have 2 amazing people lined up to share their stories but alas the Holidays have overwhelmed so many already. I am planning your New Year's Challenge so watch for it next month. I would love feedback on the challenges you are facing and worries you have for the upcoming year - so I can help address them - let me know by [commenting here](#).



This year instead of Christmas cards I sent out Thanksgiving cards and some of your snail mail addresses are out of date and were returned to me. Please update me if you did not get one!

Anyway below is the letter I sent expressing a snapshot on how grateful I am for you and what is going on with me and True Life, Inc. We are building our business contacts in Seattle, Portland, Sacramento, and Reno in 2010. So your introduction to leaders who desire to be great, lead their people to greatness, and grow their organizations would be most appreciated and desired (email intros work the best!) Seriously thank you for taking a moment to do so!

Please join us on Twitter, Facebook, and the new [True Life Inc blog](#) . Let me know how I can help serve and support you in the upcoming year! www.twitter.com/truelifeinc and www.facebook.com/truelifeinc and <http://www.truelifeinc.com>

THANK YOU!!

Shandel

[Read my Thanksgiving Letter and Update here](#)

IV. Game Schedule -- What are your Intentions for 2010?



LIVE AN INTENTIONAL LIFE IN 2010...

TAKE YOUR LIFE TO THE NEXT LEVEL!

New Class Starts January 21st - sign up here!

ALUMNI ONLY CALL December 10th - ITS FREE!!!

We are proactively investing in our Life 301/Be You Alumni this holiday season. Our objective for the call is to review concepts, answer questions, and set intentions for a successful holiday season and 2010! We will offer these monthly calls for all Alumni so if you are interested get on the list today! Even if you can't join the class take our [survey here](#) so we can better serve you in the future - we love our alumni!!!

Begin Your Life 301 Experience Today - class starts Jan. 21st

Define yourself, your next level, and what success looks like to you!
Sign up today!

Do you have a charged life battery? The Life 301 workshop is for those who have successfully taken on the basics in life and now seek the next level in which to excel. If you've attained a measure of success, yet find yourself at a personal or professional plateau, Life 301 is for you. If you find that practically every minute of your life is filled, yet you lack fulfillment, this workshop is just in time for you. Discovering and working from your personal values you'll maximize your potential to succeed in all aspects of your life. Are you ready, willing, and able to do what is necessary to experience such a life?

Before I joined this class I had a sense of what values were important to me. But what this class has done for me has absolutely clarified and brought to light the top values that I want to live by. Without honing in on this - I could have lived a life void of my purpose. It is impossible to live a purposeful life and not spend some time defining our values and how we

are going to specifically live by them. I get one shot at this life and I don't want to get to the end and realize I missed the mark. This class got me much further in making sure that that doesn't happen. -- Life 301 participant

Contact us today for more information or check out our Workshops page on <http://www.truelifecoaching.com>

[Testimonials and more details on Life 301](#)

V. On 3 - Ready...1,2,3 - BREAK

Thank you for taking the time to read this month's edition of *The Coach's Time Out*. I truly appreciate you forwarding this newsletter to those whom may find it beneficial. If you desire to subscribe, please visit the front page of our website or send an email to ss@truelifecoaching.com with the word SUBSCRIBE.

If you would be so kind to forward this to a friend - see below for an easy click to help you pass it on.

Life's a blast - go for the 2 EXTRA points!

Shandel Slaten

Your Life Coach

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Be You. Be Real. Be the Best You can Be...Today!